myPDO

CAREER PLANNING FOR US
SPECIAL THANKS

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WHY ARE WE HERE?

Need career growth to satisfy ourselves professionally and personally

Perhaps:
• you want to enhance your current job
• you want a new job (either at the same institution or someplace new)

Questions you ask yourself?
How do I grow, what else is out there, and how can I tell if that position is a good fit?
FIRST SOME BACKGROUND

Parsons-1909
• Understand skills and interests
• Knowledge of career paths

Holland -1997
• Match skills (what I have learned or could learn) and interests (what I enjoy doing)

Super-1962
• Importance of work values (what motivates me) in career decisions.
GREAT, WE KNOW ALL THAT

• Of course! Y’all teach this to postdocs!

But when was the last time you assessed YOUR skills, interests, values

.....And competencies

.....And your own career
VALUES INFLUENCE YOUR REALITY

• Your brain will filter information to create a frame of reference
  • Values
  • Beliefs
  • Past experiences

• From this comes reality as YOU experience it (the story how you see it)
EXAMPLES

- I have to make decisions everyone can live with (value of consensus)
- I have to have the answers (value of competence)
- It’s not okay to ask for help (value of independence)
- I have to be the best (value of achievement)
VALUES SORT

In your perfect job...

Place a value you have on the back
Add any values you feel are missing
YOUR INTERESTS

• What we actually like to do

• Does not mean we have those skills
  • Although they can be learned!

• Just because we have a skill, does not mean we have an interest

• Jobs can combine multiple interests

• Interests don’t always equal vocations
  • That’s what hobbies are for!
INTERESTS

• Realistic (Doers)
  • Like to work with things

• Investigative (Thinkers)
  • Like to analyze data and ideas

• Artistic (Creators)
  • Like self-expression

• Social (Helpers)
  • Like to work with people

• Enterprising (Persuaders)
  • Like to build organizations

• Conventional (Organizers)
  • Like to organize data/info systems
SO WHAT ELSE IS OUT THERE?

We surveyed 20 people

- 25% have been in the field 15+ years
- 35% have been in the field 10-15 years
- 25% have been in the field 5-10 years
- 15% have been in the field <5 years

- 35% changed organizations
- 25% changed and stayed
- 35% stayed at their organization
TITLES

Assistant Vice Chancellor for Career Advancement, International and Postdoctoral Services
Associate Provost and Chief Diversity Officer
Assistant Dean for Career and Professional Development
Assistant Dean for Postdocs and Career Development
Assistant Dean of Science
Associate Executive Director, Office of Graduate and Postgraduate Education & Training
Associate Dean for Student and Postdoctoral Affairs
Director of Career Development and Training
Director of College Leadership Programs
Director of Operations & Senior Analyst
Director, Career Development
Director, Office of Postdoc Services and Career Services Center
Director, Professional Development and Career Office
Associate Chair, Dept of Applied Physical Sciences
Associate Director, Postdoc Affairs
Scientific Ombuds and Director, Office of Scientific Career Development, and Career Consultant
Manager of Career and Professional Development
Founder, Consulting Company
Sr. Manager Healthcare, Life Sciences, Public Sector
### How do skills that we have fit into the RIASEC model?

<table>
<thead>
<tr>
<th>RIASEC</th>
<th>Skill Area</th>
<th>Conducive Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Realistic</td>
<td>Make database</td>
<td>Design and code surveys</td>
</tr>
<tr>
<td>Investigative</td>
<td>Strategic Planning</td>
<td>Statistical analysis of alumni/programs/etc</td>
</tr>
<tr>
<td>Enterprising</td>
<td>Conceptualize and prepare grants</td>
<td>Big ideas</td>
</tr>
<tr>
<td>Social</td>
<td>Advise students</td>
<td>Emphatic/listen</td>
</tr>
<tr>
<td>Artistic</td>
<td>Artistic individuals are creative, innovative, and intuitive</td>
<td>Writing: blogs, social media Marketing campaigns Visual arts design (ie posters for events, slides) Creating courses using new technologies Video production</td>
</tr>
<tr>
<td>Conventional</td>
<td>Logistics (rooms, emails, speakers, travel) Keeping records Committee work Editing Project management Budget management Convening meetings Staff management</td>
<td></td>
</tr>
</tbody>
</table>
Plot of Interest Types

