

BCDB Professionalization Workshop

December 7, 2012

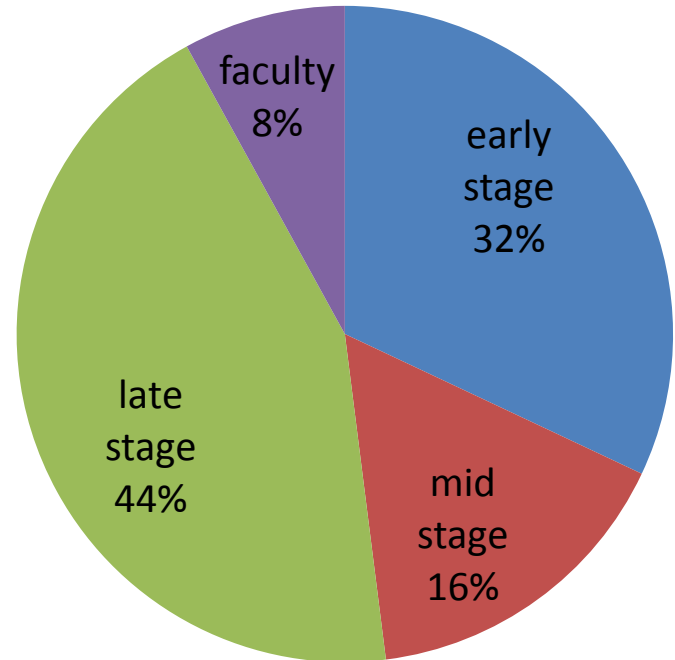
Career planning and development

Why do career planning?

- The process clarifies your career goals and helps you prepare for the next stage of your career
- If you have no idea what the next stage looks like, you need to be proactive about exploring options
- The NIH wants you to

