



my IDP

<https://myidp.sciencecareers.org>

Session 2 – 2/22/21

**Reflecting on Knowledge Obtained
and
Setting Career Goals**

Presented by Dr. Jamie DeWitt and Dr. Morgan Milton

Slides by Dr. Jamie DeWitt

Discussion of informational interviews



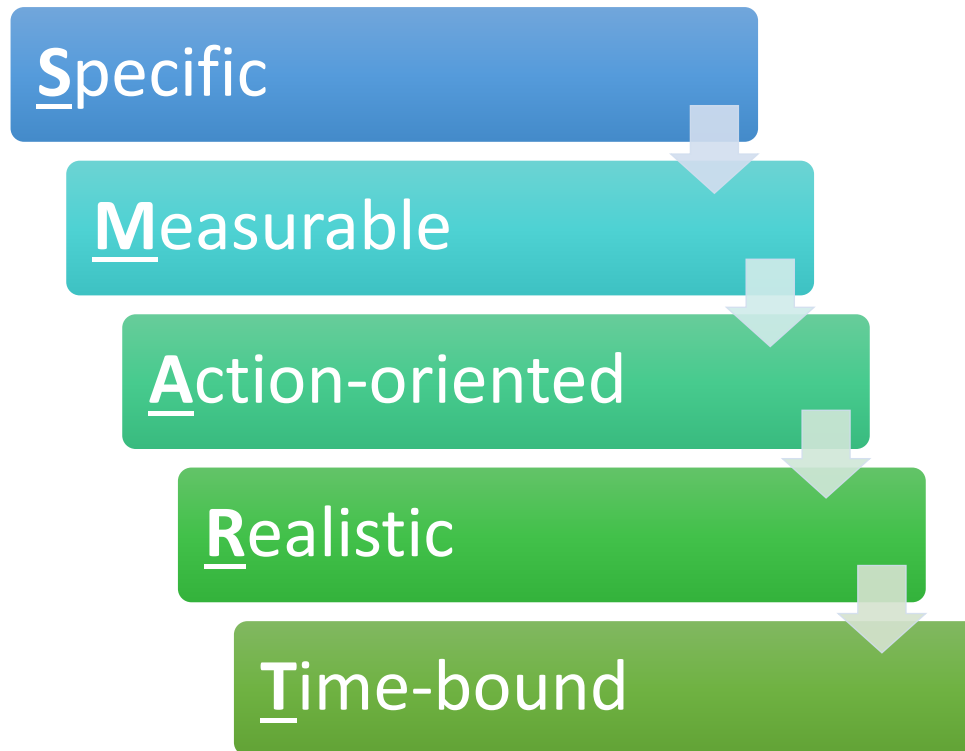
What did you learn? What surprised you? What was not surprising? Did any of these interviews influence your career path in a positive or negative way?

The MyIDP process so far

- Explore the diversity of career paths.
- Gather information about career paths that interest you.
- Reflect on knowledge obtained and *declare a career* (who's ready for that?).
- Set career goals.

Setting goals for your desired career path

Set SMART goals!



What are some examples of SMART goals?

Setting goals for your desired career path

Specific

- **What** do I want to accomplish?
- **Why** is this goal important?
- **Who** is involved?
- **Where** is it located?
- **Which** resources or limits are involved?

Example

Imagine that you're currently Professor and you'd like to become a Department Chair. A specific goal could be, "I want to gain the skills and experience necessary to become a Department Chair within my organization, so that I can build my career and lead a successful team."

Setting goals for your desired career path

Measurable

- How much?
- How many?
- How will I know when it is accomplished?

Example

You might measure your goal of acquiring the skills to become Department Chair by determining that you will have completed the necessary administrative training and gained the relevant experience within five years' time.

Setting goals for your desired career path?

Action-oriented

- How can I accomplish this goal?
- How realistic is the goal, based on other constraints, such as financial factors?

Example

You might need to ask yourself whether developing the skills required to become a Department Chair is realistic, based on your existing experience and qualifications. For example, do you have the time to participate in administrative tasks? Are the necessary resources available to you? Can you afford to do it?

Setting goals for your desired career path

Realistic

- Does this seem worthwhile?
- Is this the right time?
- Does this match our other efforts/needs?
- Am I the right person to reach this goal?
- Is it applicable in the current socio-economic environment?

Example

You might want to gain the skills to become Department Chair within your organization, but is it the right time to undertake the required training, or work toward additional qualifications? Are you sure that you're the right person for to lead a department? Have you considered your partner's goals? For example, if you want to start a family, would taking on additional administrative tasks in your free time make this more difficult?

Setting goals for your desired career path

Time-bound

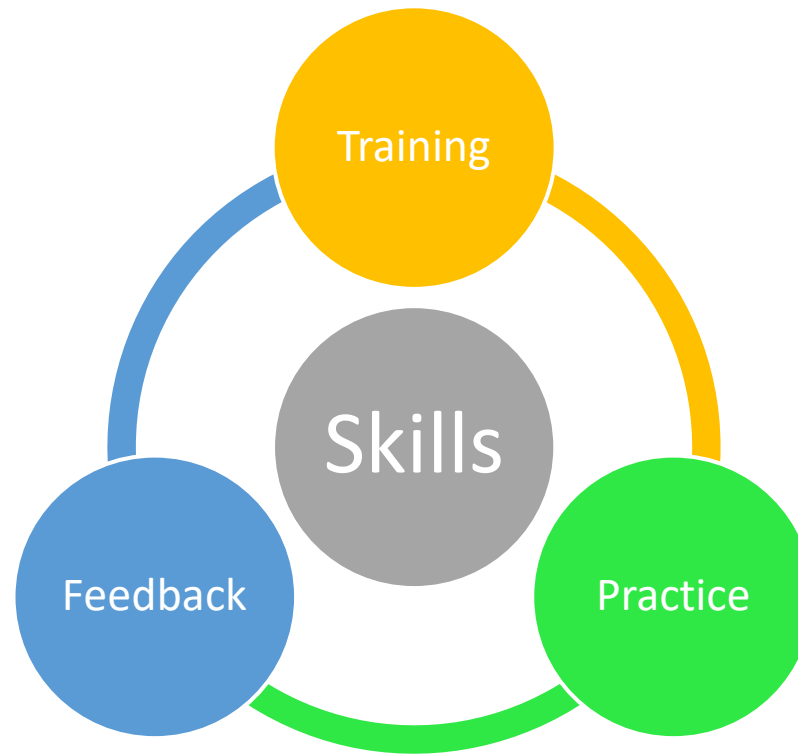
- When?
- What can I do six months from now?
- What can I do six weeks from now?
- What can I do today?

