

Developmental Psychology: Identifying skills and exploring non-academic careers

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THE GRAD TEAM



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We respectfully acknowledge that we live and work on the traditional territory of the Neutral, Anishnaabeg, and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, land promised to Six Nations, which includes six miles on each side of the Grand River.

- *Support O:se Kenhionhata:tie Landback camp: https://www.landbackcamp.com/get_involved*
- *Learn more about the land on which you live and work on: <https://native-land.ca/> or <https://www.whose.land/en/>*

Let's make this a safer space

Listen and learn from each other with grace

Ask questions throughout the workshop

Participate in a way that works for you!

Feel free to get up, stretch, keep your camera on or off

Remain respectful of others – we do not tolerate harmful behaviour in this space

Learning Objectives

By the end of today's session you will be able to:

1. Understand a career decision making model
2. Reflect on your values and career motivators
3. Identify possible career directions
4. Develop a research plan to expand perspective and identify opportunities

What questions, ideas, concerns come up when planning your career beyond UWaterloo?

We need to change our attitude

“We have to change how we envision PhDs. Earning one isn’t a prelude to an academic career. It *can* be; usually, it isn’t. Instead, let’s talk about earning a doctorate as an amazing part of a fantastic life. This shift in thinking would work wonders. No longer would out-of-date and frankly harmful career assumptions rule over every aspect of graduate education. It’s taken me years to remember that although I admired history professors way back when, I did not start my training wanting to be one. During my program, I explored other interests and grew immensely as a person”

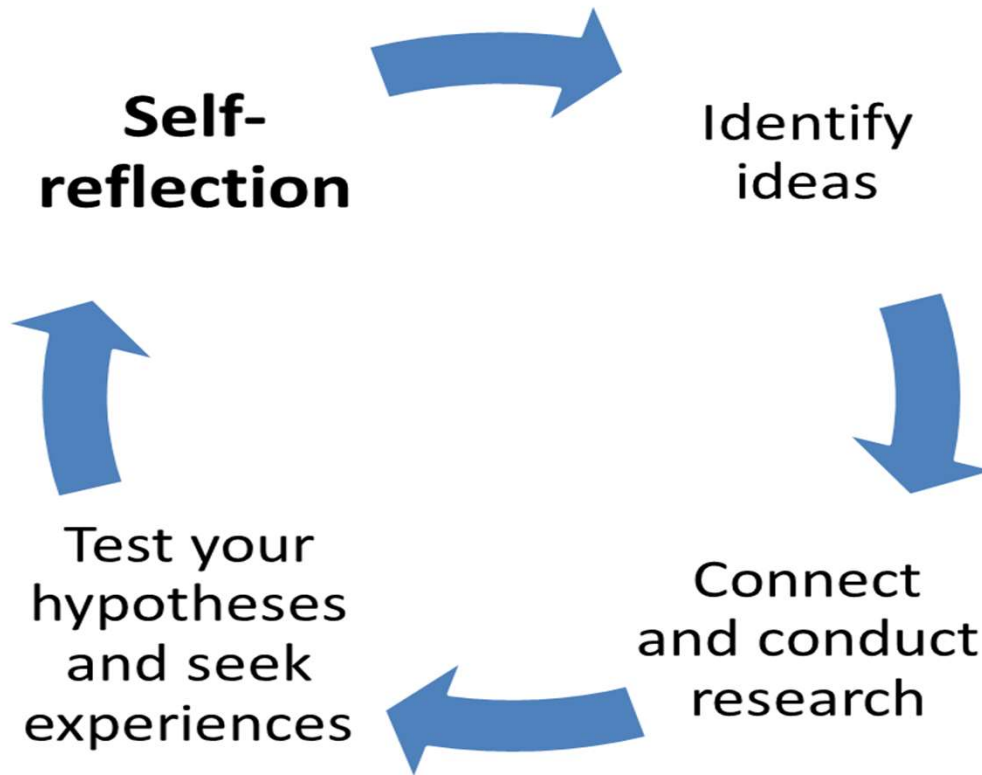
- Jennifer Polk, From PhD to Life

<http://fromphdtolife.com/2013/02/06/manifesto/>

What is Parallel Career Planning?

