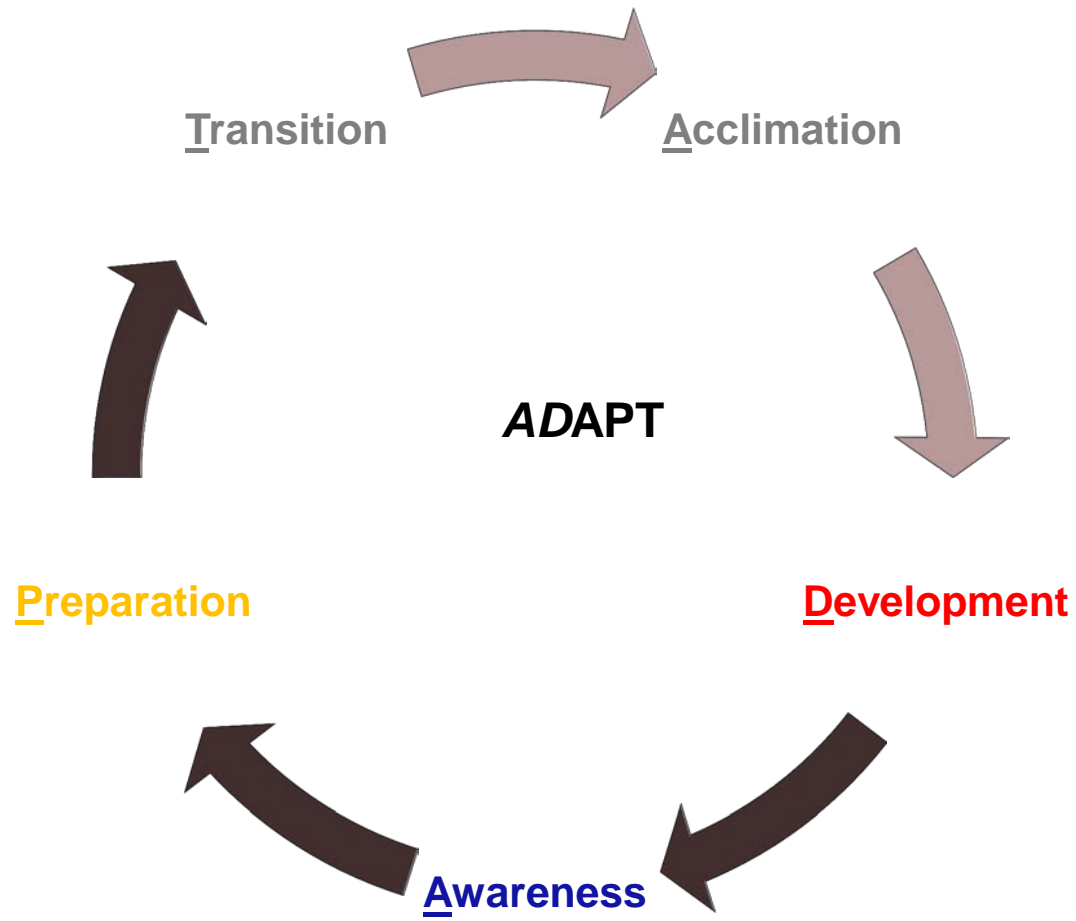




DEFINING & FOLLOWING YOUR CAREER OF CHOICE

CRAFT, 2015

Agenda:



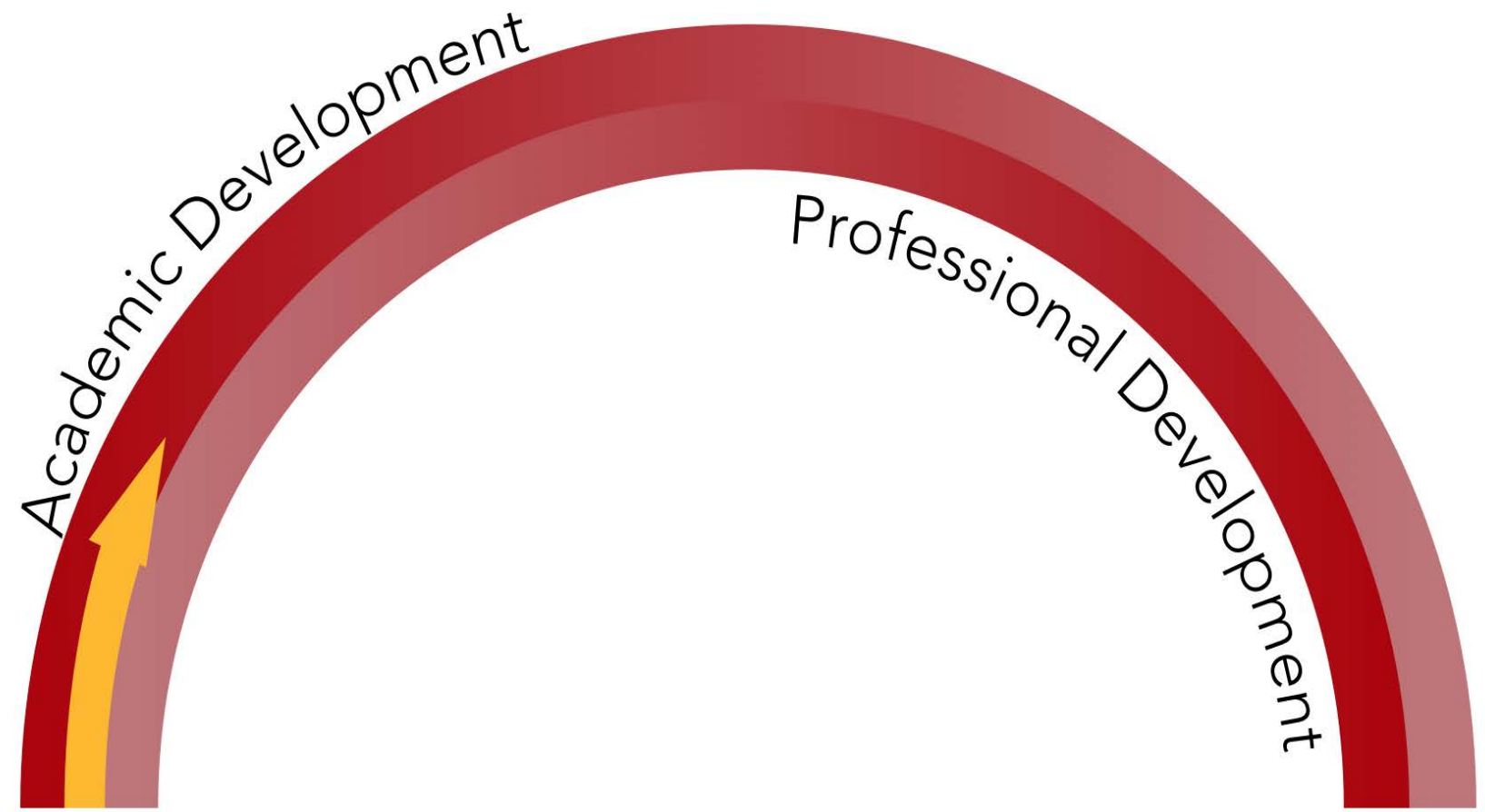
ACCLIMATION:

Welcome to graduate school. Now what?

What is the value of your PhD?

What do you want to accomplish while you are here?