- LOW on Realistic and Artistic
- HIGH on Social (Career Advising)
- HIGH on Investigative (Planning Programs and Career Trends)
- Shift towards Enterprising
CODING INTERESTS FOR PROFESSIONALS <5 YEARS

- HIGHER on Administrative
- Social and Investigative are HIGH for our field
CODING INTERESTS FOR PROFESSIONALS 5-10 YEARS
CODING INTERESTS FOR PROFESSIONALS 10-15 YEARS

- Further INCREASE on Enterprising
In our analysis, jobs that included Provost, Chancellor, Executive or full Director (i.e., not associate or assistant director) scored 5 on Enterprising activities.

Half of these individuals were in their career for 10 – 15 years, and the other for over 15 years.
WHAT NOW?

TURNING SKILLS, INTERESTS, & VALUES INTO CAREER GROWTH
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TURNING SKILLS, INTERESTS, & VALUES INTO CAREER GROWTH

1) Start where you are†...

2) Decide what you want to tackle first...

3) Create a plan for success...but not just any plan...

†Designing Your Life: How to Build a Well-Lived, Joyful Life | Bill Burnett and Dave Evans
WHAT NOW?

TURNING SKILLS, INTERESTS, & VALUES INTO CAREER GROWTH

1) Start where you are†...
   - Where am I right now with respect to having my professional values fulfilled?
   - Am I able to work on my interests/passions (and do I need to in my primary role)?
   - What is the problem I am trying to solve?
   - Is there something else going on here?...

2) Decide what you want to tackle first...

3) Create a plan for success...but not just any plan...

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Start Where You Are – Assess Your Interests

Take a look at all of the interests listed on the PDO RIASEC sheet and select all that resonate with you as the keys to your job satisfaction (not necessarily something you’re doing now)...or add any of your own. Then...

1) List the Interests you selected as important for your professional satisfaction in a list from top (most important) to bottom (less important)

2) Rank your Interests according to the scale from left to right – Are these being satisfied through your current position/activities/institution?
### Start Where You Are – Assess Your Interests

<table>
<thead>
<tr>
<th>Interests</th>
<th>Unsatisfied</th>
<th>Somewhat Unsatisfied</th>
<th>Neutral</th>
<th>Somewhat Satisfied</th>
<th>Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest #1</td>
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<td>Interest #2</td>
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<td>Interest #3</td>
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START WHERE YOU ARE – ASSESS YOUR INTERESTS

1) List the Interests you selected as important for your professional satisfaction in a list from top to bottom

2) Rank your Interests according to the scale from left to right – Are these being satisfied through your current position/activities/institution?

3) Consider/Discuss - what would it take for you to be able to say that any unsatisfied interests are being satisfied?
WHAT NOW?

TURNING SKILLS, INTERESTS, & VALUES INTO CAREER GROWTH

1) Start where you are†...
   • Where am I right now with respect to having my professional values fulfilled?
   • Am I able to work on my interests/passions (and do I need to in my primary role?)
   • What is the problem I am trying to solve?
  ➢ Is there something else going on here?...

2) Decide what you want to tackle first...

3) Create a plan for success...but not just any plan...

†Designing Your Life: How to Build a Well-Lived, Joyful Life | Bill Burnett and Dave Evans
Understanding the root cause of your current thoughts is critical

1) Situational or Individual-centered challenges
   • Can trick us into thinking that the challenge extends beyond the current situation/individual → Understanding the impact and whether or not you can effect change is important

2) Super’s Career Development Theory
   • Things change, we change, and how we see ourselves changes

3) Consider the 5 Core Concerns*
   • Negotiation and what we value go hand-in-hand
   • 5 Core Concerns involved in any relationship = our “buttons”

*Beyond Reason: Using Emotions as you Negotiate | Roger Fisher and Daniel Shapiro
3) **Consider the 5 Core Concerns***

- Negotiation and what we value go hand-in-hand
- 5 Core Concerns involved in any relationship = our “buttons”

  ✓ Appreciation
  ✓ Autonomy
  ✓ Affiliation
  ✓ Status
  ✓ Role

*Beyond Reason: Using Emotions as you Negotiate* | Roger Fisher and Daniel Shapiro
ARE YOUR VALUES BEING CHALLENGED?

