

I.M.E.Q.[®]

INNOVATIVE MARITIME
EMOTIONAL INTELLIGENCE CENTER

SHIFTING MINDSETS ONBOARD

"The Leader Of The Ship"

2nd CSN Crewing Conference

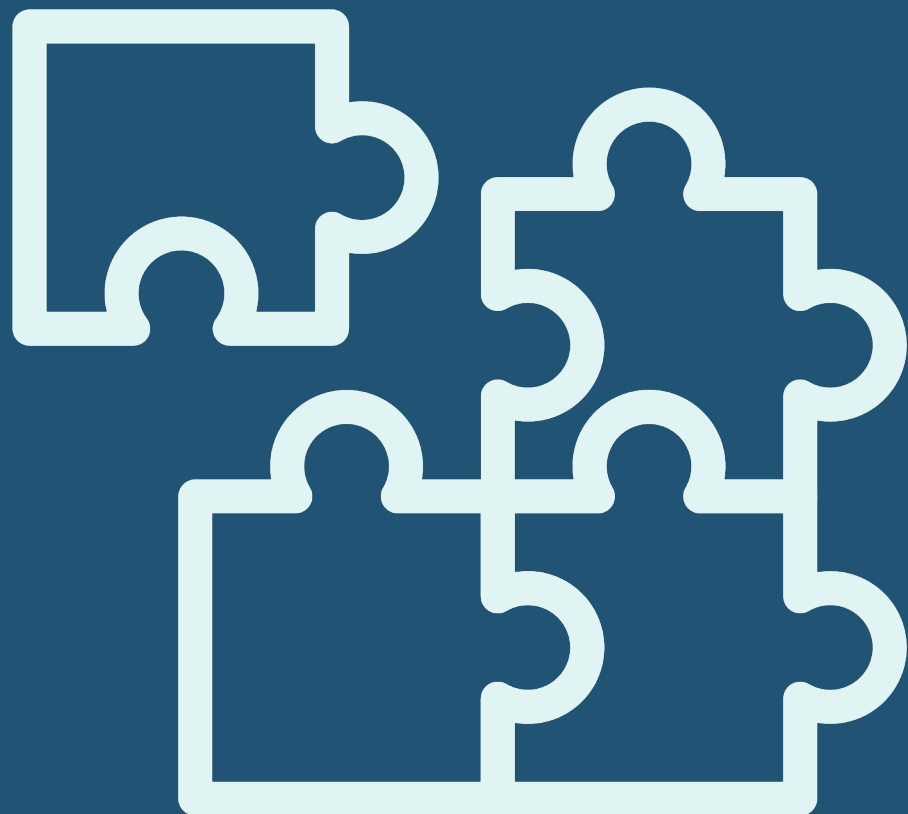
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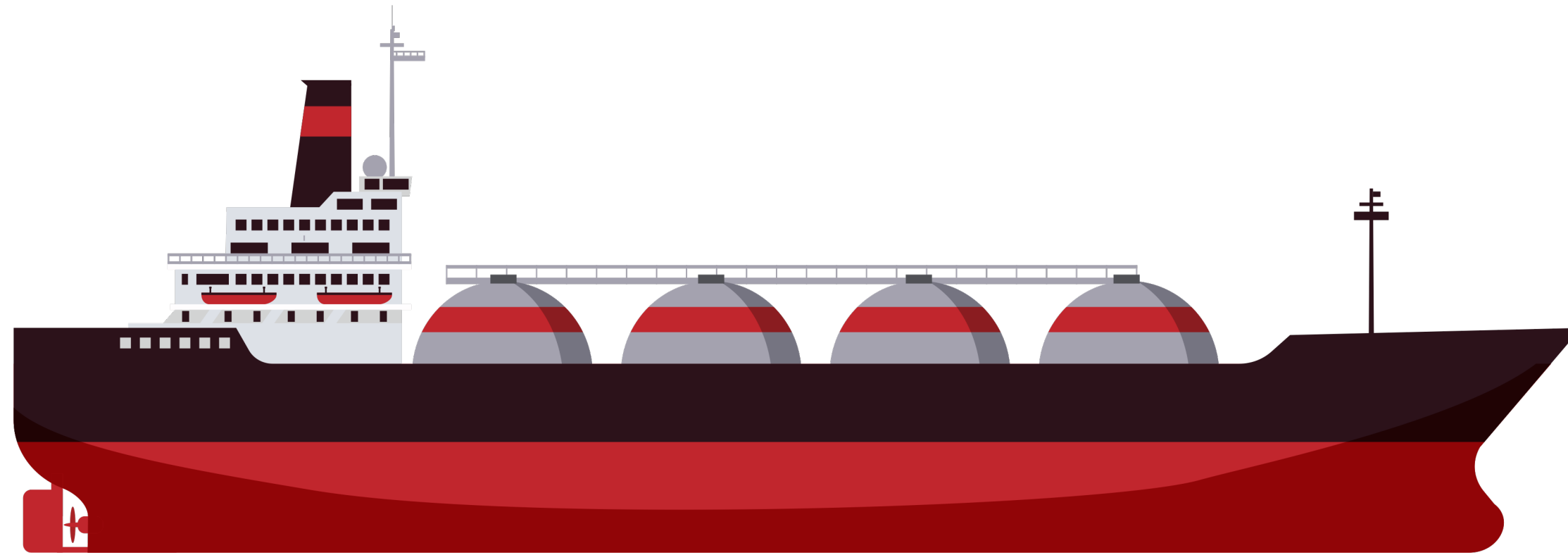
SOFT SKILLS