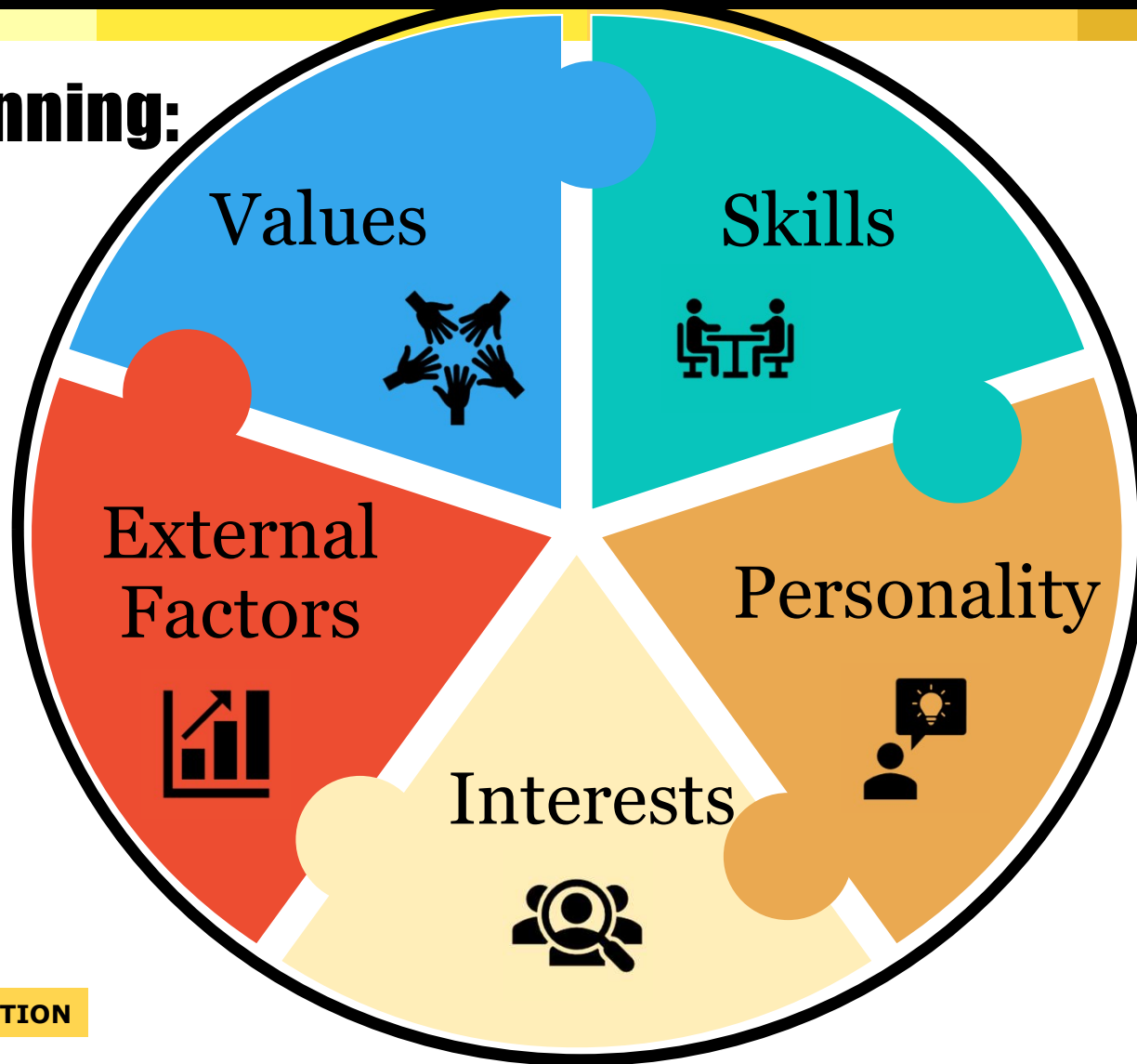
- Exploring options concurrently
- Understanding strengths and interests
- Intentionally expanding skillset
- Being prepared for a variety of scenarios

