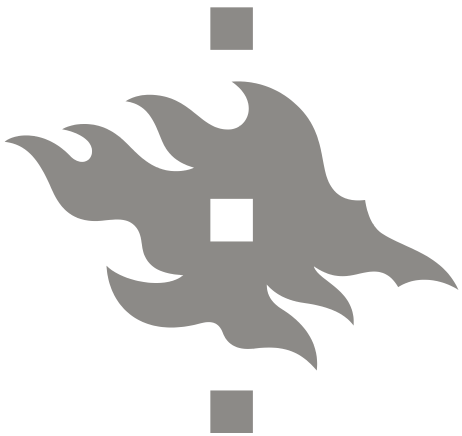


PhD Career planning

University of Helsinki Career Services

Career Counselor Eric Carver



Prework for our session on 9.5.2014

Please do these individual assignments before our session on Friday.

1. What is your approach to planning your own future?
2. Self assessment exercise
3. What do you want from work?



1. What is your approach to planning your own future?

Read the following quotes and choose one that you
a) dislike and b) like the most.



It is better to take many small steps in the right direction than to make a great leap forward only to stumble backward.

Old Chinese Proverb

Good fortune is what happens when opportunity meets with planning.

Thomas Alva Edison

Without leaps of imagination, or dreaming, we lose the excitement of possibilities. Dreaming, after all, is a form of planning.

Gloria Steinem

Failing to plan is planning to fail.

Proverb

In preparing for battle I have always found that plans are useless, but planning is indispensable.

Dwight D. Eisenhower

I think we all agree, the past is over.

George W. Bush

Nobody can go back and start a new beginning, but anyone can start today and make a new ending.

Maria Robinson

Life is what happens to you while you're busy making other plans.

John Lennon



2. Self assessment exercise



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The Researcher Development Framework (INSPIRED BY CAREERS RESEARCH AND ADVISORY CENTER, CRAC)

Identify your expertise and capabilities. look at the four domains and 12 subdomains.



This describes me, my way of working or my skills	Not at all	To some extent	Fairly accurately	Very accurately	Needs to be worked on
KNOWLEDGE AND INTELLECTUAL ABILITIES					
Knowledge base					
subject knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
research methods: theoretical knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
research methods: practical applications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
information seeking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
information literacy and management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
languages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
academic literacy and numeracy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cognitive abilities					
analysing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
synthesising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
critical thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
evaluating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creativity					
inquiring mind	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



3. What do you want from work?

Choose 10 and put them in order

→ Use the following comparison sheet



I can support other people.

I can make a difference to the society.

I can use my artistic skills.

I can be an expert.

I can work with other people.

I can work independently.

I get paid well.

I can fulfill my dreams.

Good working environment is important.

My work is exciting.

I feel appreciated at work and I can be successful.

Democracy and equity at work are important.

International aspect is important.

My job is permanent.

It is important that at the work the environmental issues are considered.

Whole pattern of life is in balance.

I can produce new knowledge.

I can be creative.