Example

Gaining the skills to become Department Chair may require additional training or experience, as we mentioned earlier. How long will it take you to acquire these skills? Do you need further training, so that you're eligible to manage a budget or other tasks? It's important to give yourself a realistic time frame for accomplishing the smaller goals that are necessary to achieving your final objective.

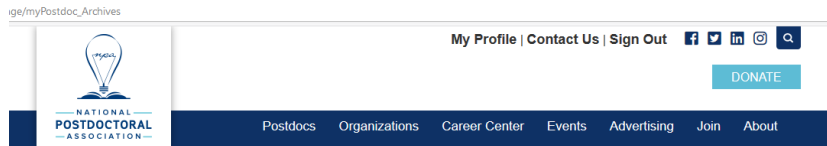
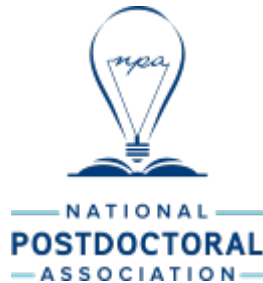
How do you develop or gain skills you need for your desired career path?

Set SMART goals for development of skills



What are some examples of skills you need for your desired career path?

Where can you find resources for developing skills?



Mentoring with Equity in Mind
January 2019

To Be (a Postdoc), or Not To Be? Choosing the Next Step
December 2018

Managing Imposter Syndrome
November 2018

Diversity 101
September 2018



Web-Based Job Simulations
August 2018

Building Resilience: Developing Skills for Life's Challenges
July 2018

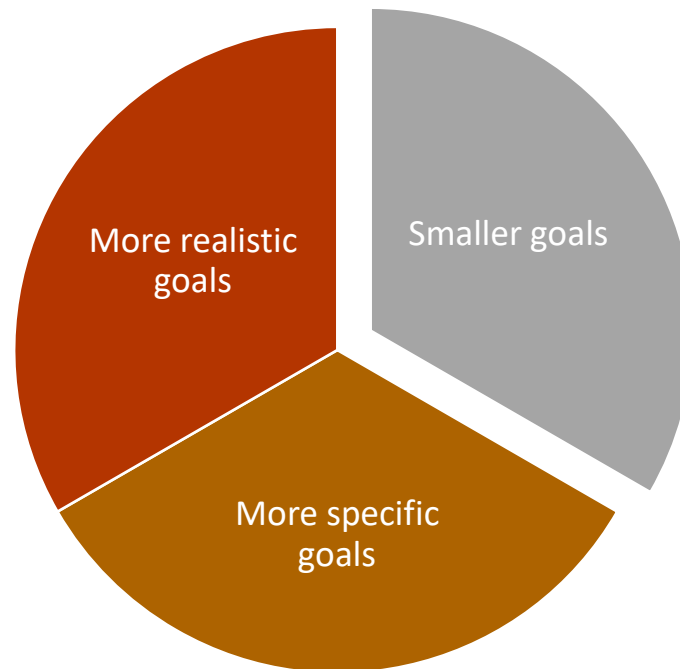
How to Craft a Resume for the NPA Career Center
June 2018

Highlights from the NPA Annual Conference
April 2018

<p>1</p> <p>SKILL #1: Every Semester Needs a Plan</p> <p>Watch Now</p>	<p>2</p> <p>SKILL #2: How to Align Your Time with Your Priorities</p> <p>Watch Now</p>
<p>3</p> <p>SKILL #3: How to Develop a Daily Writing Practice</p> <p>Watch Now</p>	<p>4</p> <p>SKILL #4: Mastering Academic Time Management</p> <p>Watch Now</p>
<p>5</p> <p>SKILL #5: Moving from Resistance to Writing</p> <p>Watch Now</p>	<p>6</p> <p>SKILL #6: The Art of Saying No</p> <p>Watch Now</p>
<p>7</p> <p>SKILL #7: Cultivating Your Network of Mentors, Sponsors & Collaborators</p> <p>Watch Now</p>	<p>8</p> <p>SKILL #8: Overcoming Academic Perfectionism</p> <p>Watch Now</p>
<p>9</p> <p>SKILL #9: How to Engage in Healthy Conflict</p> <p>Watch Now</p>	<p>10</p> <p>SKILL #10: How to Manage Stress, Rejection & the Haters in Your Midst</p> <p>Watch Now</p>

How do you set project goals that you need for your desired career path?

Set SMART goals for larger goals or projects by breaking them into:



What are some examples of project goals you could set for your desired career path?

What comes next?

Develop SMART goals

- Write them down!
- Set deliverables
- Hold yourself accountable
- Check in on your progress

Establish a mentoring team

- Network
- Find mentors for different aspects of your career

Transition from Postdoc to professional!

- Take the leap!