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A professional Recruitment Consultant with 4 years of experience in Multi Industry, especially IT, Startups, E-commerce Industries. Expertise in handling Tech and Non-Tech positions for Corporation up to Decacorn Companies. Currently focus on helping others to prepare their career development for Shifting Career .

Education Background



2014-2018
Bachelor Degree

PLANNING AN ACHIEVABLE CAREER JOURNEY

Career Shifting Preparation Module - Preparing Real Career



Preparing Real Career: Planning an Achievable Career Journey

-  What are the differences between Career and Job?
- How to build realistic career planning?
- Increase our Market Knowledge through Linkedin
- Measure our Skills Progress
- Understanding our Learning Phases
- How our brain mechanism help us to learn?
- How to increase our Learning Phase?
- Deliberate Practice



Setting a wrong expectation is so dangerous for your career



Mari kita pahami terlebih dahulu
Bedanya **Karir**, dan **Pekerjaan**



Difference between Career and Job

Career	Job
Focus on roles and impacts	Focus on titles
Long-term	Short-term
Build within years	Get within months
Close with one's character and branding	Not to 'personal'

Preparing Real Career: Planning an Achievable Career Journey



What are the differences between Career and Job?



How to build realistic career planning?



Increase our Market Knowledge through Linkedin



Measure our Learning Progress



Understanding our Learning Phases



How our brain mechanism help us to learn?



How to increase our Learning Phase?



Deliberate Practice



Mari kita pahami terlebih dahulu
bedanya **membangun karir yang realistik,**
dan **yang tidak realistik**

Existing Condition

Baru terjun ke dunia Data Science, belum ada pengalaman, latar belakang Pendidikan tidak relevan.

Realistik

Memulai karir dengan menjadi Data Analyst di perusahaan kecil karena belum punya pengalaman. Dalam 2 tahun menargetkan untuk naik menjadi Sr. Data Analyst dan sudah handle banyak project data. Kemudian cari lowongan di Unicorn Company

Tidak Realistik

Tanpa latar belakang sama sekali, dalam waktu 6 bulan, ingin bekerja sebagai Data Science di Unicorn Company karena di sana bisa belajar banyak, dan sangat bagus untuk karir kedepannya



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Mari pahami cara **membangun karir yang lebih realistik dengan menggunakan LinkedIn**

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Plan your milestones wisely, small wins
is so much better than have nothing

Setelah tahu apa yang mau kita sasar sebagai batu pijakan pertama untuk karir kita, **saatnya ukur dan tentukan rencana pembelajaran kita**



