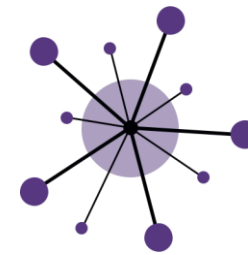


Energise your Career



Inter-university School
InSPiRE
Postgraduate Research Excellence

Pre- work

The pre-work exercises are being provided to you prior to InSPiRE as preparation for the *Energise your Career* session.

Please ensure that you complete the pre-work so that you can get the most out of the session.

Career Development planning is a lifelong process and gaining an understanding of your strengths, skills and drivers will assist you to identify and create opportunities for continued professional development throughout your career and maintain your employability.

- Know what you are looking for in your career and your life
- Identify your work and personal goals and take personal responsibility for your choices
- Know your strengths, values, the skills you love using, their value and to identify areas for development – skills, strengths and attitudes
- Know what you need to do to develop and maintain your employability
- Be hopeful about the future when you think about your career and employment opportunities and choices

Pre-work instructions

- 1. Please complete the Values Sort, VIA Strengths Questionnaire, some (or all) of the Interest inventories & Influences exercise.**
- 2. Once the inventories are completed, review the results and look for consistency** – identify patterns and recurring themes
- 3. Taking a whole of life approach - Ask yourself:**
 - What matters most to you
 - Where will you make compromises and where won't you?
 - What are you prepared to give up and what are you not prepared to give up?

There will be an opportunity to share your insights with other participants during the *Energise your Career* session.

Values

Your values are usually fairly stable although time and experience can impact upon your priorities and perspectives which may have then influence a shift in your values. Living in congruence with your values has a positive impact on health, wellbeing and fulfilment. If you make career choices which are aligned with your values then you are more likely to feel satisfied. If there is a strong conflict between your work/organisation and personal values then you might find it difficult to enjoy achievements and rewards. Giving some serious thought to your values and ethics can assist you to make decisions in relation to work and career choices.

Action: complete Values Sort

<http://www.careercentre.dtw.d.wa.gov.au/toolsandresources/toolsandresourcestohelpyouplanyourcareer/findingouttoolsandresources/Pages/ValuesCardSort.aspx>

Strengths

Strengths and values are closely linked. Understanding your strengths can build your confidence and help you in making career related decisions ... giving you a greater capacity to analyse position descriptions to see how you might be able to use your strengths and whether a role is a good fit for you. Understanding your strengths will also assist you when applying for positions because you are able to more clearly identify and articulate the value that you can bring to the role and to the organization.

Action: complete VIA Survey of Character Strengths

<https://www.authentic happiness.sas.upenn.edu/user/register>

You will need to **create an account** and then click on the questionnaires tab and select the VIA Survey for Character Strengths - you will be contributing to research at the University of Pennsylvania

Interests

Your interests may change over time as you have more experiences and are exposed to different people, places, occupations and opportunities.

There are many interest inventories and vocational assessment tools available and validity varies. The Myers Briggs Type Indicator has been used extensively although many psychologists question the value of the MBTI. The Keirsey test is closely related to the MBTI. The Self Directed Search based in John Holland's RIASEC model continues to be used and is regarded as a reliable vocational assessment tool. There is no single test that can provide answers to the questions raised in career development planning so the best approach is to see these tests as tools that form part of the self-assessment process. The vocational/interest inventories provided below are all free and there are many others that are more detailed however these usually have associated charges.

Action: Complete some or all of the vocational/interest inventories

<http://www.truity.com/>

<http://www.princetonreview.com/quiz/career-quiz?menuID=0&careers=6>

<http://www.keirsey.com/>

<http://www.personalitytype.com/>

<http://www.personalitytest.org.uk/>

<http://www.self-directed-search.com/>

<http://career.missouri.edu/career-interest-game>

Skills

Values and strengths tend to be more innate while skills can be learned – although natural capacity and, motivation to develop particular skills may be linked to personal values and strengths. Skills tend to be viewed by employers in two main categories

1. Technical or occupational specific skills
2. Transferable or soft skills

It is important to examine the skills that you have developed, deepened and/or expanded throughout your HDR candidature.