Academic Development IS Professional Development








Your PhD

Your Future

Training Skills: Graduate Professional Development Framework



Translating These Into the Top 5 Skills for Job Candidates (NACE)

- | | | |
|---|--|--|
| 1) Ability to verbally communicate with persons inside/outside the organization |  | <i>Conferences, teaching, lab presentations</i> |
| 2) Ability to work in a team structure |  | <i>Leadership positions, lab collaborations</i> |
| 3) Ability to make decisions and solve problems |  | <i>Scientific problem identification & solutions</i> |
| 4) Ability to plan, organize, and prioritize work |  | <i>Scientific project development</i> |
| 5) Ability to obtain and process information |  | <i>Reading/preparing publications</i> |
| (7) Technical knowledge related to the job) | | |

DEVELOPMENT:

What skills do you have and want to use?

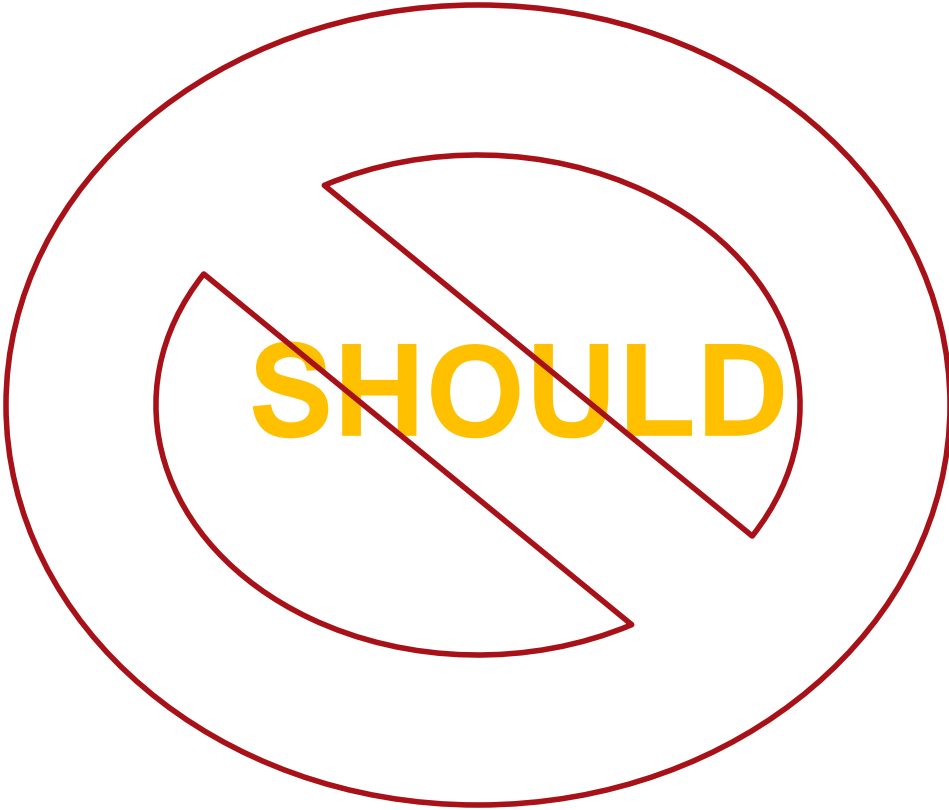
What topics, initiatives, activities interest you?

What must be present in your work environment?

The Essence of Career Choice...

Is NOT:

- “There is one career out there for me”
- “I will not be satisfied until I find the right career for me”
- “Once I know what my career will be, everything else will fall into place”
- “Choosing a career is a one-time act”
- “Everyone else knows what they want to do but me”
- “I must be the best there is in my field”
- “Career success is tied to external factors: money, status, reputation, family acceptance, my education was worth it.....”
- “I must find my passion”
- “I can’t stray too far from research – what if I do something else and don’t like it?”