Self-reflection



*Adapted from "So Good They Can't Ignore You" (Newport, 2011),
"Where Good Ideas Come From"
(Johnson, 2011).

Career Planning:



Collect Your Data

- Ask yourself:
 - What problems do I like to solve?
 - How do I like to spend my time?
 - What do I like to do?
 - What do I like to think about?
 - What kinds of projects/ interactions/ activities consistently motivate me?
Why?

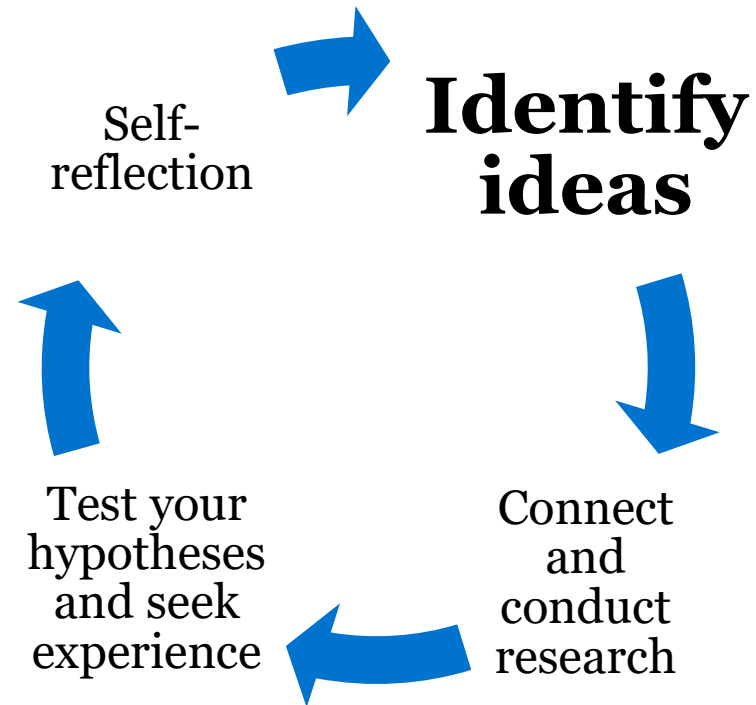
SPARKPATH CHALLENGE CARD ACTIVITY

- Go to app.mysparkpath.com
- Create an account
- Enter the UW code: SparkChallenge799
- Sort cards (taking note of top cards and then select top 3)



