



CLIMB

Collaborative Learning and
Integrated Mentoring
in the Biosciences

The CLIMB Program

www.northwestern.edu/climb/

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Career Planning for Mid-Stage PhD Students

#1: Intro to Career Planning: Professional Self-Assessments

#2: Exploring Options

#3: Building Relationships

#4: Panel Discussion

Traci Galbaugh – Associate Director of IBiS; at EV and CH workshops

Mike Kennedy – Director of Science in Society; at EV and CH workshops

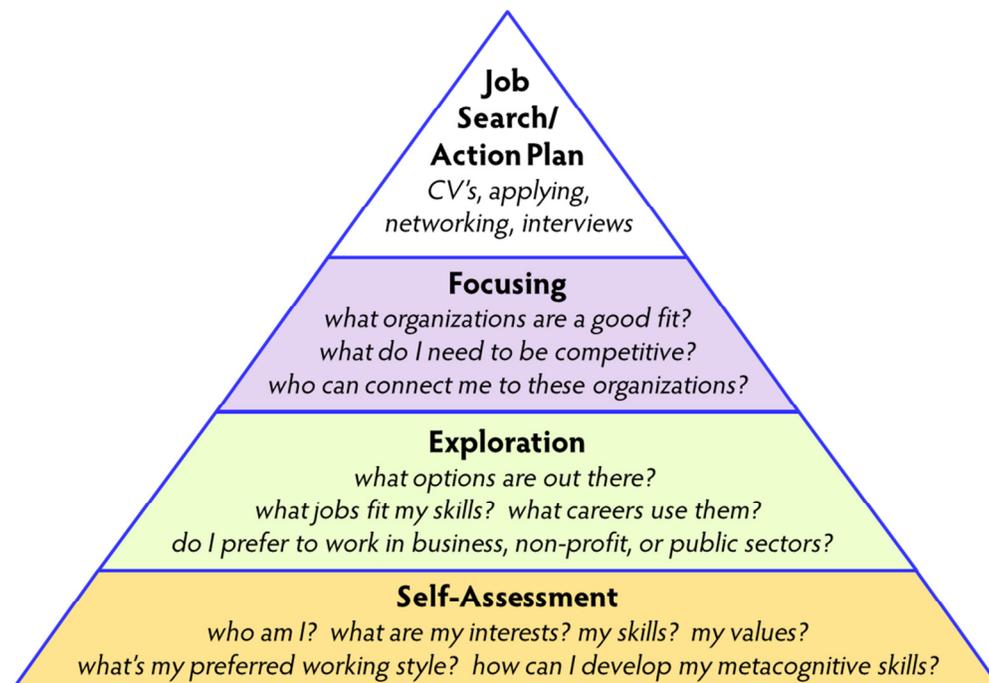
Kate Cosgrove – Senior Compliance Analyst; at EV workshop

Jennifer Hobbs – Director of Postdoctoral Affairs; at CH workshop



In today's changing and challenging market for PhD's in the STEM disciplines, it's critical to start planning your career early, because the road to "alternative" and even "traditional" careers are no longer clearly marked out for you. I hope that this series of professional development workshops have helped you to assess your professional skills and interests, and prepared you to explore options and build relationships while you're in grad school, so that you can plan for your career after your PhD. I wish you all the best.

Fiske's Career Planning Process:



Continuing Steps and Take-Home Messages

- Remember Fiske's 80:10:10 Rule for career advancement:
 - spend 80% of your time on your main research and work
 - spend 10% of your time on your own professional development, e.g. attending workshops and reading books
 - spend 10% of your time on building relationships and networking
 - So, set aside some time each week or month on your own professional development and on building relationships
- Continue in the process for planning your career! Don't wait until the last minute.
 - Continue to assess your professional strengths
 - Continue to explore options
 - Continue to focus your options by building relationships



Resources and References:

- *What Color is Your Parachute?* by Richard Bolles
 - the "bible" of career planning
- NU University Career Services
 - Kamilah McCoy – Associate Director and Grad Student Services
 - k-mccoy@northwestern.edu
 - Kamilah maintains a listserv, where she sends notices of workshops and job announcements
- Professional self-assessments
 - myIDP
 - <http://myidp.sciencecareers.org/>
 - Seven Stories exercise
 - <https://fiveoclockclub.com/2013/02/exercises-to-identify-the-job-of-your-dreams-start-with-the-seven-stories-exercise/>
 - Your 40-Year Vision exercise
 - <http://fiveoclockclub.com/1999/02/a-roadmap-for-life-the-forty-year-vision/>
 - Myers-Briggs (free version)
 - <http://www.humanmetrics.com/>
 - Myers-Briggs: *Please Understand Me II* by David Keirse
 - StrengthsFinder: *Strengths Based Leadership* by Rath and Conchie
- Exploring Options
 - myIDP website
 - <http://myidp.sciencecareers.org/>
 - Career Exploration > Read about Careers > Resources
 - Career case studies (UK):
 - <http://careers.abpi.org.uk/case-studies/Pages/default.aspx>
 - CLIMB pdf handout: Resources for CLIMB Graduate Students
- Building Relationships
 - The Informational Interview
 - CLIMB pdf handout
 - article by David Jensen in Science Careers, March 20, 2009
 - The Art of 'the Ask' by Rachel Toor in the Chronicle of Higher Education, 2011