The next challenge is to recognize the value of these skills in different environments and roles and to be able to translate these skills so that employers outside of the academy can recognize their value.

Action: complete Skills audit

With thanks to Warwick University

http://www2.warwick.ac.uk/services/ldc/introcareer/skills/skills_audit.pdf

Influences

There are many influences which impact upon our career decision making ... we don't live in a vacuum. It is important to identify your influences so that you can decide whether they are valid, or not. It is worth checking with people in your life to ensure that your perceptions are based in fact and are not just assumptions.



List your influences

Influence	Can this be challenged?	If not, what are the barriers?	What are the compromises you are prepared to make?
	YES/NO		
	YES/NO		
	YES/NO		
	YES/NO		
	YES/NO		
	YES/NO		
	YES/NO		
	YES/NO		
	YES/NO		
	YES/NO		

Career Development references and resources – a brief list

Professor John Krumboltz, Stanford University

<https://honestyexperiment.wordpress.com/2013/09/25/john-krumboltz-interview/>
<https://ucs.byu.edu/sites/default/files/readings/PlannedHappenstance-Mitchell.pdf>
http://www.studentintegration.fi/filebank/77-The_Happenstance_Learning_Theory.pdf
<http://onlinelibrary.wiley.com/doi/10.1002/j.2161-0045.2013.00032.x/full>
<https://www.amazon.com/Luck-No-Accident-Making-Happenstance/dp/188623003X>

Professor Mark Savickas, Northeastern Ohio Universities College of Medicine

<http://www.vocopher.com/pdfs/careerconstruction.pdf>
<https://www.youtube.com/watch?v=AVgylt9cHy0>
<http://www.sciencedirect.com/science/article/pii/S000187910900058X>

Professor Norm Amundson, University of British Columbia

<http://eric.ed.gov/?id=ED404585>
<https://cica.org.au/wp-content/uploads/CJCD-Volume-14-1-2015.pdf#page=36>
<http://ergoncommunications.com/products/active-engagement>
<https://www.academia.edu/3032354/>

Dr Mary McMahon & Professor Wendy Patton, QUT

http://eprints.qut.edu.au/2621/1/2621_1.pdf

Professor Jim Bright Prof Robert Prior, ACU

<http://jcd.sagepub.com/content/41/5/382.full.pdf+html>
<https://www.amazon.com/Chaos-Theory-Careers-Perspective-Twenty-First/dp/0415806348>

AG Watts - Career development learning and employability

https://www.heacademy.ac.uk/sites/default/files/id592_career_development_learning_and_employability.pdf

John L. Holland - Theory of Career Choice

<https://www.careerkey.org/choose-a-career/hollands-theory-of-career-choice.html#.V2Zm7KKAbm4>

Robert Lent - Social Cognitive Theory of Career

https://www.researchgate.net/profile/Gail_Hackett/publication/230557657_Toward_a_Unifying_Social_Cognitive_Theory_of_Career_and_Academic_Interest_Choice_and_Performance/links/558c657708aee43bf6ae2fa5.pdf

Donald Super - Life Span Theory

<https://www.careers.govt.nz/assets/pages/docs/career-theory-model-super.pdf>
<http://career.iresearchnet.com/career-development/supers-career-development-theory/>

Vitae Researcher Career stories

<https://www.vitae.ac.uk/researcher-careers/researcher-career-stories>

Science Careers IDP

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

Epigeum – check with your university if they have a licence

<https://www.epigeum.com/courses/studying/skills-and-attributes-for-career-success/>

Cheeky Scientist

<http://cheekyscientist.com/top-10-list-of-alternative-careers-for-phd-science-graduates/>

Find a PhD

<https://www.findaphd.com/advice/doing/phd-non-academic-careers.aspx>

From PhD to Life

<http://fromphdtolife.com/>

Jobs On Toast

<http://jobsonttoast.com/>

PhD Career Guide

<http://www.phdcareerguide.com/>

Next Scientist

<http://www.nextscientist.com/>

The Thesis Whisperer

<https://thesiswhisperer.com/>

Versatile PhD

<https://versatilephd.com/>