Learning Reflection

Skills I need to achieve my target, and my mastery progress

Hard Skills

Mastery

Notes

Soft Skills

Mastery

Notes



Learning Reflection

Skills that still lacking, and my strategies

Hard Skills

Mastery

Strategies

Soft Skills

Mastery

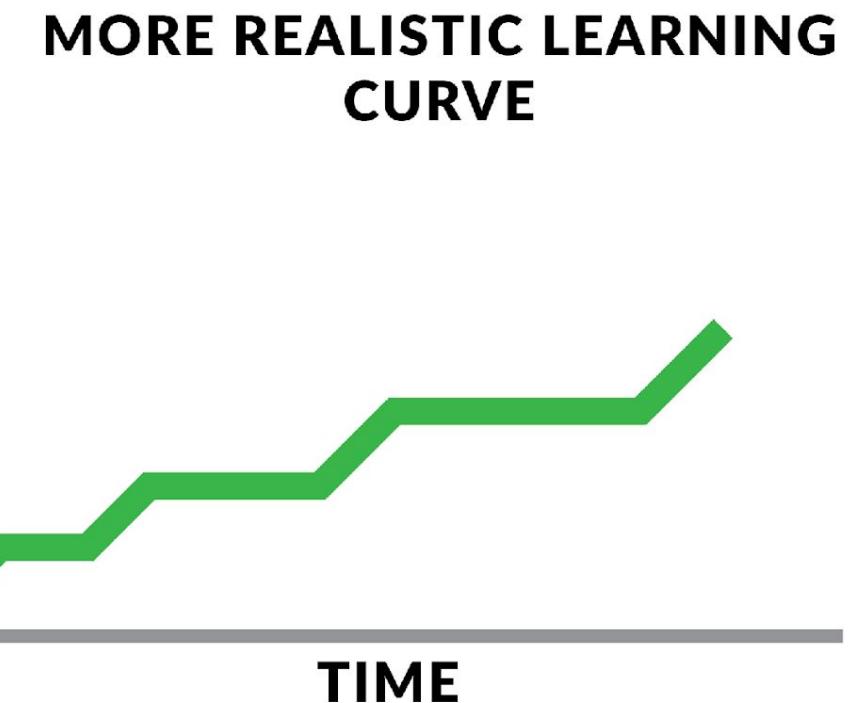
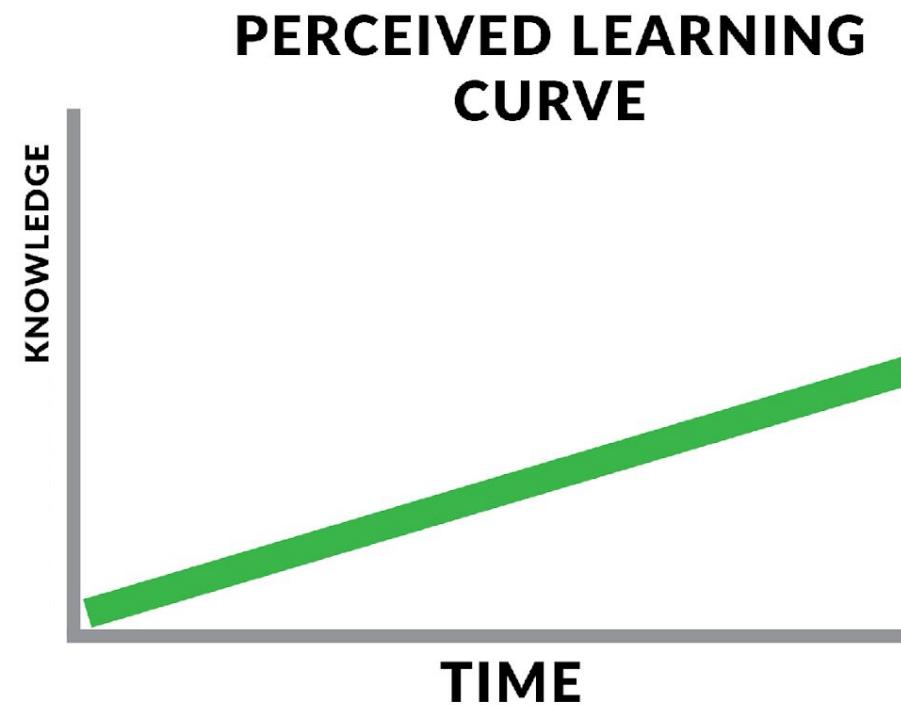
Strategies

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Pahami Learning Curve yang lebih realistik



Fase Pembelajaran

Menurut Noel Burch & Robert Greene

1

Unconscious Incompetence

Dalam tahapan ini kamu belum mengetahui ketidakmampuanmu, kamu akan merasa bahwa dapat menguasai materi dalam 1-2 minggu pembelajaran

2

Conscious Incompetence

Dalam tahapan ini kamu akan tahu bahwa sangat banyak hal yang belum kamu kuasai, ini adalah bagian yang berat. Banyak orang berhenti di sini

3

Conscious Competence

Semakin banyak praktik dan case yang kamu hadapi, kamu akan merasa mulai menguasai dan muncul kepercayaan diri. Fase ini berbahaya buat mereka yang mudah berpuas diri

4

Unconscious Competence

Dengan pengalaman 1-3 tahun di bidang yang kamu tekuni, kamu menjadi semakin ahli dan mulai melibatkan banyak intuisi dan pengambilan keputusan yang lebih cepat

5

Mastery

Dalam tahapan ini kamu mulai masuk ke dalam spesialisasi karir tertentu dan menjadi pakar di bidang tersebut

1

Unconscious Incompetence

Hal yang
kita kuasai

Hal yang
kita ketahui

Memahami best-practice

Memahami Konteks

Dapat melakukan
Troubleshooting

Menguasai Teknis

Tugas

2

Conscious Incompetence

Hal yang
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Hal yang
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Tugas

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Mastery

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Tugas

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Troubleshooting

Menguasai Teknis

The Brain Plasticity

Capabilities to Improvise, Adapt, Overcome!

