

networking

(and how it can play a role in career development)

networking

stick up your hand...

which of you make an active effort to network/build your own professional network?

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stick up your hand...

feels uncomfortable doing it...
...maybe even at the idea of doing it?

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stick up your hand...

who has no idea at all what I might mean by “networking” in this context?

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because some people are anxious/uncomfortable doing it...

...and because some people would like to do it more effectively...

...and because it can be extremely important for career development

we'll do an activity together to practice/reflect on one way of doing it in a professional conference (unconference?) context

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how I've come to think about it and do it:

I used to feel it was about exploiting/using/getting things from
people/friends colleagues

so I was anxious and uncomfortable about doing it, indeed
didn't want to do it/thought I shouldn't

but now I see it as a positive thing that I enjoy doing (even if
sometimes stressful) which is nothing about exploitation

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how I've come to think about it and do it:

for me it means

building and maintaining a set of relationships

with other professionals

based on mutual respect and pleasure in collaborating
together in many different ways

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how I've come to think about it and do it:

for me it means

being open and friendly to new people I meet

making new friends, finding out who I want to work with

enjoying helping out people who I like and respect, and
knowing they too enjoy helping me

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how I've come to think about it and do it:

my key revelation

I enjoy helping people I like

when I ask for help from people I like, and they like me, they
enjoy helping me too

so no need to be shy asking for help from people I like

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how it has helped me?

people I've met in my workplace/university, conferences, courses, workshops have gone on to become:

- co-workers
- co-publishers
- co-grant applicants
- my boss (i.e. it got me a... several... jobs)
- dear friends

I think **all** my most important (and enjoyable) work relationships are the result of active networking by me

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what help do I ask for, from which people?

depends on how well I know them/how good our relationship is



strength of
your mutual
relationship

asking for a recommendation

I'm applying to work with your friend,
could you recommend me to them?

asking for active help

could you read through my CV
to give me comments on it?

asking for advice

could you recommend a
lab for me to apply to?

asking for information

do you know of any companies
recruiting in the local area?

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asking for information

something we can do when we first meet someone

we'll do an exercise practising this in the context of a professional meeting

this can be useful for the information you get...

...but can also be used as a proxy for checking out if it's someone you could imagine getting to know better i.e. adding each other (it's mutual) to your professional networks

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exercise

make groups of 3 people, ideally all “strangers”

one person for each role: [A]pproacher [T]arget [O]bserver

[A] approaches [T] at a conference, to start talking with them,
to see if this is someone they'd like to know better,

does this by asking them for info (“informational interview”)

[O] is watching from the side

4 minutes chat, then give feedback on how it went in the order:

[A]pproacher [T]arget [O]bserver

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questions [A] could use to get information

Are you finding the meeting useful? (break the ice)

What do you do?

How did you get into your current position?

What do you enjoy most about your job?

Can you suggest anyone else I talk to about these kinds of jobs?

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issues to consider for feedback session

What impression did [A] make?

confident? nervous/shy? friendly? interested? forced/trying too hard? relaxed?

What did [A] do that they should do again, the next time they do this exercise (i.e. what did they do “well”)?

Any ideas for things [A] could do differently to improve the experience?

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practice this again in Cafe Botanik after the HUB!

i.e. go up to someone you don't know, try out the questions