Soft skills are non-technical abilities that relate to how you work and interact with others



SOFT SKILLS FOR THE TOP 4

Captain, Chief officer, Second Officer, Chief Engineer.



Leadership Presence

As leaders, officers must be able to command respect and motivate their crew. Effective leadership involves more than just giving orders; it requires the ability to inspire and cultivate loyalty and enthusiasm.

Crisis Management

In high-pressure or emergency situations common in maritime settings, the ability to remain calm, make clear decisions, and communicate effectively can make the difference between chaos and coordinated action.

Cultural Sensitivity

Given the diverse backgrounds of maritime crews, top officers must navigate cultural differences gracefully, ensuring all team members feel valued and understood.

Decision-Making Under Stress

Leadership and adaptability are critical when facing unexpected challenges such as severe weather or mechanical failures. A chief engineer, for example, needs to quickly assess the situation, consider the safety and operational impacts, and decide on the best course of action.


Ensuring Compliance and Safety

Leadership skills ensure that safety protocols are followed and that the crew is compliant with maritime regulations. A chief officer who effectively communicates the importance of these regulations and leads by example ensures higher adherence and safety standards.


OUR OBJECTIVE

TO SHIFT THE MINDSET OF TOP OFFICERS ONBOARD BY ENHANCING THEIR SOFT SKILLS, THUS TRANSFORMING THEM INTO GREAT LEADERS

 **EMPLOYEE ENGAGEMENT**


 **RETENTION RATES**

 **OPERATIONAL EFFICIENCY**

 **INCIDENTS DUE TO HUMAN ERROR**

 **ENHANCED DECISION-MAKING**

 **BETTER COMPLIANCE AND REDUCED LEGAL COSTS**

 **BOOSTING MORALE AND REDUCING FATIGUE**

 **REDUCED TURNOVER AND TRAINING COSTS**

PERSONALITY TRAITS

Our dataset includes 2,385 officers, born in 1981 and onwards, providing us with a rich basis for understanding how these traits influence behavior and performance aboard.