Functional plasticity:

The brain's ability to move functions from a damaged area of the brain to other undamaged areas

Structural plasticity:

The brain's ability to change its physical structure as a result of learning



The Brain Plasticity

More About Structural Plasticity



2

Conscious Incompetence

Hal yang
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Tugas

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Conscious Competence

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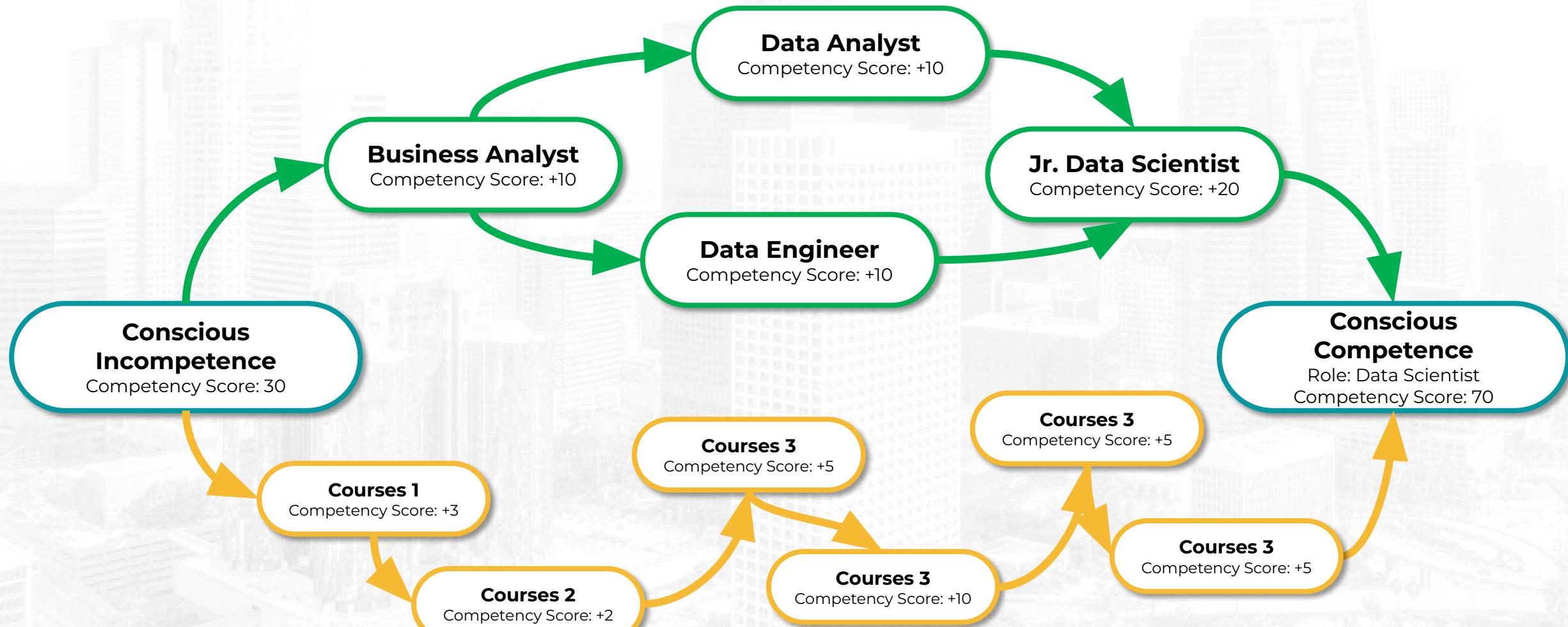
Menguasai Teknis

Tugas

Satu satunya hal yang mampu membuat keterampilan bisa menyamai pengetahuan, adalah dengan latihan!

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Mengapa penting?

Bagian terpenting dalam belajar bukanlah ilmu-nya, tetapi

- Mengetahui dengan jelas apa yang mau dipelajari dan manfaatnya
- Progress pembelajaran (mampu mengidentifikasi kekuatan dan hambatan belajar), dan
- Memiliki strategi belajar yang tepat

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What is Deliberate Practice?

Is a mindful and highly structured form of learning by doing (process of continuous improvement) to achieve mastery and automaticity of specific skill.

it is all about knowing exactly what your purposes are and practice it with repetition and structured.

Dalai Lama : practice to always taking other people anger, suspicion, and mistrust → giving them patience, tolerance, and compassion in return

How to do Deliberate Practice?

1

Define Your Success and Drill Deliberately

Defined all the element you need practice and drill one after the other deliberately

2

Plan, Reflect, and Take Notes!

- Plan at note book
- Reflect what work or not (as detail as possible)
- understand what to improve

3

Go slow!

Practice slow and correctly → brain need time to develop
We may internalizing the wrong skills if we're in hurry

4

Limit the session

- 60 minutes/day
- 30 minutes in the morning and 30 minutes at night

5

Focus on practice, not performance

If see somehow who are successful, see how they're practiced. Practice will build the performance

6

Repetition makes perfect

Example:

1. Violinist: 10,000hr
2. Football → daily

We also has to repeat our skills to make it perfect.

7

Routine is everything!

Create your routine to help you grow and focus.
Practice every day.
Remember go slow. 15 minutes then gradually up.

8

Get a coach!

to show us our true potential and guide us in the right direction

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