4. List your values on order (based on the comparison)

1. Start here, put your top 10 values in random order

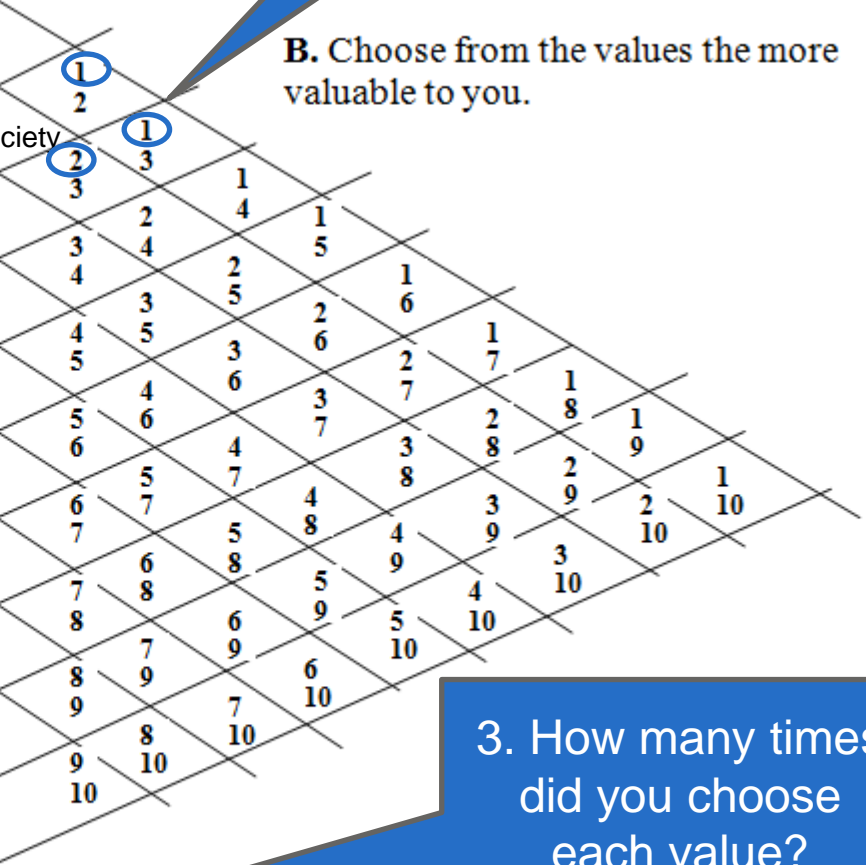
2. Compare each value with one another.

D. Write down the final list

A. List your 10 dream values

	1	I can be an expert.
	2	I can make a difference to the society
	3	I can produce new knowledge.
	4
	5	
	6	
	7	
	8	
	9	
	10	

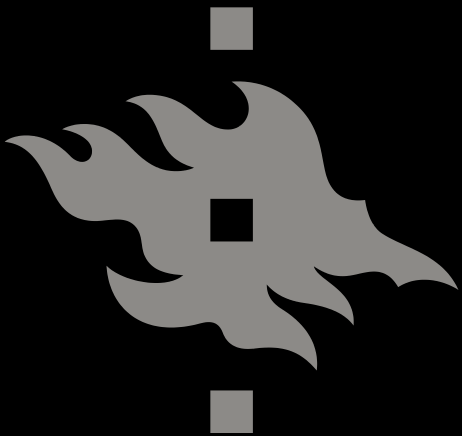
B. Choose from the values the more valuable to you.



3. How many times did you choose each value?

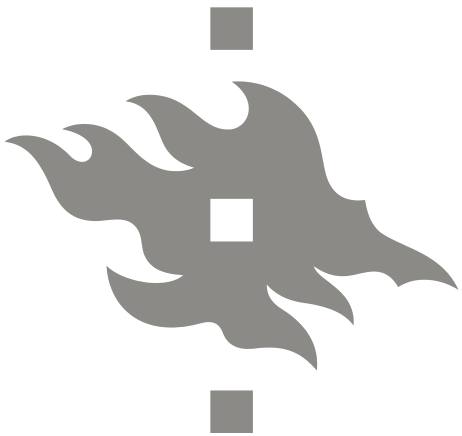
C. Count how many times you chose each value.

1	2	3	4	5	6	7	8	9	10
2	1	0							



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Today

1. Career Services
2. Different approaches to career planning
3. PhD skills and competences
4. Work and values



Uni. Helsinki Career Services

Almost all Finnish universities have a Career Services unit

Available vacancies

- RekryForum – a job database for students and graduates of the University of Helsinki
- Aarresaari.net - a network of Academic Career Services representing 19 Finnish Universities

Workshops and events

- Job hunt info, CV-clinics...
- Specialized PhD. Workshops, , **like today**

Guidance and material

- Help for writing CV's and applications (also by e-mail)
- Career guidance
- Career and labor market information
- Career courses



University main building (Fabianinkatu 33) ground floor

Drop-in: A short chat with a career adviser at our customer service Mon - Thu 1-3 pm.