SPARKPATH

Identify Ideas

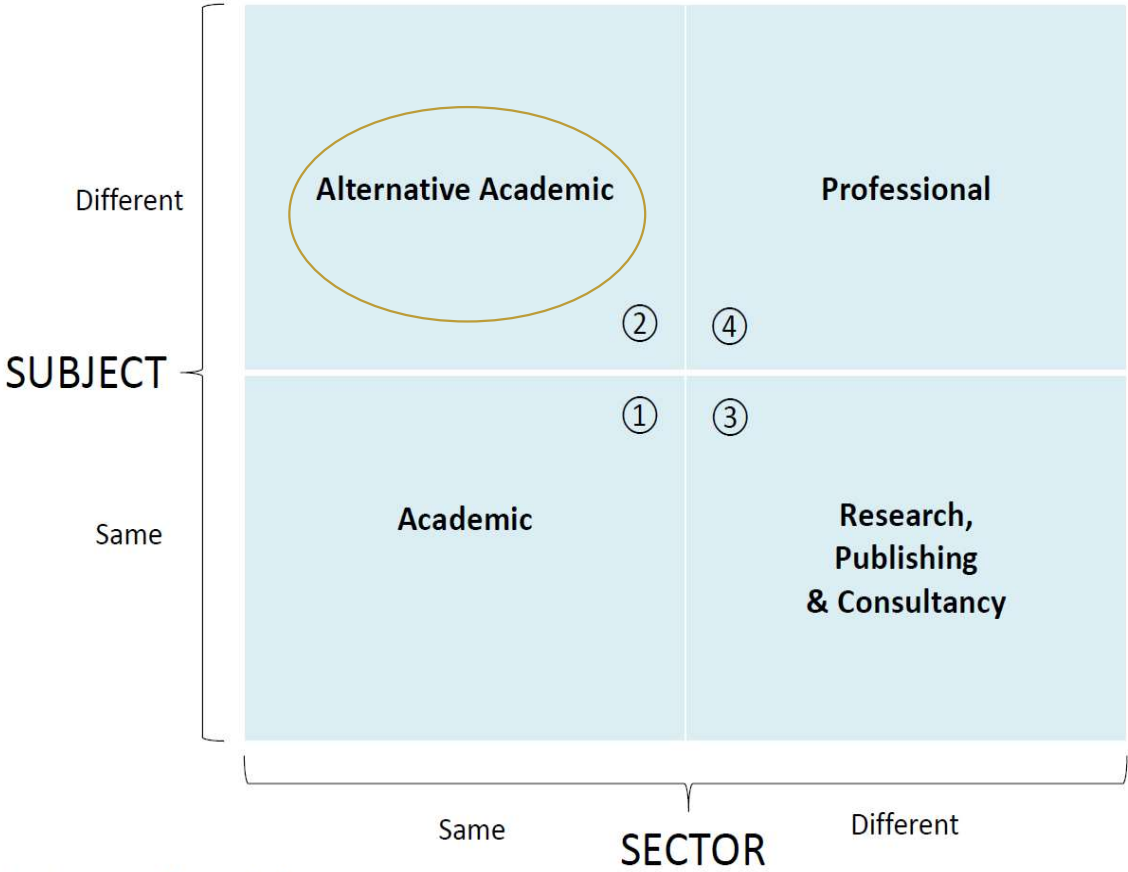


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Seeking Out Ideas

- “You can’t be what you can’t see.”
 - Marie Wilson, White House Project
- Find out what other people with advanced degrees are doing

