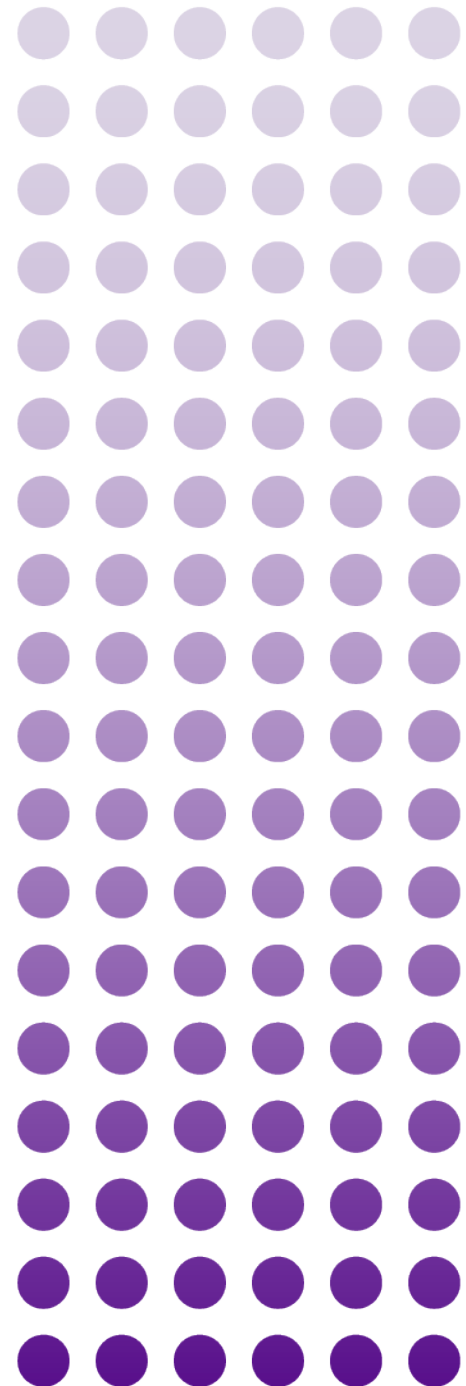




Hope is Not a Plan: Becoming the Professional You Want to Be

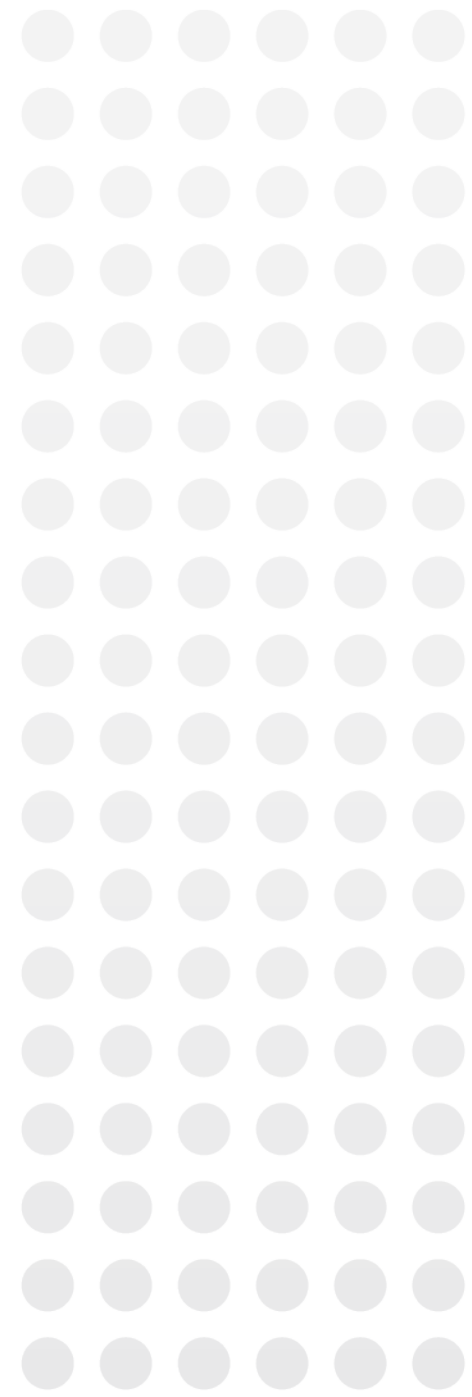
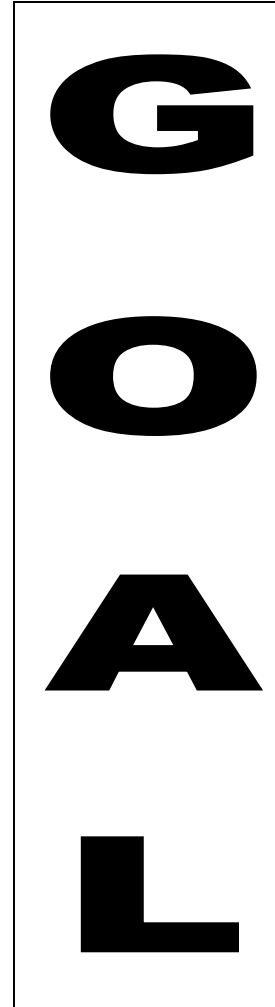
Keith Micoli, PhD
Postdoctoral Program Director
NYULMC