Phone +358-(0)9-191 22125

E-mail:

urapalvelut@helsinki.fi

<http://www.helsinki.fi/urapalvelut/english/index.htm>



What is your approach to planning your own future?

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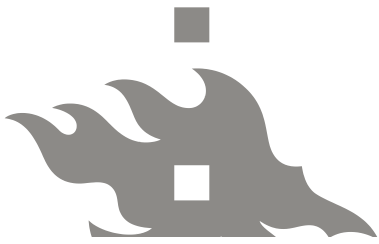
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Classic Person-Environment theory – Holland's hexagon

1. Realistic: physically strong, practical, machines, tools, sports, plants, animals...
2. Investigative: analytical, task-oriented
3. Artistic: Imaginative, independent, creative, emotional, beauty, music, arts
4. Social: generous, understanding, responsible, counsel, instruct, educate
5. Enterprising: Extraverted, persuasive, selling, convincing, running meetings
6. Conventional: controlled, structured tasks, regular hours, order





Cognitive Career Skills approach



(formed from FSU Career Services Model,
Sampson J. & al. 2004)



Planned happenstance

Pure, random chance seldom happens.

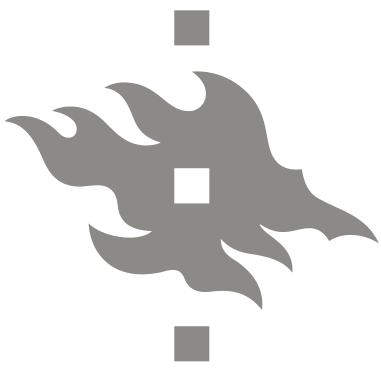
Planned: having arranged the parts

Happen: to occur by chance

Stance: a view or attitude

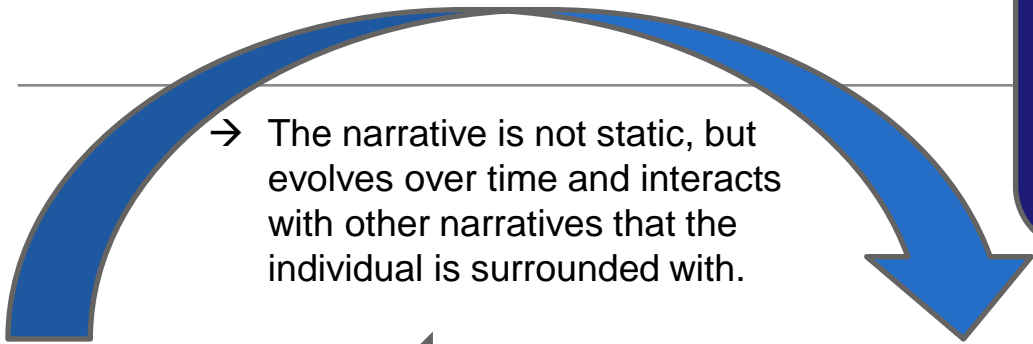
1. Being exposed to unexpected opportunities with an open mind.
2. Own actions contribute to the unplanned events.
3. Transforming unplanned events into opportunities for learning and incorporate them into career development.
4. Career and career planning is a learning process.

Core skills:
Curiosity,
Persistence,
Flexibility,
Optimism,
Risk taking



Life Design

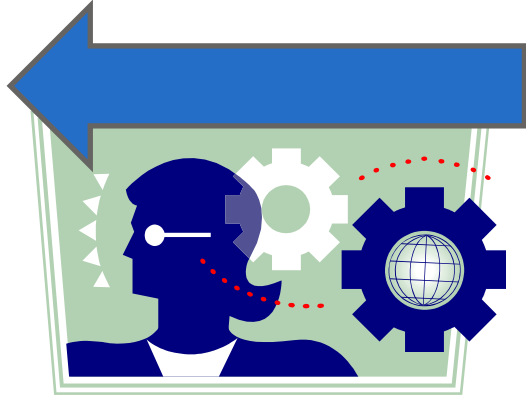
“As one speaks one’s story, so one makes oneself, and this self-constructing is a life project. Savickas 2010.