Parallel Planning: A Diagram



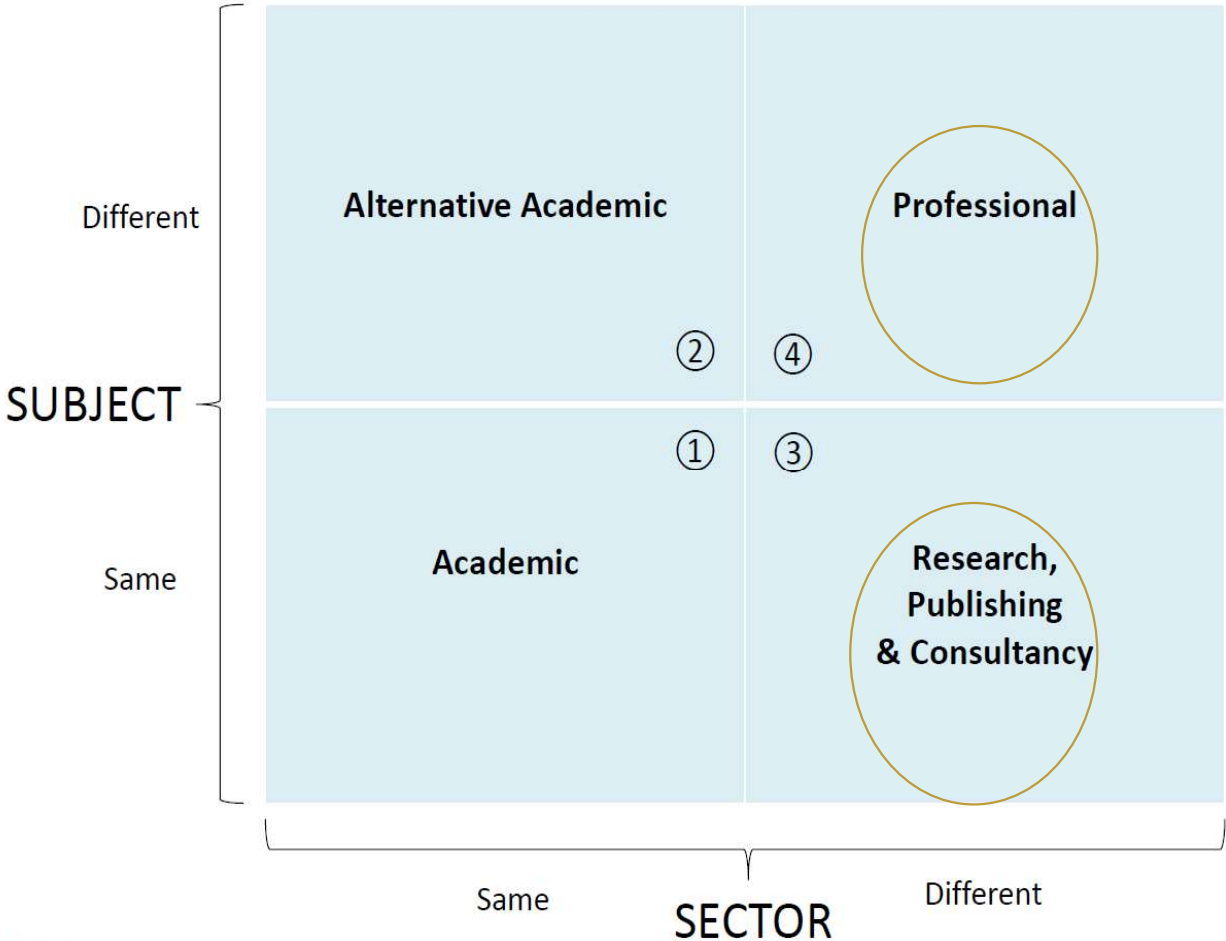
Have You Ever Thought About Alternative Academic Careers?

- Administration: Office of the President, Human Resources
- Academic Affairs: Office of Research, Registrar's Office
- Student Affairs: Accessibility Services, Student Success Office, Writing and Communications Office, Centre for Teaching Excellence etc.

EXAMPLE JOB TITLES:

- Cooperative and Experiential Education: Analyst, Records Coordinator, Technical Support Specialist
- Research Office: Research Data Analyst, Grants and Contracts Manager
- CTE: Educational Research Associate, Program Coordinator, Educational Developer
- SSO: Data Specialist/Technology Integration, International Student Experience Manager

Parallel Planning: A Diagram



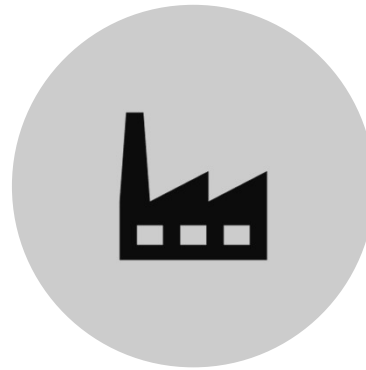
Apply Your Expertise

- How can your research be applied to new contexts?
 - Identify niche specialties connected to current field
 - Professional magazines & blogs, professional association sites
 - Attend talks, events, conferences, workshops

Develop a Plan—What are you curious about?