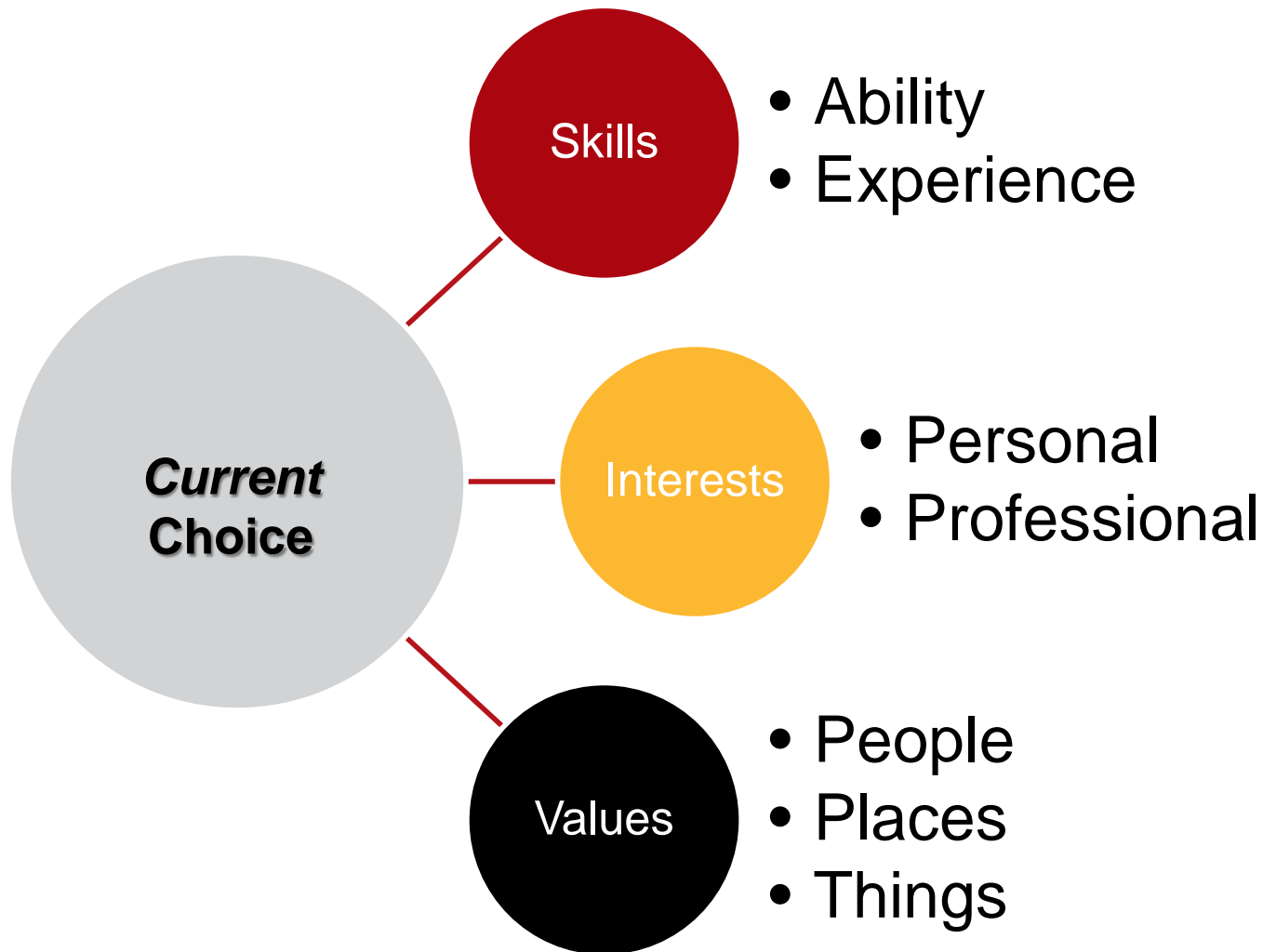




Choice IS:

- Changing & Continuous
- Present
- Optional
- A process
- Personal

What is my “Choice”?



