Find Your Fit in Industry

Graduate Career Services
Alaina Nickerson
Our Agenda

Sign-in and Gather Questions
Career Exploration Framework
Tools to Help
Resources and Services
Q&A Follow-Up
Career Diamond Model
By Andersen and Vandehey (2008)

- Self
  - Expanding Self Awareness
  - Applying Self Concept
- Awareness
  - Expanding Occupational Info
  - Integrating Occupational Info
- Decision
- World of Work
Expanding Self Awareness

- Values
- Interests
- Skills
- Personality
- Educational Background
- Work and Leisure Experience
Ask Yourself

• Where are you clear about who you are and what you bring? Where do you need to spend some time?

• Do you have a clear list of the skill sets you can offer in your future work? Of those skills, do you know which ones you most want to use?

• What type of work environments appeal to you?

• What types of “career pain” are you most willing to endure? (slow pace/fast pace, competition, need to navigate relationships or politics, high need for clear communication,
Tools to Help

**Career Assessments** (identify interests, personality, strengths)

**Card Sorts** (prioritize values, skills, challenges you want to address in work)

**Imagine PhD** (free assessments, focus on humanities and social science)

**Versatile PhD – Options 4 Success Course** (virtual activities and process)
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Gather Occupational Information

Go to current, knowledgeable sources for information about today’s work climate.
Ask Yourself

Which fields have you been considering?

What sources are you using for information about those fields? Would they have the most accurate, current information?

Are you making assumptions based on one or two individual experiences (your own or others')?
Tools to Help

**Vault.com** (Filtering tool, industry guides, occupation outlines, related occupations; similar info on **onetonline.org** or **bls.gov/ooh**)  

**Versatile PhD** (PhD career paths/ideas and doc examples)  

**Imagine PhD** (Career outlines for Humanities and Social Sciences)  

**IBIS World** (Industry research)  

**Association Search** (Find related industries, member companies, job boards)  

**Informational Interviews** (Build network while researching, get insider/current information from people in the field, often leads to further connections)  

**LinkedIn.com Alumni Search**

Tool Spotlight: **Career OneStop** Skills Matcher Tool
<table>
<thead>
<tr>
<th>CAREER FIELDS BY SKILLS</th>
<th>Business &amp; Finance (including High Technology)</th>
<th>Media</th>
<th>Education</th>
<th>Nonprofit (Public Service, Arts)</th>
<th>Public Policy</th>
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</thead>
<tbody>
<tr>
<td>Research and Analysis</td>
<td>R&amp;D (e.g., bio &amp; high tech), risk analysis, market research, consulting</td>
<td>Journalism, market research</td>
<td>Research centers, educational research &amp; evaluation, archival work</td>
<td>Organizations with research efforts, think tanks, research centers, foundations</td>
<td>Congressional Research Service, analytical division of state or local agency</td>
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<tr>
<td>Teaching (Presenting, Inspiring)</td>
<td>Sales, training and development</td>
<td>Sales, advertising, radio/TV, journalism</td>
<td>Teaching (adult ed., secondary, comm. colleges), freelancing, lecturing</td>
<td>Public education, development, community organizing</td>
<td>Politics, executive branch positions, fundraising, interest groups</td>
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<tr>
<td>Writing, Communication</td>
<td>Corporate communications, communications analysis, advertising &amp; PR</td>
<td>Journalism, editing, advertising, reporting</td>
<td>Publishing (specialized, educational), reporting, writing</td>
<td>PF, newsletter writing for nonprofit or professional publications</td>
<td>Speech and report writing for government agencies or interest groups</td>
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<tr>
<td>Administration and Management</td>
<td>Management positions reached from line positions in specific companies</td>
<td>Editing, publishing, corporate communication, management</td>
<td>Academic administration (e.g., principal, headmaster, college dean)</td>
<td>Administration of various public agencies, program management</td>
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<tr>
<td>Problem Solving</td>
<td>Consulting, marketing, management</td>
<td>Investigative reporting, PR, management, specialty consulting</td>
<td>Academic administration (e.g., principal, headmaster, college dean), educational consulting</td>
<td>Management, nonprofit consulting, think tanks</td>
<td>Most high-level govt., positions, political/policy research, political consulting</td>
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<td>People Skills</td>
<td>Consulting, human resources, sales, training &amp; development, management</td>
<td>Sales/marketing in publishing, interviewing</td>
<td>Student services (counseling), academic administration, educational consulting</td>
<td>Development, management, advocacy</td>
<td>Politics (as candidate or staff), fundraising, lobbying</td>
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<tr>
<td>Technical and Scientific Skills</td>
<td>Info., systems, R&amp;D, CAD, actuarial, consulting on sci/tech, matters, software companies</td>
<td>Specialty publishing, professional journals</td>
<td>Computers in education (e.g., TERC, EDC), curriculum development</td>
<td>R&amp;D, consulting for hospitals &amp; other nonprofit info., systems, environmental groups</td>
<td>National labs, EPA, NSF, NIH, Census, OTA, int'l scientific agencies</td>
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<tr>
<td>International Expertise</td>
<td>Cultural consulting, int'l business, country risk analysis, foreign desk of various media</td>
<td>Specialty publishing, foreign desk of various media</td>
<td>International education, curriculum development, educational tours, conferences</td>
<td>Nonprofit orgs. (county or region specific), consulting on international health &amp; welfare</td>
<td>International orgs., federal agencies, congressional staff, policy think tanks, Peace Corps</td>
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<tr>
<td>Arts and Other Creative Skills</td>
<td>Advertising, computer music, technical illustration</td>
<td>Specialty publishing, criticism, writing, drama/gy, art, illustration, photography</td>
<td>Arts education in various settings</td>
<td>Community arts orgs., specialty museums, art/drama/collaborative music therapy</td>
<td>Administration of arts agencies &amp; organizations (e.g., NEA, state arts councils)</td>
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Applying Self Concept