CAREERS

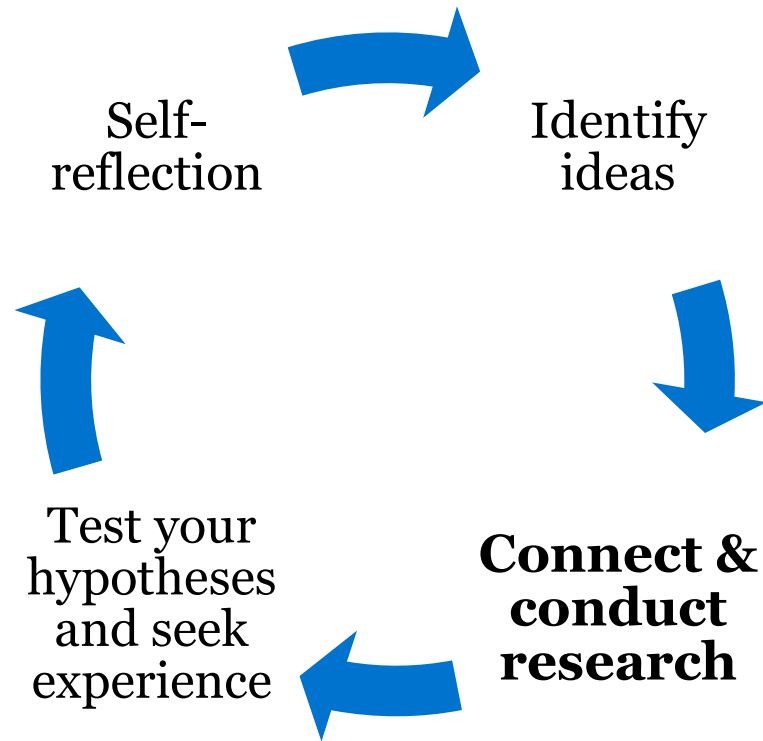


INDUSTRIES/FIELDS



SKILLS

Connect & Conduct Research



*Adapted from "So Good They Can't Ignore You" (Newport, 2011),
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What have others done from your department?



University of Waterloo

Waterloo, on · 166,306+ alumni · 241,219 followers

✓ Following ...

We are Canada's most innovative university. #UWaterloo

[Visit website](#)



Jay & 60 other connections work here

[See all 9,662 employees on LinkedIn](#)

Home

About

166,306 alumni

Start year

1900

End year

2020

Alumni Search

Why reach out to Alumni?

- More likely to respond due to shared university experience and connection
- Easier to build relationships based on common experience (bond over the terrifying geese on campus!)
- More likely to have common acquaintances
- Can explore and learn about the careers paths of people who have graduated from your program
- Can target Alumni who live in a specific location or work at a particular company

[>> Alumni Tool How-To Video <<](#)

CENTRE FOR CAREER ACTION

The screenshot shows the LinkedIn profile page for the University of Waterloo. At the top, the search bar contains the text "Search 'University of Waterloo'", which is highlighted with a red box and a red arrow pointing to the search icon. Below the profile header, the navigation menu includes "Home", "My Employer", "About", "Posts", "Jobs", "Alumni", "Insights", "Events", and "Videos". The "Alumni" tab is circled in red. Below the navigation menu, the text "189,840 alumni" is circled in red. Below this, there is a search bar for alumni with the placeholder text "Search alumni by title, keyword or company". Below the search bar, there are two input fields for "Start year" (with "1900" entered) and "End year" (with "2022" entered). At the bottom of the search section, there are navigation arrows for "Previous" and "Next".