→ The narrative is not static, but evolves over time and interacts with other narratives that the individual is surrounded with.

What is your approach?

The individual seeks social and cultural contexts that match and strenghten their indentity narrative
→ Education, work, friends, hobbies...
→ **Career is just *one piece* of the narrative**



”Individuals assemble and articulate a comprehensible **identity narrative** which provides self-understanding in the form of an interpretation of self that orients one to a social world.”

Self(-image): how the individual sees her/his personality, abilities, competences and needs.



Identity
identity forms as the self encounters society and its’ social roles and cultural norms.



PhD process – what do you learn?

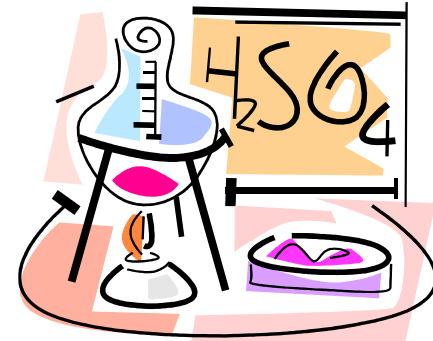
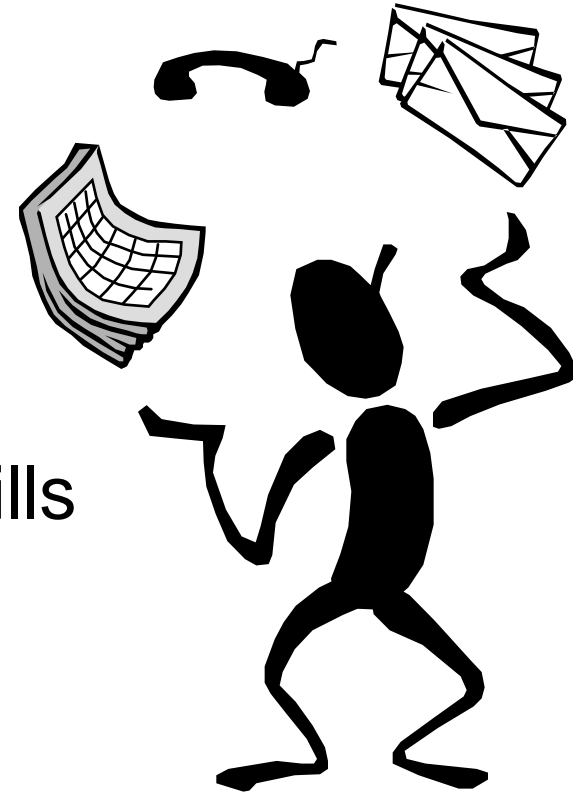
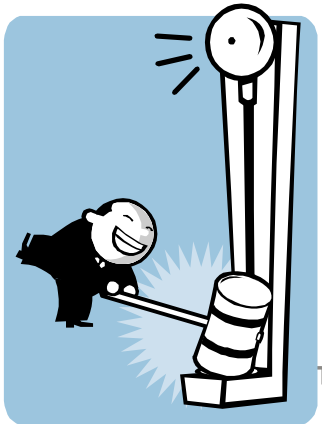


What competencies and skills
have your PhD studies
developed?

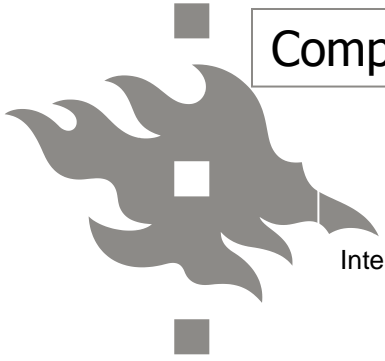
→ List all the things you can think of. Do not be
too critical.