- Needs of significant others
- Responsibilities
- Unique Needs
- Financial Situation
Do you have relationships/responsibilities that are central to your next move?

Do you have particular needs (financial, location, schedule, timeline, etc.) that impact which opportunities would be realistic to pursue?

Which components can you settle on by yourself, which need input from others?

Are there options you must rule out?
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World of Work
Integrating Occupational Information

Narrowing options based on market realities
Ask Yourself

• Having dug into researching particular fields and positions, which ones are seeming less interesting or realistic? Can you pare down your list?

• What waves are available to ride in the current marketplace climate? Where can you get strategic and creative?

• Where are your skills particularly useful right now?

• What industries are booming? Which are busting?
Career Services is currently surveying our employers (currently in progress)
  • Have heard from 114 employers
  • Most are currently in flux and making decisions. Entry level hiring more impacted than internships. Most grad students aren’t hired at traditional entry level

Companies are in a constant state of flux right now and information is updated daily...hourly even.

Any live feed of hiring updates is crowdsourced and MUST be verified with companies. These are not comprehensive, endorsed by the university or verified by any entity. Use them only as a starting place for research!

LinkedIn’s “Who’s Hiring Now” List
  • https://www.linkedin.com/pulse/heres-whos-hiring-right-now-andrew-seaman/
  • Also search #HiringNow hashtag

One I am (personally) watching as an organized listing of company decisions:
  • Candor (Salary Negotiation Company - crowdsourced)
    • https://candor.co/hiring-freezes/
Organize Your Plan
Ask Yourself

- Which 2-3 industries do you want to dig into further?
- Do you know anyone in those fields? Are there people with whom they can connect you?
- What skills are you needing to gain to be marketable?
- What is your timeline for making this career decision?
Tools to Help

**For Skills Gap Analysis**

Informational Interviews

Job Postings (for required skills and experience)

Vault.com, BLS.gov/ooh, onetonline.org (for education, certification and skills requirements)

**For Network**

Linkedin.com/alumni (for alumni working in the field or at companies of interest)

Personal network
Along the Way: Getting Real

Gut Check
How excited/interested are you about/in this opportunity?
What are you doing/considering out of fear?
How much would you be adapting to fit into this career field?
“Learn the rules like a professional so you can break them like an artist.”

—Pablo Picasso