Information Interview

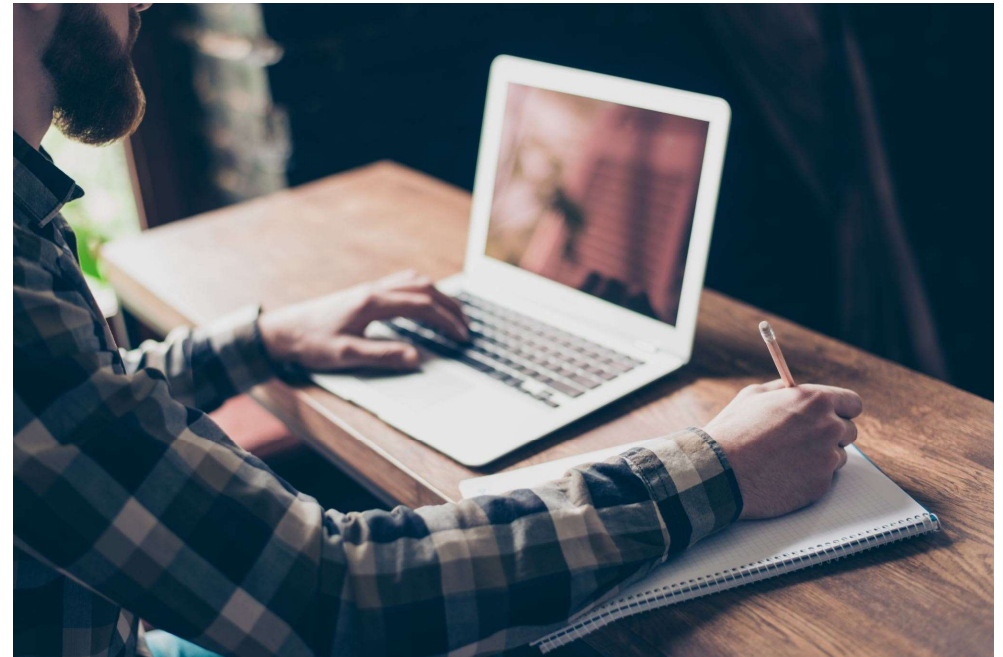
- What is an information interview?
 - Information gathering (i.e., research!)
 - Intentionally growing your professional network
 - Reciprocal
 - You are offering to listen to someone talk about their success, they are sharing information with you

What could you ask?

- About their background
 - How did you get started in your field?
 - Why did you leave academia?
 - How did your degree in X prepare you for your current job?
- About their day-to-day job
 - What's your average day like?
 - What kinds of projects are you working on?
 - What skills are important in this field?
- About their recommendations for you
 - What skills, training or characteristics are important in a candidate?
 - What can I do to make my resume more competitive?

Other Places to Look: Online Resources

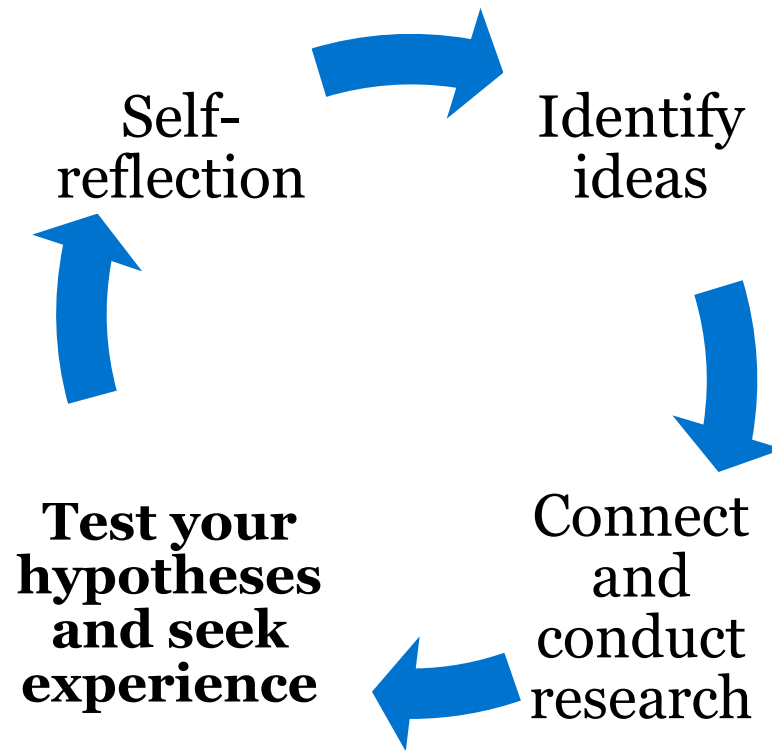
- www.versatilephd.com
- <https://fromphdtolife.com/>
- www.jobsontoast.com
- Twitter!
 - #altac #postac #withaPhD
 - Follow us @CCAGrad
- LinkedIn Group: PhD Careers Outside Academia
- www.beyondprof.com
 - Annual virtual conference (typically in May)