Neuroticism

- Anxiety (N1): Mean = 45.29
- Anger (N2): Mean = 42.40
- Depression (N3): Mean = 43.83
- Self-Consciousness (N4): Mean = 45.96
- Immoderation (N5): Mean = 41.37
- Vulnerability (N6): Mean = 44.97

Extraversion

- Warmth (E1): Mean = 53.18
- Gregariousness (E2): Mean = 56.52
- Assertiveness (E3): Mean = 54.15
- Activity (E4): Mean = 52.00
- Excitement-Seeking (E5): Mean = 48.78
- Positive Emotions (E6): Mean = 52.28

Openness to Experience

- Fantasy (O1): Mean = 46.98
- Aesthetics (O2): Mean = 55.54
- Feelings (O3): Mean = 48.43
- Actions (O4): Mean = 55.84
- Ideas (O5): Mean = 54.13
- Values (O6): Mean = 50.67



Agreeableness

- Trust (A1): Mean = 50.88
- Straightforwardness (A2): Mean = 54.03
- Altruism (A3): Mean = 53.78
- Compliance (A4): Mean = 55.25
- Modesty (A5): Mean = 49.02
- Tender-Mindedness (A6): Mean = 52.31

Work Ethic

- Competence (C1): Mean = 54.40
- Order (C2): Mean = 56.60
- Dutifulness (C3): Mean = 56.28
- Achievement Striving (C4): Mean = 58.28
- Self-Discipline (C5): Mean = 57.86

Resiliency

- Resiliency : Mean = 55.23

CHARACTERISTICS FOUND AMONG OFFICERS

High Conscientiousness

This trait and its facets (like Competence, Order, and Achievement Striving) are notably strong among the officers. It suggests they are generally reliable, well-organized, diligent, and capable of setting and achieving goals. This trait is crucial for safety and efficiency on board ships.

Social and Communicative

The overall good scores in Extraversion indicate that officers are likely to be outgoing, energetic, and sociable. They are capable of effective communication and teamwork, essential for the collaborative environment on ships.

Resiliency

The calculated average resilience T-score for the seafarers is approximately 55.23. An average resilience score that is slightly above the norm suggests that the population sampled may be well-suited for the demands of their work environment, which often requires coping mechanisms to handle stress and adversity.



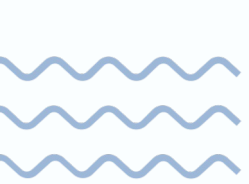
RESILIENCY

Balanced Agreeableness

This trait is well-represented, with scores indicating officers are generally cooperative, kind, and compassionate, which helps in maintaining a positive working environment. They are likely good at conflict resolution and possess a caring attitude towards their crewmates.

Intellectual and Aesthetic Appreciation

Good scores in facets like Aesthetics (O2) and Ideas (O5) under Openness to Experience suggest that officers are appreciative of art and open to new ideas and cultural experiences. This can translate into innovative problem-solving skills and a broader perspective on global issues, which are beneficial in diverse international crews.



AREAS OF IMPROVEMENT

Neuroticism

N5 (Immoderation) 12.48% , N6 (Vulnerability) 26,28% and N2 (Anger) 16,71% > 50 T score

Managing Neuroticism: Higher immoderation (lack of self control) can lead to impulsive decisions, difficulty adhering to rules, and challenges in maintaining discipline and moderation, which are crucial for safety and efficiency. This, indicates a level of vulnerability to stress and emotional instability, which could be critical in high-pressure maritime environments. Improving emotional resilience through training and support in areas like stress management, emotional regulation, and mindfulness could be beneficial.

Extraversion

E5: (Excitement-Seeking) 27.48% <45 T score

This is one of the lower scores in the Extraversion trait. E5: Excitement-Seeking. Implications: Officers with lower excitement-seeking score are suitable for routine tasks and structured & predictable situations. But more reserved in their social interactions which can affect team dynamics. Extraversion is associated with team morale, enthusiasm and assertiveness.

