Planning Your Path to a Satisfying Career

A guided workshop for Postdocs & Graduate Students on goal setting, career planning, and career exploration.

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Practical Professional Skills
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Science & Engineering Doctorates 2010

- 4-year institutions: 34.4% (41.4%)
- 2-year and precollege institutions: 6.5%
- Federal government: 6.7%
- State/local government: 5.3%
- Self-employed: 3.4%
- Nonprofit organizations: 2.2%
- For-profit businesses: 6.7%

NSF Science & Engineering Indicators 2014
Humanities PhD Employment Sector 2013

- Faculty, tenured: 33.8%
- Faculty, tenure track: 14.1%
- Self-Employed: 10.7%
- Business, Gov’t, Non-profit: 7.5%
- K-12: 3.2%
- Other Higher Education: 8.2%
- Non-tenure faculty: 20.3%
- Retired: 1.1%
- Deceased: 0.7%
Master's Degree Employment Sector 2012

- Business and private corporations: 30
- Teaching or faculty positions: 9
- Nonprofit: 11
- Community/public service: 11
- Government: 12
- Research: 22

CGS Pathways Through Graduate School and Into Careers 2012
PhD prepares you for a variety of careers

- Academia
- Biotechnology
- Business
- Consulting
- Data Science & Software Design
- Entrepreneurship
- E-Learning & Instructional Design
- Finance
- Industry
- Intellectual Property
- Institutional Research
- Government
- Grant Writing
- K-12 Education
- Law
- Marketing
- Nonprofits
- Policy
- Program Evaluation
- Program Management
- Research Administration
- Science & Medical Writing
- Science Outreach
- University Administration
- Writing & Editing
Plan a Path to Your Career

Goal Setting
Consider what you want to accomplish professionally and personally in the near- and long-term

Self-Assessment
Reflect on what motivates you, what you enjoy, and what you are good at

Skill Strengthening
Identifying and acquiring needed knowledge, skills, and experiences

Career Exploration
Consider a range of options
Participants at this workshop will:

• Identify interests and skills relevant to their career goals;

• Learn strategies for exploring a range of careers;

• Develop an action plan for strengthening skills and pursuing their ideal career; and

• Leave with a draft or expansion of their Individual Development Plan (IDP).
What is an IDP?

- IDP is a written, annual strategic plan
  - Long- & short-term career goals
  - Steps to prepare you to reach those goals
- IDPs recently required for NIH trainees
  - But general model useful for all disciplines

Today, you will leave with a first draft
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American Chemical Society
Individually:

- Write down your current short-term career goal(s) for next 1-3 years.
- Write down your current long-term career goal(s) for where you see yourself in 10 years.
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American Chemical Society
Individually:

• Which skills do you enjoy and/or do well?
  – 1: Enjoy/do well
  – 2: Neutral
  – 3: Don’t enjoy/don’t do well

• Homework: Self-Study Questions
Individually:

- Identify your interests and values.
  - What is your favorite kind of work?
  - What kind of physical space do you thrive in?
  - How much autonomy do you need?
  - Do you want a large salary or are other rewards more important to you?
  - How important is prestige or status? How important is job stability?
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American Chemical Society
Now that you’ve thought about your skills, what careers can you use these in?

How do you learn which careers might be a good match?

Keep in mind your interests and values.
Within small groups, share & brainstorm:
• What careers are you considering?
• What can you do to learn more about them?
• What obstacles do you see in pursuing them?
STEP 3: Career Exploration

- Talk to your mentors
- Use your network
- Informational interviewing
- Tap into your professional society
- Career exploration programming
- Shadowing
- Internships
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Career Exploration
Consider a range of options
Individually:

• Which skills do you want to use in your future career?

• Which of these skills do you want to focus on strengthening in the next year?
Within small groups, help each other brainstorm:

• What steps can you take to strengthen your most important skills?
• What can you do to document your skills?
STEP 4: Skill Strengthen

- Classes? Programs?
- Add tasks to everyday research?
  - e.g., grant budgeting? organize group meetings?
- Extra service to everyday research?
  - e.g., join a committee, organize a workshop
- Certifications?
- Programs/fellowships for CV?
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Now we write an action plan with S.M.A.R.T. goals.

Want steps to be S.M.A.R.T.:
- **Specific**
- **Measureable**
- **Action-oriented**
- **Realistic**
- **Time-bound**
Individually:

- Write down your action plan to achieve your **skill strengthening** goals
- Write down your action plan to achieve your **career exploration** goals
- Be mindful of obstacles to your goals
• Homework: Scholarly Goals
  – After workshop, write down your goals for your research and other professional activities.
  – e.g., papers to be published, presentations to be made, conferences to attend
• Finish writing up your IDP
• Discuss it with your mentors
  – Consider multiple mentors for different aspects of your IDP
  – Can be a useful tool for discussing career development with your advisor
• Put it into action!
• Exchange contact info here
• Start a group in your program/dept
  – PhD Career Ladder Program
• Talk to your program/dept about career programming