Consider All the Variables

- Career reflection goes beyond interests/preferences:
 - Lifestyle considerations
 - Geographical location
 - Values
- Useful even when path appears set

Test Your Hypothesis

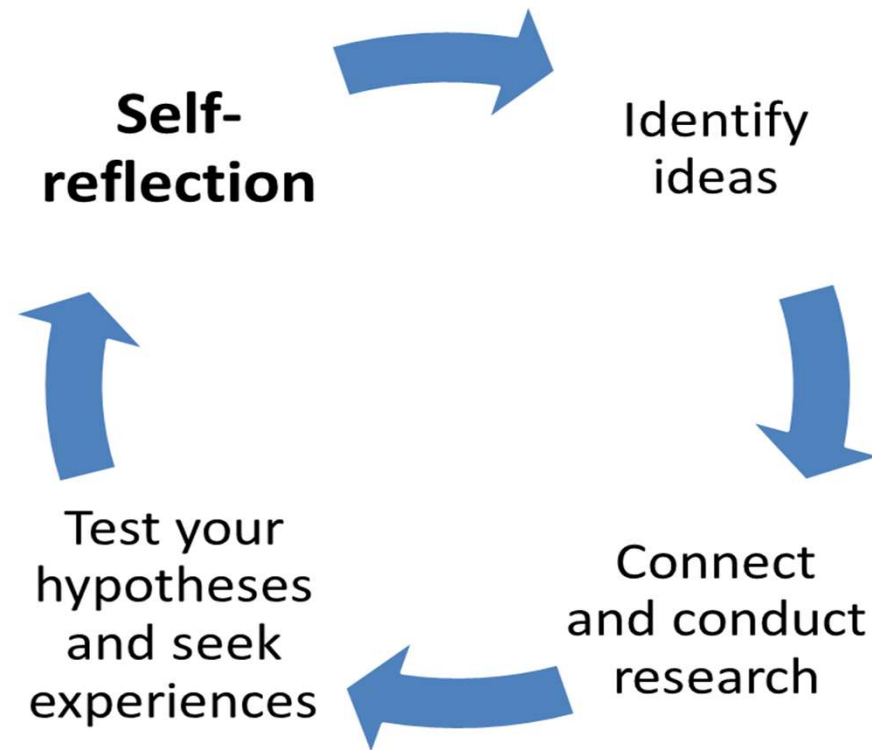


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Try Things Out!

- Commit to short term projects
- Pursue an internship
- Volunteer: committees, community organizations, start ups, etc.
- Take advantage of on-campus professional development opportunities
- Take an online course to fill a skills gap

Parallel Career Planning is a Continuous Process



*Adapted from “So Good They Can’t Ignore You” (Newport, 2011), “Where Good Ideas Come From” (Johnson, 2011).

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**Regular
Co-op
Undergrad
Masters, PhD, Postdocs
Alumni
Employees**



**Job Search Tactics
Résumé
Cover Letter
Interview Prep
Career Exploration
Grad School Prep**



**Individual Appointments
Drop-ins
Workshops
Online Resources**

uwaterloo.ca/career-action

UNIVERSITY OF WATERLOO



QUESTIONS?

CENTRE FOR CAREER ACTION