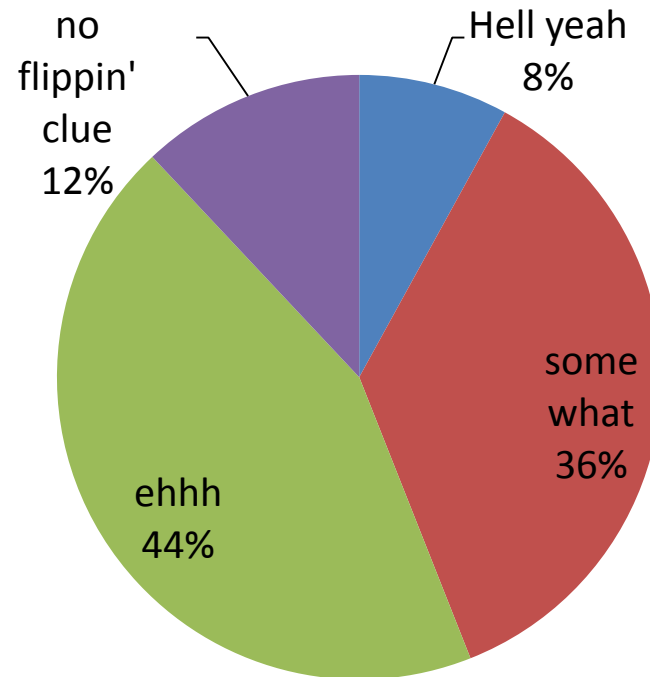
Career Goals and Planning

- 25 respondents



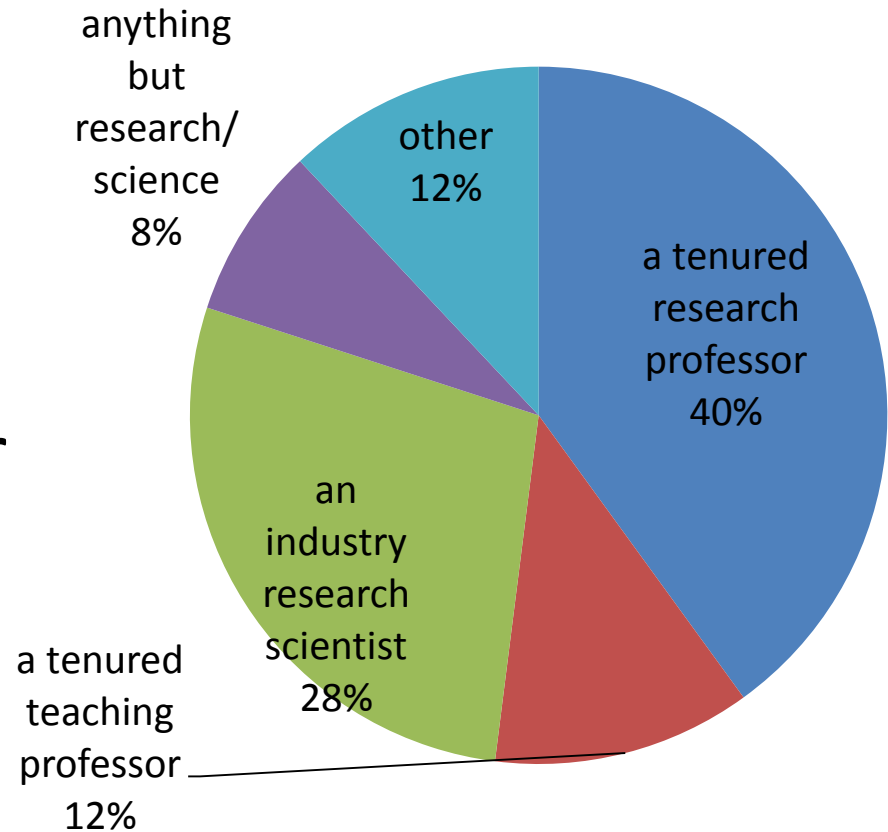
Career Goals and Planning

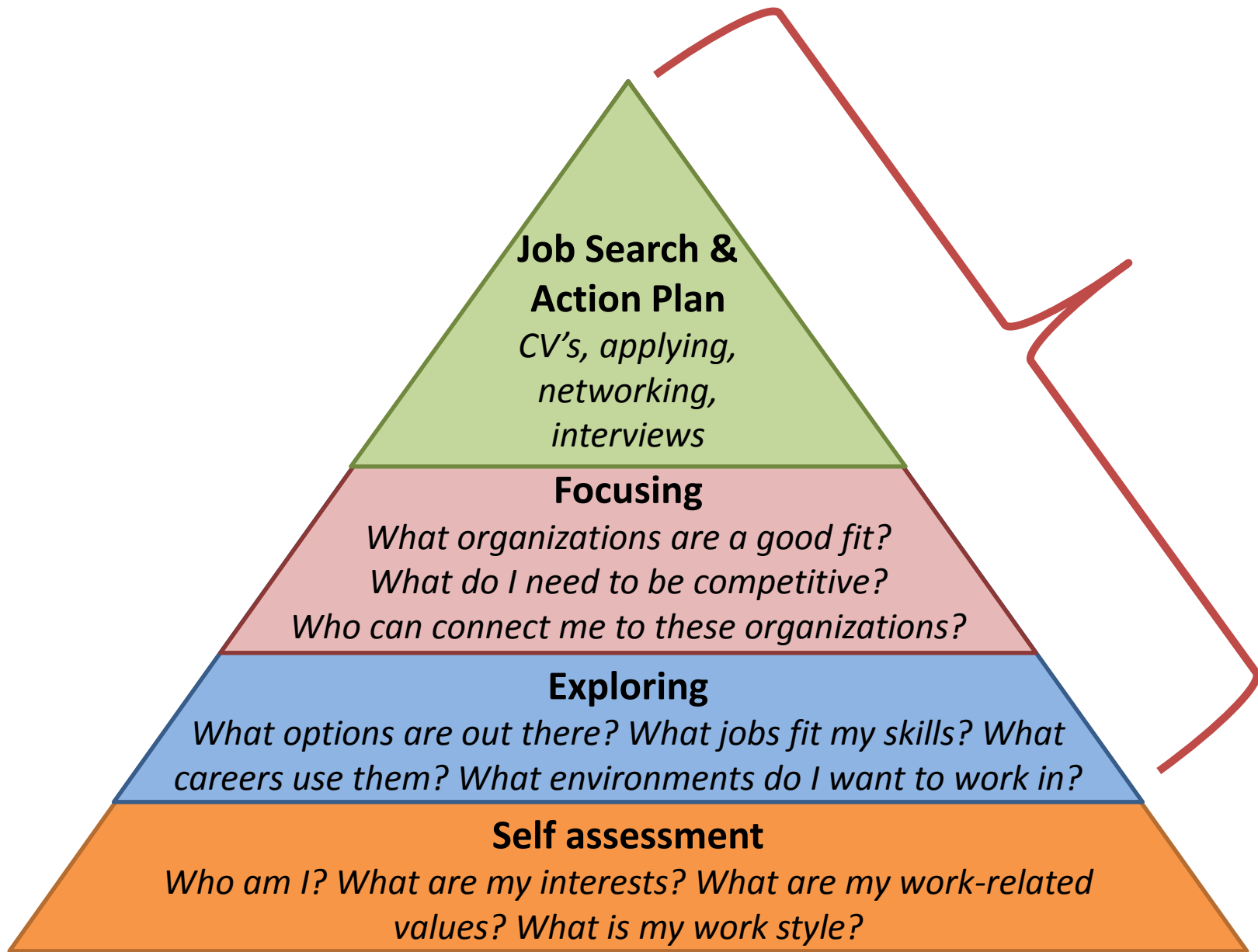
- 25 respondents
- How many have a good idea about their career path?