Each of your values can be placed within one of the Core Concerns

1) **Appreciation**
   - Do you feel heard, understood, and valued?

2) **Autonomy**
   - Do you have freedom to make decisions without someone else imposing a decision on you?

3) **Affiliation**
   - Do you feel close and connected, or do you feel distant, alienated, marginalized, and/or treated as an adversary?

4) **Status**
   - Do you feel respected in your status? Do you feel important?

5) **Role**
   - Do you have a fulfilling, meaningful role? Do you feel that your role in the relationship is respected?

*Beyond Reason: Using Emotions as you Negotiate| Roger Fisher and Daniel Shapiro*
IS THERE SOMETHING ELSE?
ASSESS YOUR CORE CONCERNS

1) Consider the Core Concerns and list them in the order in which you find them to be generally most important to you
   (1= Most important or “Most Pushed”)

2) List your top values under the Core Concern that encompasses them

3) Highlight/Identify any values that are currently unmet
Consider/Discuss:

1) Do any unmet values cluster with a Core Concern?
2) Is a value truly unmet/completely unmet or does it have more to do with a deeper issue (Core Concern) being triggered?
3) Are there things you now see that you could do differently to change this?
WHAT NOW?
TURNING INTERESTS & VALUES INTO CAREER GROWTH

1) Start where you are...
   - Where am I right now with respect to having my professional values fulfilled?
   - Am I able to do work that satisfies my interests (and do I need it in my primary role)?
   - What is the problem I am trying to solve?
   - Is there something else going on here?...

2) Decide what you want to tackle first...
   - Remember a new job somewhere else won’t necessarily solve your “problem”
   - Do I need to develop (or prove) a skill before moving forward?
   - Is there something I can start doing immediately? Something I can incorporate into my role without requiring approval? Do I need to do this for my job?

3) Create a plan for success...but not just any plan...
   - Traditional IDPs start with the end point and work backwards
   - Career growth often comes through unexpected opportunities
   - Create a plan to do more of what you enjoy, participate in new activities, meet more people, and satisfy your interests and values

On Your Own
Putting it all together:

1) Evaluate your interests and identify where you would like to make changes

2) Evaluate your values to help inform if your current role/environment can continue to meet your plans for career development

3) If you decide need a change, go back through steps 1 and 2 and identify what that change would need to look like for your interests and values to be met (and where that could happen)

4) **Take a step in your desired direction, no matter how small!**
WILLING TO HELP WITH DATA COLLECTION?
LOOKING FOR UPCOMING OPPORTUNITIES?

1) myPDO Career Survey
   https://goo.gl/forms/A5ndcHgg7v07t2k32

2) Graduate Career Consortium Annual Meeting
   June 26-29, 2018 (Madison, WI)

3) NIH Train the Trainers
   July 16-17, 2018 (Bethesda, MD)
RESOURCES

A Comprehensive PDO Resource List

Experienced Postdoc Administrators: Resource List
(https://sites.google.com/site/beyondthepdo/)

Certifications
- Human Patterns
- Emotional Quotient Inventory
- MBTI Certification
- FIRO-B
- DiSC
- Certified Career Counselor
- National Certified Counselor

Professional Associations
- GREAT
- Graduate Career Consortium
- National Career Development Association
- Medical Group Management Association
- Global Board Ready Women
- Forte Foundation
- American Association for the Advancement of Science

Books
- Designing Your Life
- Learning to Lead: A Handbook for Postsecondary Administrators
RESOURCES

Websites | Blogs | Social Media
- TheLadders.com
- @mitsmr
- LinkedIn Groups

Courses
- Ed2Go
- Coursera

Grant Opportunities
- Burroughs Wellcome Fund Career Guidance for Trainees
- Fulbright Grant

Webinars
- Center for Creative Leadership
- Project Management Institute