University of Louisville
October 9, 2014

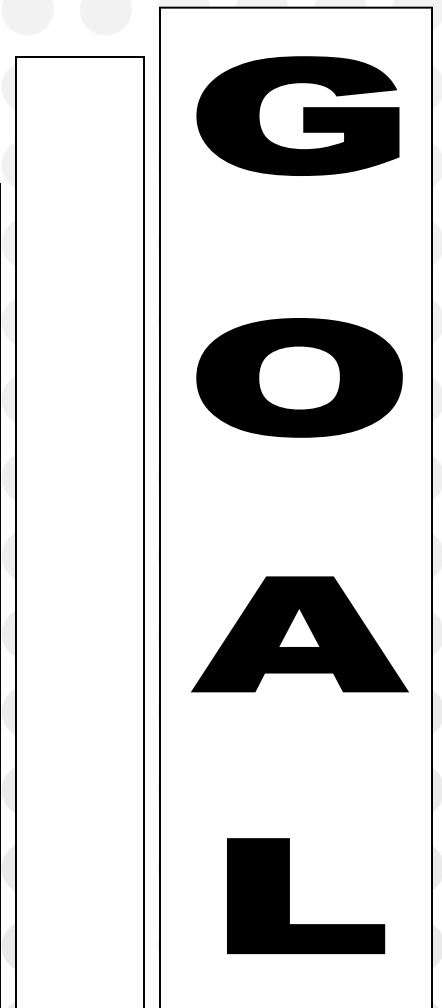


When it is obvious that the goals cannot be reached, don't adjust the goals, adjust the action steps.

-Confucius



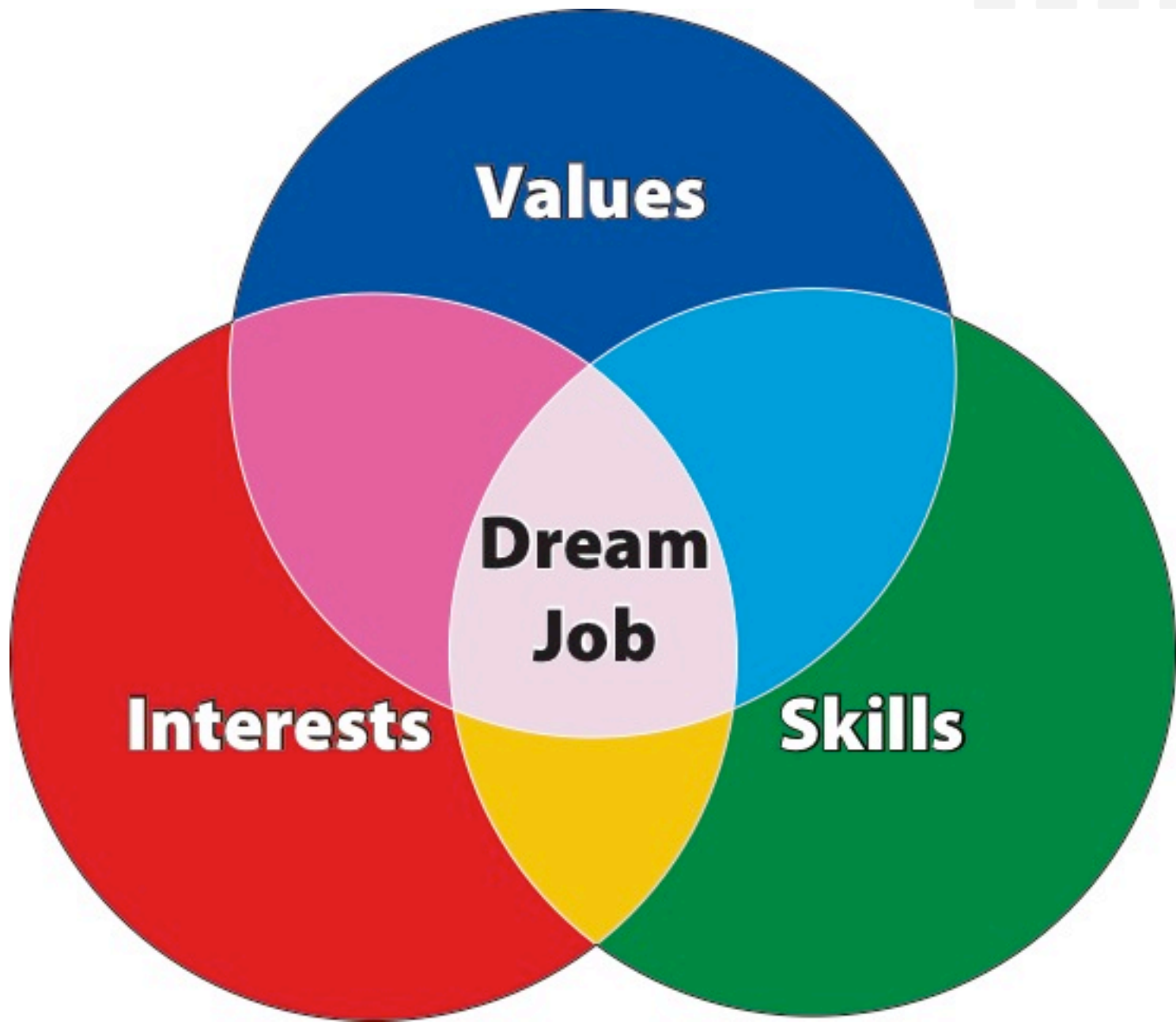
Success will never be a big step
in the future, success is a small
step taken just now.
-Jonatan Mårtensson