Agreeableness

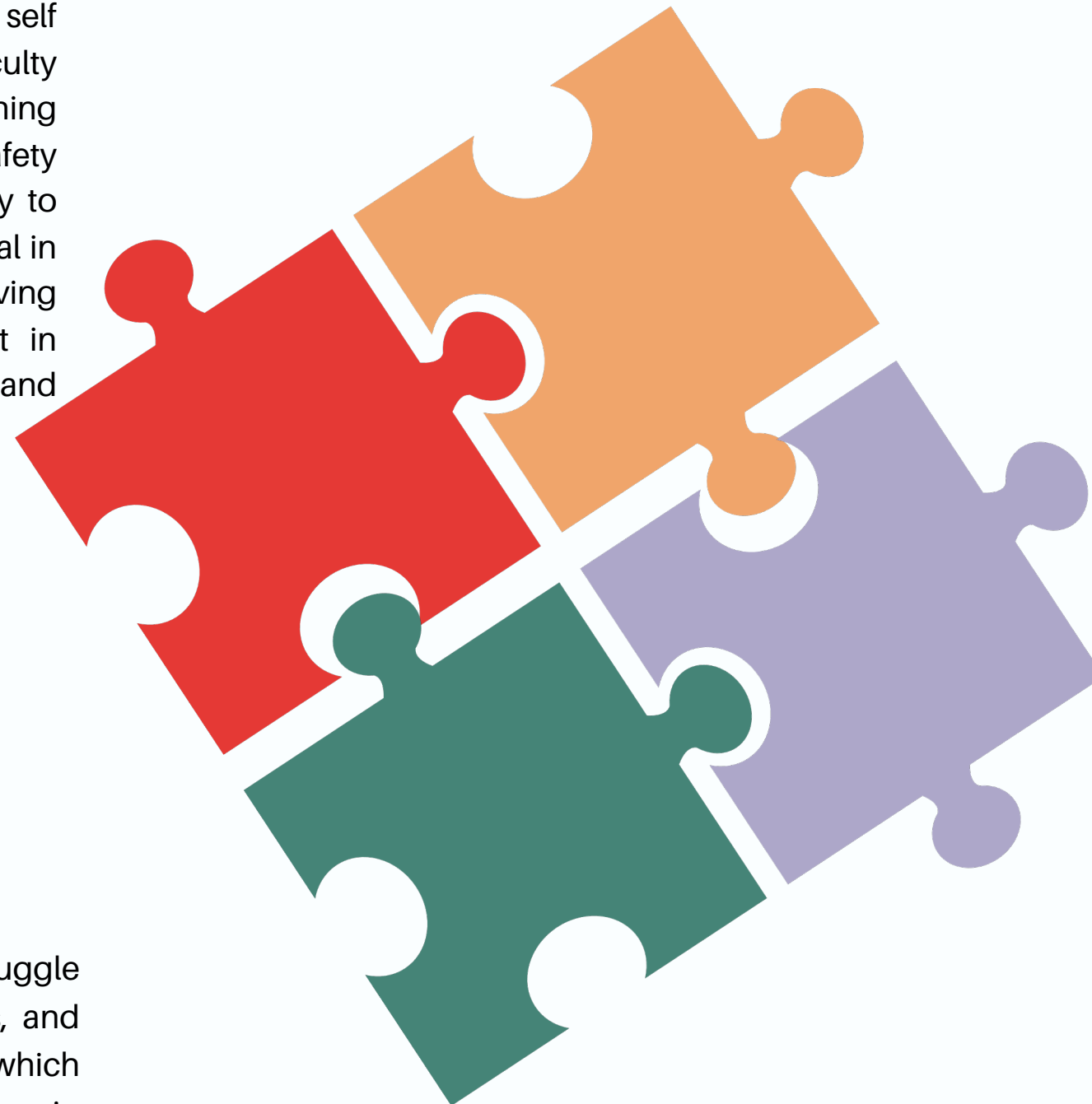
A5: Modesty(22.42%) <45 T score

Slightly lower modesty may lead to issues with arrogance, difficulty accepting feedback, and challenges in building trust and cooperation among team members. Promote modest behavior through role models, training programs on humility and teamwork, and encouraging a culture of mutual respect and acknowledgment of others' contributions.

