Hope is Not a Plan: Becoming the Professional You Want to Be

Keith Micoli, PhD
Postdoctoral Program Director
NYULMC

University of Louisville
October 9, 2014
When it is obvious that the goals cannot be reached, don’t adjust the goals, adjust the action steps.
-Confucius
Success will never be a big step in the future, success is a small step taken just now.

- Jonatan Mårtensson
Mission, Goal, Objective, Strategy, and Tactics

• **Mission** - your North star. Fixed point to navigate by.
• **Goal** - your destination. Must be defined enough to know when you’ve gotten there.
• **Objectives** - milestones along the way
• **Strategy** - your plan to achieve your goal
• **Tactics** - methods used to implement strategy
Values

Dream Job

Interests

Skills
What is your dream job?

If you don’t know what you want to do, it’s a lot harder to do it.
-Unknown
What is your dream job?

Exit Strategy

• What’s your next career step?
• When will you take it?
• What will you accomplish by then?
• What help do you need?
• What will you take, what will you leave?
Your Interests

Campbell Interests and Skills Survey
www.pearsonassessments.com/tests/ciss.htm

Strong Interest Inventory
Your Values

- Values
- Working conditions
- Workplace values
- Workplace rewards
- Personal/Family considerations

When your values are clear to you, making decisions becomes easier.

-Roy E. Disney
Workplace Values

- Independence/Adventure/risk-taking - activities with high risk/reward
- Ethical standards
- Expertise/Competence
- Utilize Skills - making the most of the skills you have at your job
- Creativity/Problem-solving
- Precision work - requires extreme attention to detail, with little margin for error
- Intellectual challenge - requires constant learning and thought to be effective
- Social contribution - work that focuses on improving society
- Personal fulfillment - work that gives a sense of personal satisfaction, with or without external recognition or reward
List of Your (My) Critical Values

- Social Contribution
- Variety
- Independence
- Competitive Atmosphere
Your Skills

- Transferable Skills
- External Perspective
  - Ask what sets you apart from others

If your only tool is a hammer, everything looks like a nail.
- Abraham Maslow
<table>
<thead>
<tr>
<th>Transferrable Skills</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Information</td>
<td>Setting Goals</td>
<td>Data analysis</td>
</tr>
<tr>
<td>Flexibility</td>
<td>Supervising</td>
<td>Presentations</td>
</tr>
<tr>
<td>Writing</td>
<td>Coordinate</td>
<td>Take risks</td>
</tr>
<tr>
<td>Teaching</td>
<td>Editing</td>
<td>Team leading</td>
</tr>
<tr>
<td>Counseling</td>
<td>Research design</td>
<td>Budgeting</td>
</tr>
<tr>
<td>Organization</td>
<td>Listening</td>
<td>Decision-making</td>
</tr>
<tr>
<td>Situation analysis</td>
<td>Linguistics</td>
<td>Artistic/creative</td>
</tr>
<tr>
<td>Independence</td>
<td>Time management</td>
<td>Conflict management</td>
</tr>
<tr>
<td>Meeting deadlines</td>
<td>Selling ideas/products</td>
<td>Delegating</td>
</tr>
<tr>
<td>Negotiating</td>
<td>Resourcefulness</td>
<td>Facilitating discussion</td>
</tr>
<tr>
<td>Enlisting help</td>
<td>Attention to detail</td>
<td>Interpersonal skill</td>
</tr>
<tr>
<td>Communication skill</td>
<td>Collaborating</td>
<td>Prioritizing</td>
</tr>
<tr>
<td>Course development</td>
<td>Giving feedback</td>
<td>Receiving feedback</td>
</tr>
</tbody>
</table>
Turning Goals Into Reality

What are your current goals for:
  • Research?
  • Career?
Brainstorming Exercise

Considering your most important goal, what can you do to get closer to achieving it?
Tactics

Prioritize!

Immediate term (hours to days):

Short term (weeks):

Long term (months):
What is the Next Thing You are Going to Do?
“A Year From Now, You May Wish You Had Started Today”
-Karen Lamb