G
O
A
L

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



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?



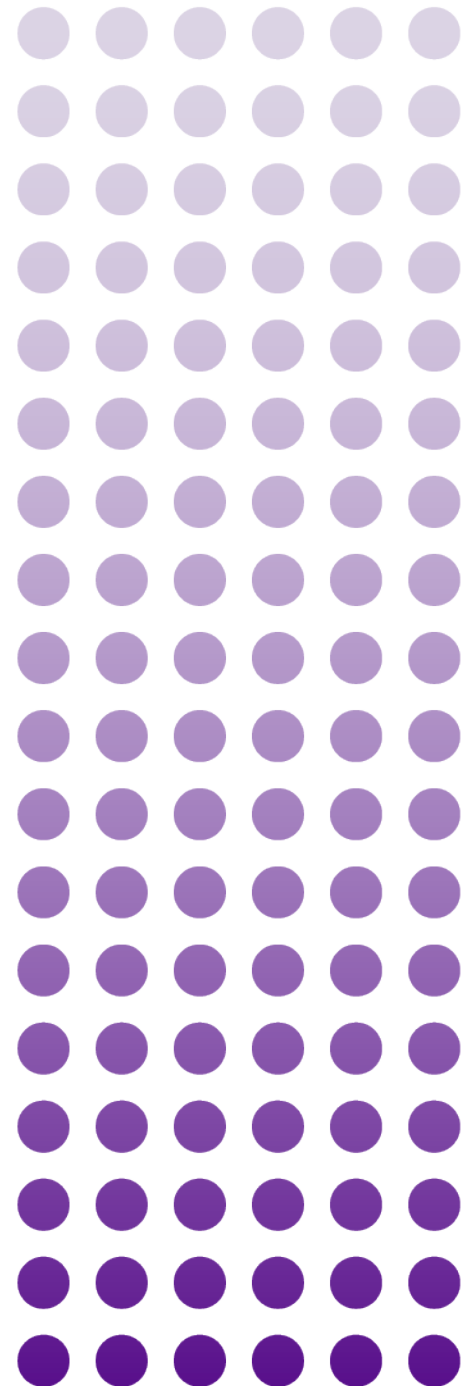
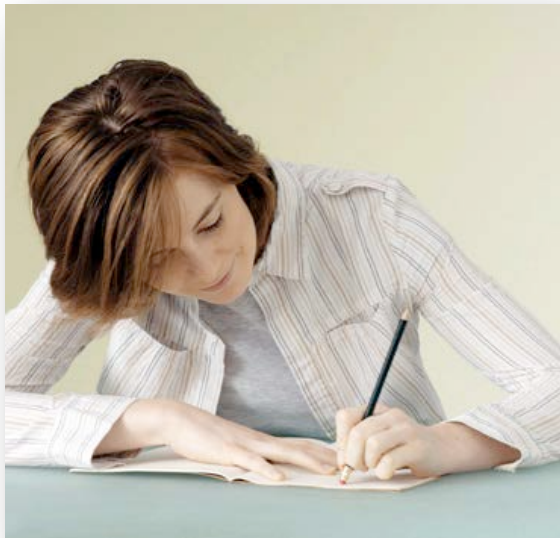
Your Interests