Openness to Experience

O1: Fantasy (38,60 %), O3: Feelings (29.45%) < 45 T score

Officers with lower emotional awareness may struggle with empathy, understanding their own emotions, and effectively managing interpersonal relationships, which are vital for teamwork and leadership. Lower scores in fantasy may result in less creative problem-solving, innovation, and difficulty adapting to novel situations or thinking outside the box. Programs that encourage intellectual curiosity and emotional expression might aid in enhancing these aspects.



SHIFTING FROM A MANAGER TO A LEADER

1 Mental Health Support

Providing mental health resources, regular counseling, and stress-relief activities can help manage the psychological challenges associated with life at sea, potentially reducing the impact of traits related to Neuroticism.

2 Enhance Decision-Making

Officers showing moderate scores in facets related to Openness suggest a capacity for creativity and innovation that could be better harnessed through strategic decision-making training. Programs that focus on scenario planning, risk assessment, and making decisions under pressure can be valuable.

3 Team-Building Activities

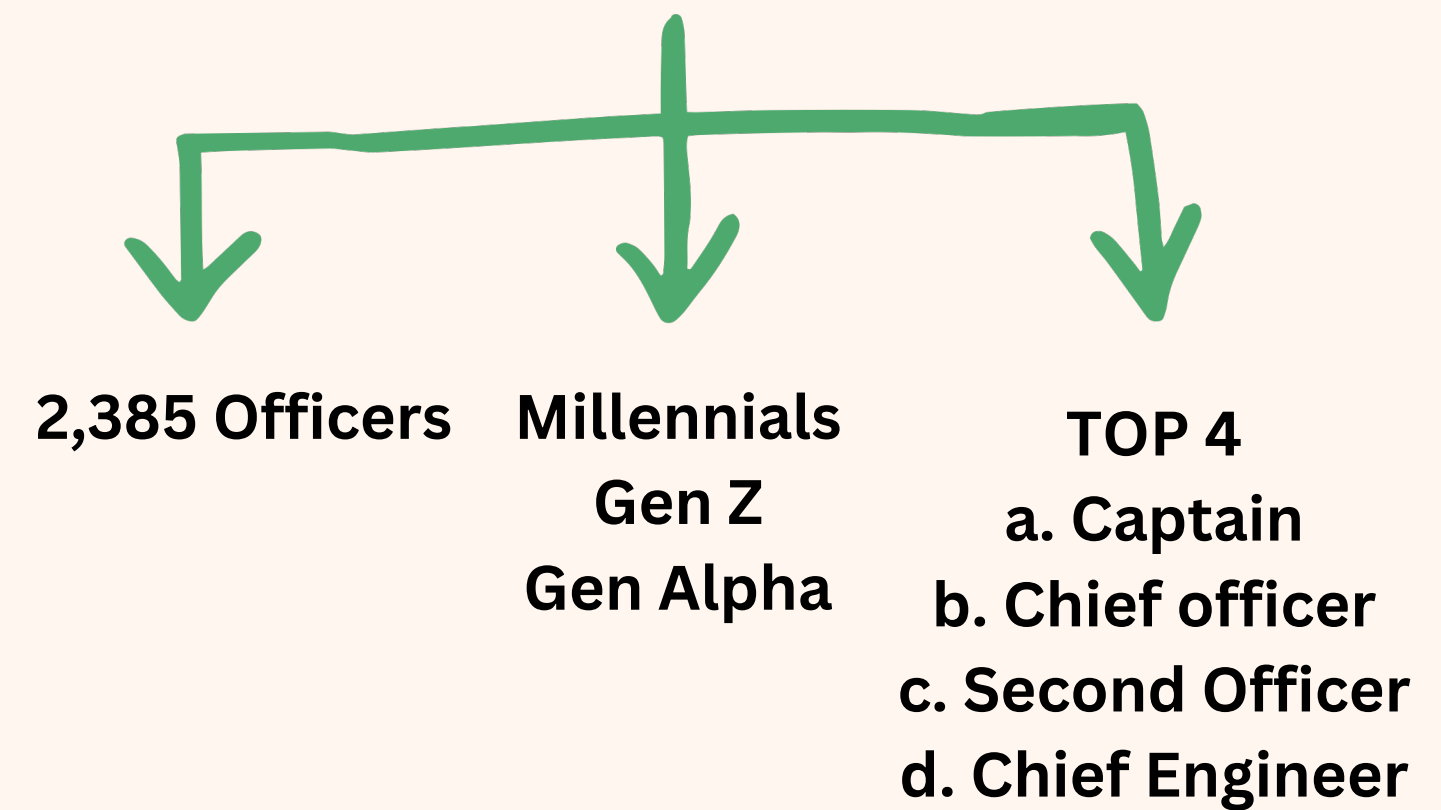
Strengthen Interpersonal Skills: Given the moderate scores in Agreeableness facets such as Modesty, and a balanced approach to assertiveness and cooperation, officers could benefit from team-building activities that focus on conflict resolution, effective communication, and collaborative problem-solving.