Career Goals and Planning

- 25 respondents
- How many have a good idea about their career path?
- What are our career paths?





Adapted from the Steve Lee lecture posted on Northwestern CLIMB

<http://www.northwestern.edu/climb/resources/excelling-in-graduate-school/index.html>

Self-Assessment

- Abilities/Strengths
 - Something you are innately good at
- Skills
 - Learned task that can be taught
- Values
 - A core belief that motivates you

Most of us are not proficient at self-assessment. Therefore tools and feedback is important for accurate self-assessment

Gallup StrengthsFinder

ACHIEVER®	People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.
ACTIVATOR®	People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.
ADAPTABILITY®	People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “now” people who take things as they come and discover the future one day at a time.
ANALYTICAL®	People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.
ARRANGER™	People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.
BELIEF®	People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.
COMMAND®	People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.
COMMUNICATION®	People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
COMPETITION®	People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
CONNECTEDNESS®	People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.
CONSISTENCY™	People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone with equality by setting up clear rules and adhering to them.
CONTEXT®	People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

IDEATION®	People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
INCLUDER®	People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.
INDIVIDUALIZATION®	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
INPUT®	People exceptionally talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.
INTELLECTION®	People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
LEARNER®	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
MAXIMIZER®	People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
POSITIVITY®	People especially talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
RELATOR®	People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

Career Development in Grad School

- Early stages
 - Exploring options, determining priorities
- Mid stages
 - Narrowing focus and identifying specific opportunities
- Late stages
 - CV, Resume, and job searching

<http://myidp.sciencecareers.org/>

MYIDP.SCIENCECAREERS.ORG

Goal Setting

- Example of early career goal
 - Teaching: Identify the teaching opportunities available here in Atlanta
 - Industry: Explore and indentify 2-3 work environments/companies where I would want to work.

Goal Setting

- Example of mid career goal
 - Research: Identify and attend 1-2 national/international meetings. At these meetings make contact with possible post-doc mentors
 - Industry: Review job postings to identify the skills required. Develop some of these skills

Goal Setting

- Example of late career goal
 - Teaching: Collect teaching materials and assemble teaching portfolio
 - Industry/Research: Create and fine-tune job-talk presentation. Make sure to craft it for your specific audience

Further discussion

- If people are interested in either further opportunities of