Campbell Interests and Skills Survey

www.pearsonassessments.com/tests/ciss.htm

Strong Interest Inventory

<https://www.cpp.com/products/strong/index.aspx>

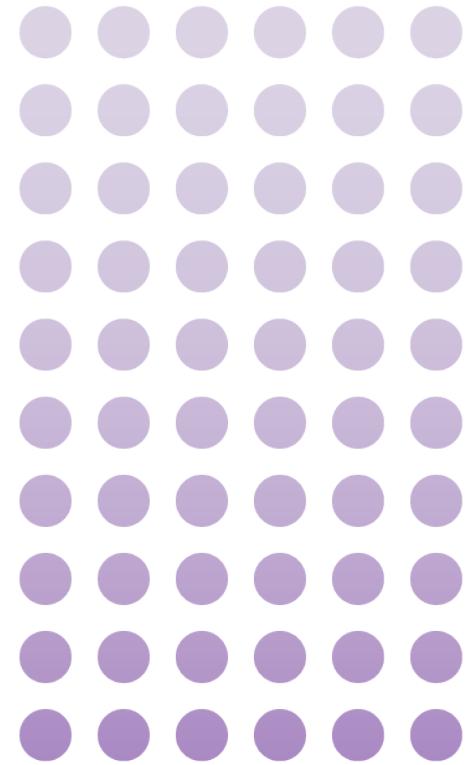


Your Values

- 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



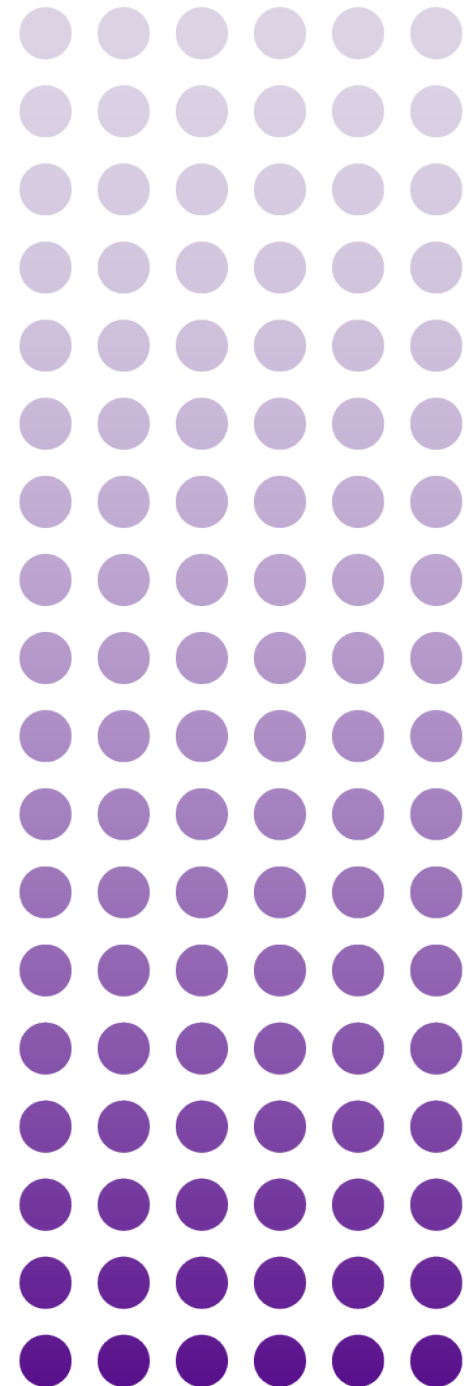
Your Skills

- 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



Transferrable Skills

	Research Information		Setting Goals		Data analysis
	Flexibility		Supervising		Presentations
	Writing		Coordinate		Take risks
	Teaching		Editing		Team leading
	Counseling		Research design		Budgeting
	Organization		Listening		Decision-making
	Situation analysis		Linguistics		Artistic/creative
	Independence		Time management		Conflict management
	Meeting deadlines		Selling ideas/products		Delegating
	Negotiating		Resourcefulness		Facilitating discussion
	Enlisting help		Attention to detail		Interpersonal skill
	Communication skill		Collaborating		Prioritizing
	Course development		Giving feedback		Receiving feedback