4 Coaching

For officers exhibiting higher neuroticism, including anxiety and impulsiveness, coaching can offer stress management, emotional regulation, and mindfulness techniques, fostering emotional stability and thoughtful decision-making. Enhancing openness to experience through creative problem-solving workshops and activities that stimulate intellectual curiosity can help officers become more innovative and adaptable. For those with lower extraversion, coaching can increase engagement and motivation by focusing on social skills, energy levels, and dynamic goal-setting. Addressing agreeableness, particularly modesty, coaching can promote humility and teamwork through role-playing exercises and feedback sessions, fostering a more cooperative work environment.

MULTICULTURAL APPROACH

FINDINGS (Officers born from 1981 and onwards)



INSIGHTS FOR EACH NATIONALITY

GREEKS

Strengths: High in Extraversion (especially Sociability and Positive Emotions) and Conscientiousness, indicating that Greek officers are sociable, enjoy teamwork, and are disciplined and reliable.

Potential Improvements: Slightly higher scores in Neuroticism facets like Anxiety suggest potential stress points that could be mitigated through targeted support.

UKRAINIANS

Strengths: Highest scores in Conscientiousness among the groups, especially in facets like Achievement Striving and Deliberation, indicating a focused and strategic approach.

Potential Improvements: Similar to Russians, moderate scores in some facets of Agreeableness and Neuroticism could be points for development in emotional management and cooperation.

GEORGIANS

Strengths: Balanced scores across most traits with a slight emphasis on Conscientiousness and Agreeableness, suggesting well-rounded personality profiles conducive to teamwork.

Potential Improvements: Higher scores in Neuroticism indicate potential areas for stress management training.

FILIPINOS

Strengths: High scores in Agreeableness, particularly Altruism and Compliance, suggesting they are very cooperative and caring. Good scores in Conscientiousness also suggest a disciplined approach.

Potential Improvements: Lower scores in some facets of Openness to Experience like Fantasy and Feelings could be enhanced to foster creativity and openness to new ideas.

RUSSIANS

Strengths: Notably high in Conscientiousness, suggesting a strong sense of duty, organization, and reliability.

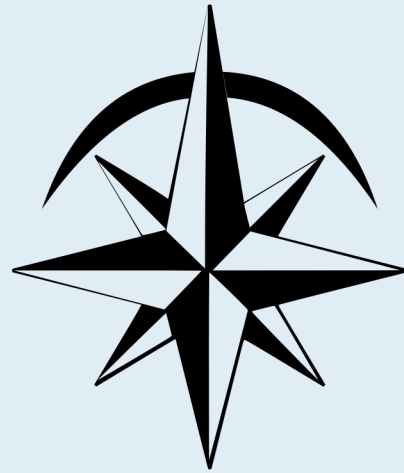
Potential Improvements: Moderate scores in Agreeableness facets like Trust and Tender-Mindedness may suggest areas for development in interpersonal relations.