→ Analyze your current studies & also previous
studies.

→ Use your prework assignment as a resource



Competence categories





Adjectives in action

STARR:

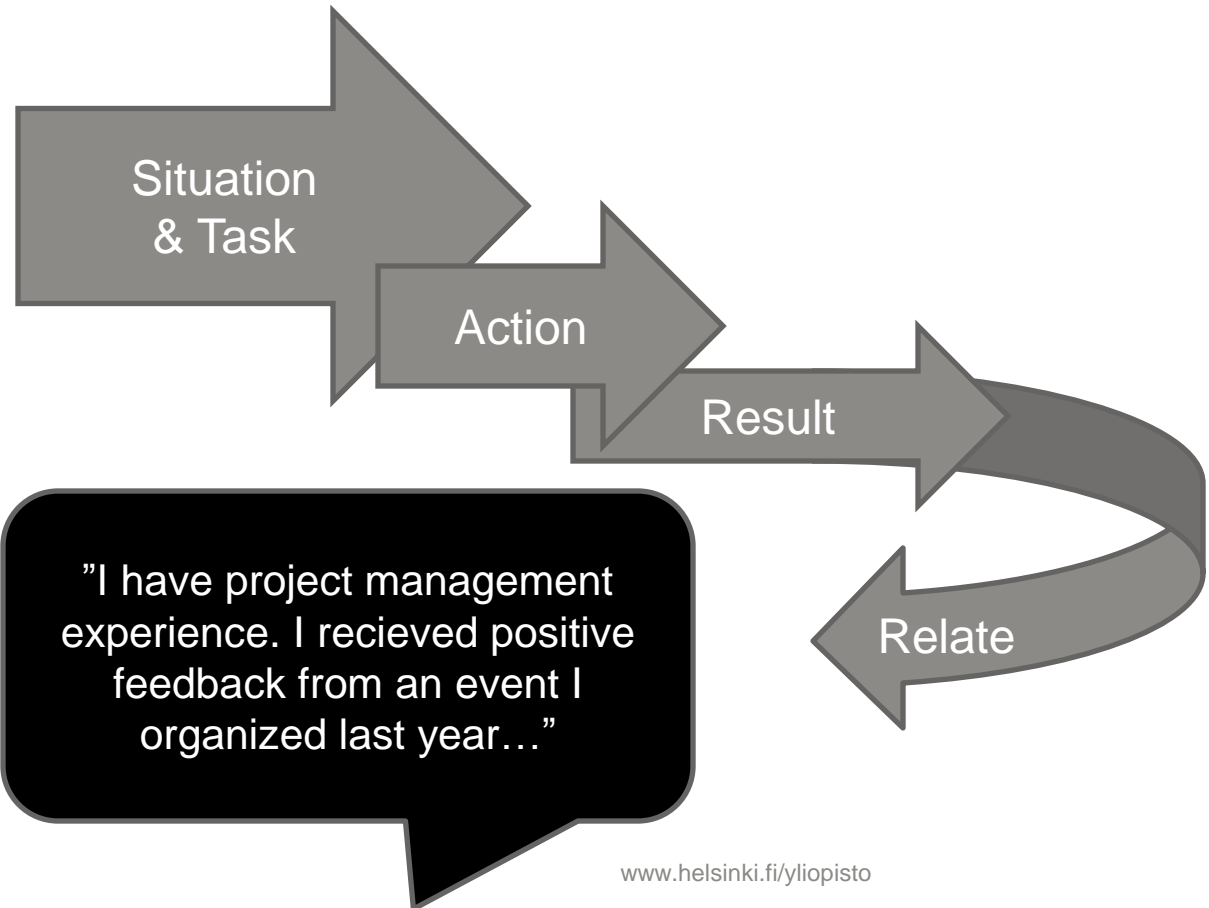
S Situation

T Task

A Action

R Result

R Relate





Employability

Efficacy beliefs

Awareness and understanding of one's self and one's abilities

Personal characteristics

Personality, activity, networks, experiences before and outside the university

Outward factors

Labour market, geographical factors, support available, coincidence

Metacognition

The ability to reflect on and regulate one's own learning and behaviour (incl. *career skills*)