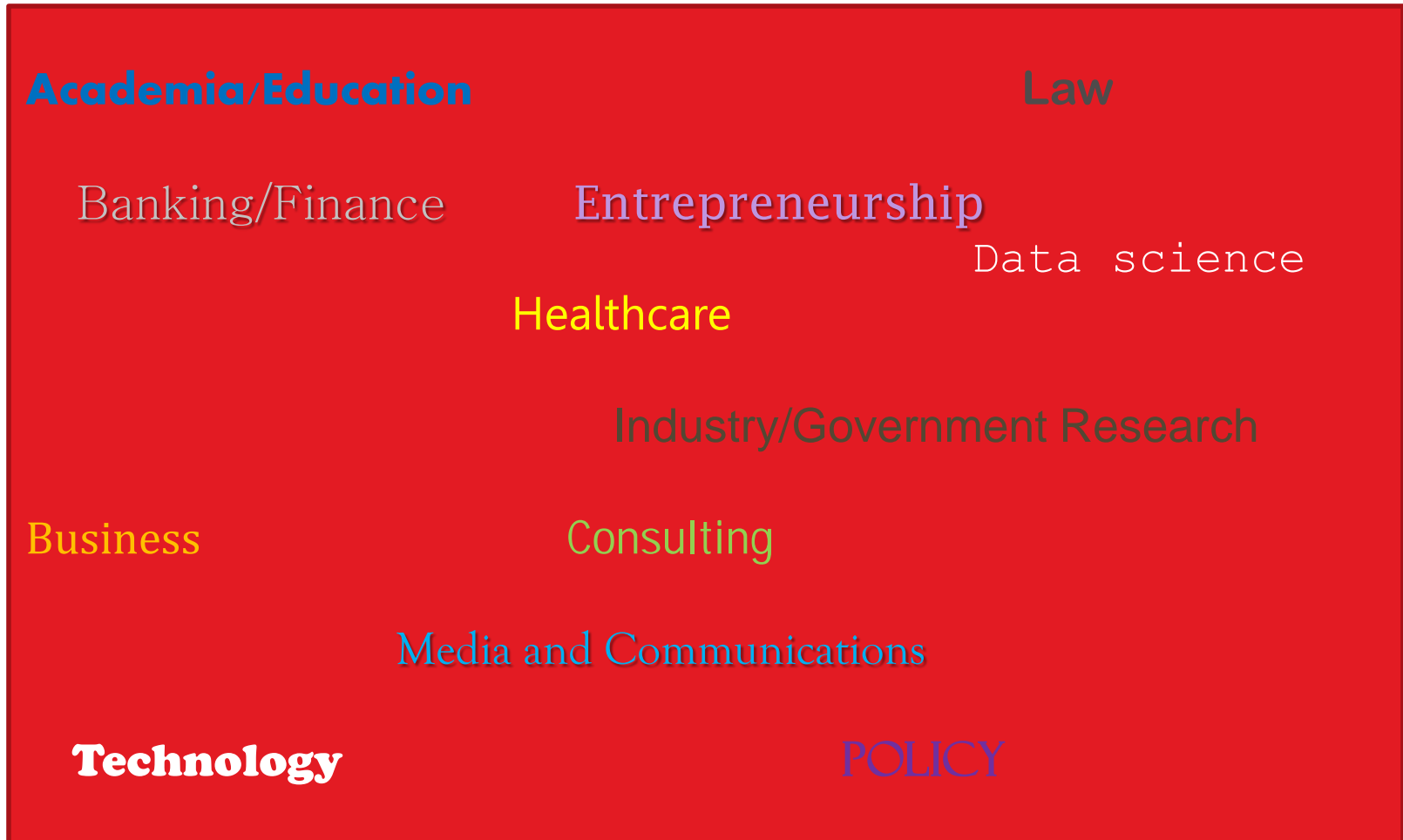
AWARENESS:

What options are available with a PhD/MD/Postdoc in my field?

What could my career path, trajectory be?

How does one get there?