Turning Goals Into Reality

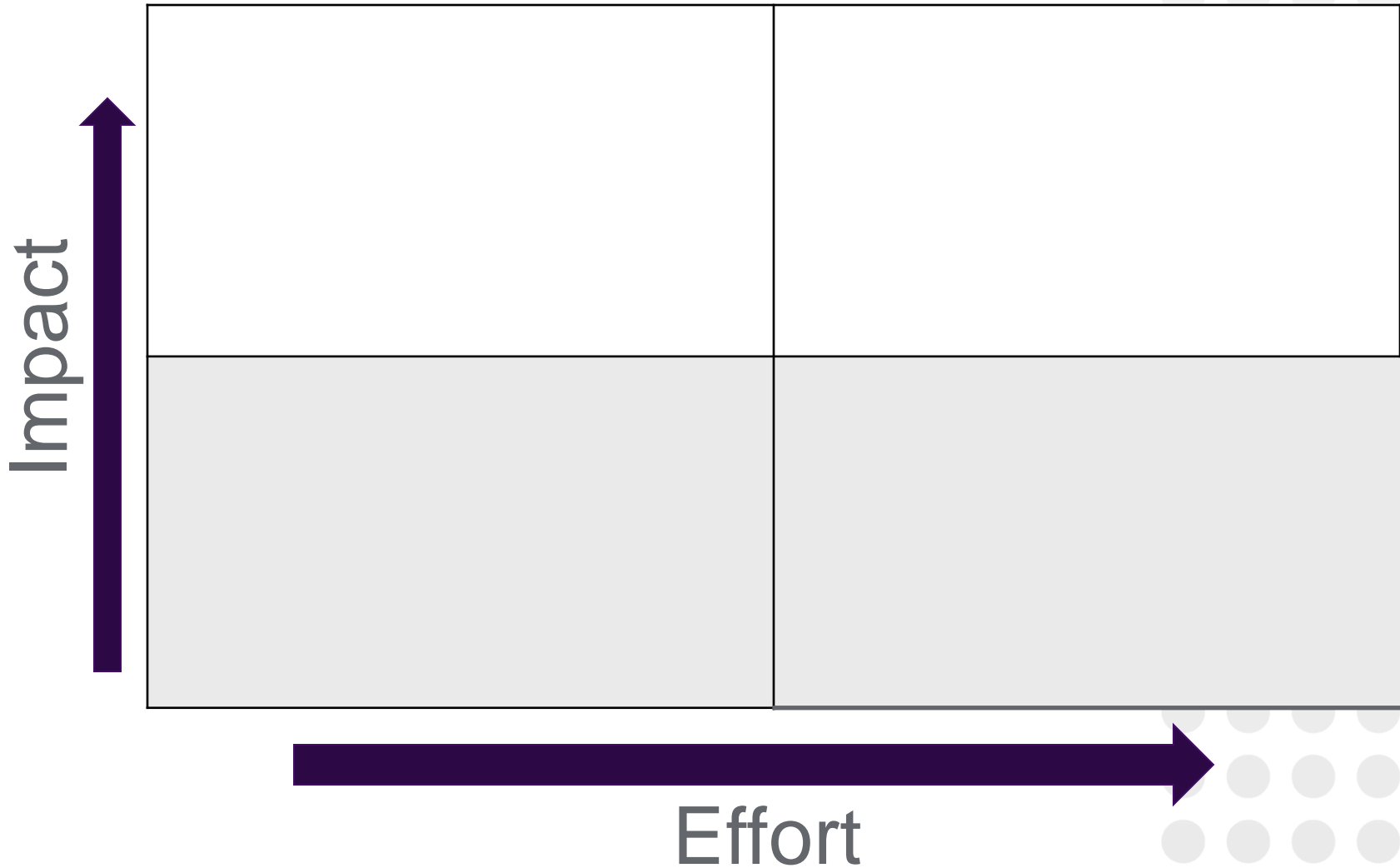
- What are your current goals for:
 - Research?
 - Career?

Brainstorming Exercise

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



Tactics



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