Employability

a set of abilities, knowledge and skills that enable us to find work, stay at work and develop our careers

T-model expertise

Belonging
Participating

Understanding

appropriate subject knowledge, apprehension and applicability

Skills

subject-specific and generic abilities

Degree

Field, study time, generalist vs. profession-oriented



Classic Self-Reflection Problems

Arbitrary inference

Conclusions based on limited or selected evidence.

Overgeneralization

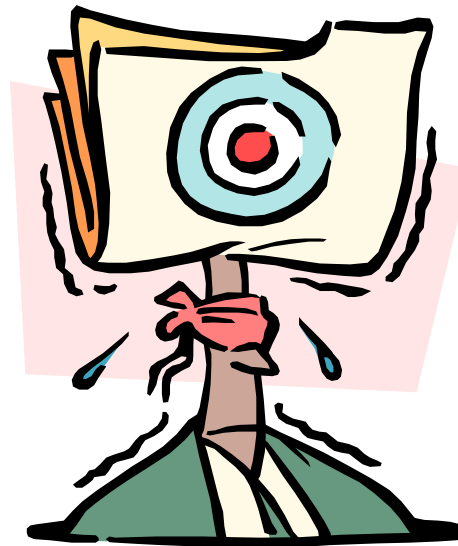
Important decisions based on just one experience.

Absolutistic thinking

Experiences are seen through the prism of extremes.
(never-always, perfect-worthless)

Magnification & minimization

Negative experiences are magnified and the positive minimized.



Overpersonalization

Making all experiences overtly personal. Other people and circumstances are ignored.

The Crystal Ball Myth

Believing that successful people always know what they are doing.



→ Negative self-image reinforced



What do you want from work? Choose 10 and put them in order

→ Use the following comparison sheet



I can support other people.
I can make a difference to the society.
I can use my artistic skills.
I can be an expert.
I can work with other people.
I can work independently.
I get paid well.
I can fulfill my dreams.
Good working environment is important.
My work is exciting.

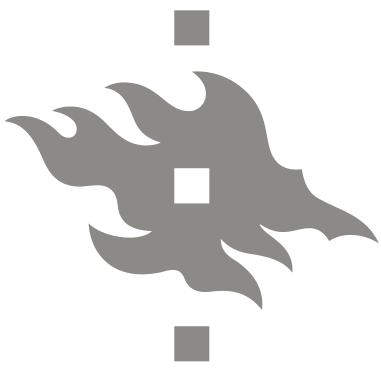
I feel appreciated at work and I can be successful.
Democracy and equity at work are important.
International aspect is important.
My job is permanent.
It is important that at the work the environmental issues are considered.
Whole pattern of life is in balance.
I can produce new knowledge.
I can be creative.



Schein's Career Anchors (Edgar H. Schein)



1. Security/Stability – risk avoidance and "lifers" of their job
2. Autonomy/Independence – avoid standards and prefer to work alone
3. Entrepreneurial Creativity – run their own business, "wealth" for them is a sign of success
4. Technical/Functional Competence – guru/expert, like challenge and does the job properly
5. General Managerial Competence – problem solving, people management, responsibility and emotional competence
6. Service/Dedication to a cause – using own talent in helping others
7. Pure Challenge – constant stimulation and problem solving
8. Lifestyle – focus on whole pattern of living



To Post-Doc or not - That is the question!

Group work, 3 groups

PRO-POST-DOC group:

List all the *arguments for* doing a Post-Doc

ANTI-POST-DOC group:

List all the *arguments for not* doing a Post-Doc and continuing your career outside the Academia

CAREER COACH group:

List all the *relevant questions* a PhD Candidate should ask her/himself when making a decision on whether to do Post-doc or not.