In the box thinking:



Out of the box thinking:



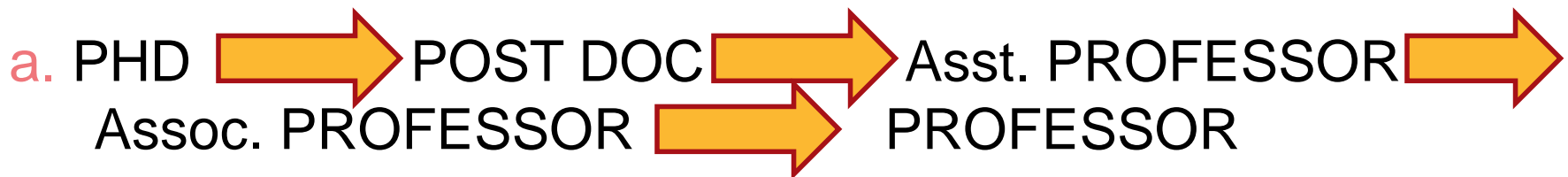
Choice: Industry

1. Say what you mean, mean what you say
2. “Typical” trajectory of a bench scientist:



Choice: Academia

- 1) Say what you mean, mean what you say
- 2) Getting there (in Biosciences):



Choice: Business

- 1) Say what you mean, mean what you say
- 2) Getting there (in 2 years or less):

a. PHD  RESEARCHER I  PROJECT
MANAGER

b. PHD  MBA  "MANAGER"

c. PHD  CONSULTANT  "MANAGER"

d. PHD  "SALES"  SALES MANAGER

Awareness: find a partner (mentor) in the career decision making process

Contacts tell you:

- What they do all day
- Their interests/values
- How they got their job
- What they like about the job/company
- Hiring practices at their organization
- What you *should* do

Partners give insight on:

- Common trajectories
- Your interests/values and how these could mesh with the company/field
- Potential: field, you, them
- *Your* observations
- *Myriad* opportunities

Contact vs. Partner

They/their	You/your
Tell	Insight

Using the IDP to Build Partnerships:

<http://med.stanford.edu/careercenter/management/IDP%20Career%20Progress%20Meeting%20Guidelines%20post%20doc.pdf>

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

Action Plan: SMART Goals

Academic

Activities

Accomplishments

Challenges

Professional

Objectives

Driving Factors

Opportunities

Personal

Wellbeing

Self-appraisal



PREPARATION:

How could I get there?

How can I really try this out?

Are my objectives met after the experience?

Testing Strategy:

Activities

- Internship
- Short projects
- Part-time job
- Shadowing
- Site Visit
- Coursework

Comparison

- Assessment review
- Question review
- Ability to commit

TRANSITION:

What options most fit my own skills, interests, and values?

How will I communicate this fit?

What do I need in order to transition well?

Fit? Eg. Sr Research Scientist

- **Job Description**

Function in a service based role, as a technical lead in high visibility external research collaborations and service contracts. The position will involve development and application of novel COMPANY NAME assay chemistries for cellular analysis. Qualified candidates will have a demonstrated track record of technical proficiency and scientific creativity. In addition to being a technical lead, the qualified candidate will possess excellent communication skills and will manage long term client relationships.

Fit...Eg. Sr Research Scientist

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Quiz:

- What is the difference between a CV and a resume?
- T/F: a chalk talk is the same as a job talk
- What should go into a teaching portfolio?
- T/F: I should apply to every job I could possibly be qualified for
- In a negotiation, who should be first to give a figure?
- T/F: Teaching statements are less important than research statements
- Name some best practices for using social media
- T/F: No one reads cover letters
- How do you prepare for interviews?
- T/F: California chardonnay is better than Kentucky bourbon

ADAPT @ STANFORD

<http://med.stanford.edu/careercenter/>

IN CONCLUSION.....

I know this much is true....

QUESTIONS?

seberle@stanford.edu

somcareers@stanford.edu