

self-assessment

what kind of job should I look for?

what should I do with my life?

how should I develop my career?

these questions are too big for us to answer on their own

it helps to deconstruct the question into several smaller ones

self-assessment

what are my skills? (which tasks am I good at/not good at?)

e.g answer: I write code effectively and efficiently

what are my interests? (which activities do I enjoy/not enjoy?)

e.g. answer: I enjoy coding

what are my values? (which emotional/logistical features of a job are important to me?)

e.g. answer: high job security, friendly colleagues, being in Germany, are all essential for me in a job

self-assessment

once you've well described/listed your:

skills

interests

values

you “just” need to find the jobs that include most of these

(and ideally don't need skills you don't have, don't involve doing lots of things you don't enjoy, and don't conflict with your values)

we don't have time to look at all of your skills/interests/values -
but to get us in the mood of being self-reflective, we'll do
briefly a questionnaire to help listing your interests

self-assessment

work through the list of questions describing possible interests
if you've questions/want to discuss them (what do they mean?
do you have them?), do so with the people around you
after some minutes move to Barbara's list of different kinds of
scientific career tracks, choose the one that most interests you
which leads into the peer mentoring...

Try **myIDP** [**http://myidp.sciencecareers.org/**](http://myidp.sciencecareers.org/) for this and
several other questionnaires and many other tools to help you
planning your career

self-assessment

1	Teaching-intensive careers in academia	11	Business of science
2	Science education for K-12 schools	12	Intellectual property
3	Science policy	13	Research administration
4	Combined research and teaching careers	14	Support of science-related products
5	Science education for non-scientists	15	Research in industry
6	Principal investigator in a research institution	16	Research staff in a research institution
7	Public health related careers	17	Clinical research management
8	Sales and marketing of science-related products	18	Scientific/medical testing
9	Science writing	19	Clinical practice
10	Entrepreneurship	20	Drug/device approval and production

peer-mentoring

strong relationships with influential people can be very useful

they can be a great source of advice, help, mentorship

but many of us don't have such a relationship - so where to do we go for mentorship (advice, support, someone to discuss questions related to career-development, help, etc.)?

peer mentoring offers an alternative

i.e. a group of peers, who you like/trust, have regular meetings with, where you talk together about your career (and other) goals, and help each other set (and reach) obtainable goals

peer-mentoring

SMART goals

S	Specific	Is it focused and unambiguous?
M	Measurable	Could someone identify whether or not you achieved this goal?
A	Action-oriented	Is there an action required on your part?
R	Realistic	Considering difficulty and timeframe, is this goal attainable?
T	Time-bound	By when should you complete this goal?

for example:

Interview two people about what it's like to work in bioinformatics research in pharma within five weeks

peer-mentoring

form groups of 3-5 around shared topics of interest

introduce yourselves to each other (names, what you do, what you want to do with your career in e.g. next 5 years)

brainstorm together to write for each other, at least one for each of you, a SMART goal for your career progression

if the process has been useful for you, we encourage you to plan to meet up again (at a specific date... we're into SMART goals here...), or to find others whom you already know to do the same thing

it's better with 3 or more people - more pressure to turn up to meetings, more different ideas/support