IDENTIFY POTENTIAL LEADERS THROUGH SOFT SKILLS ASSESSMENT

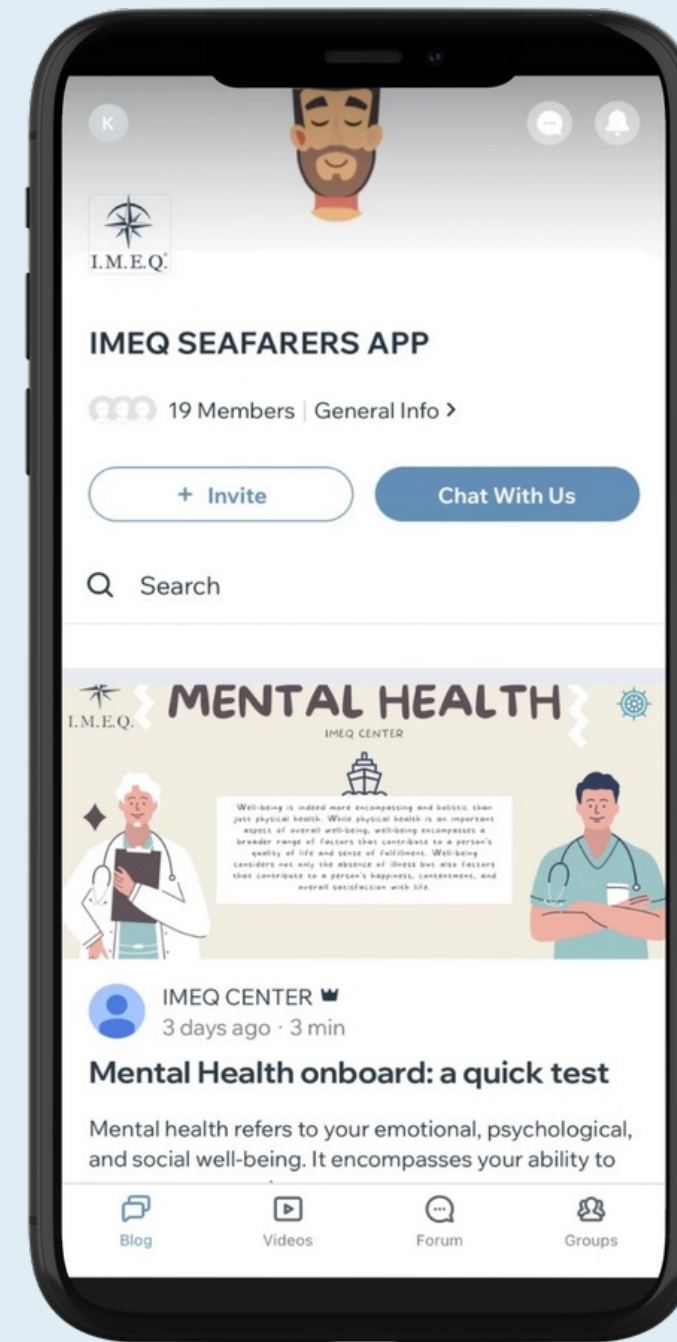


- **Data Filtering:** Filter individuals who meet or exceed these thresholds in Conscientiousness, Extraversion, and Openness, and have lower scores in the relevant facets of Neuroticism.
- **Review Additional Information:** Consider performance reviews, feedback from peers and supervisors, and previous leadership experiences to complement the personality assessment.
- **Conduct Interviews and Simulations:** Assess candidates further through behavioral interviews and leadership simulations to observe their skills in action and ensure they align with leadership expectations.
- **Continuous Evaluation:** Leadership potential is dynamic. Continuously evaluate and develop identified talents through training programs focused on leadership skills, emotional intelligence, and strategic thinking.



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