

Planning Sustainable Careers

Claim the Future you Want





dde-emcr-workshop.github.io

PLANNING SUSTAINABLE CAREERS

SCHEDULE LOCATION PANEL RESOURCES ORGANISERS



Claim the future you want.

As Early- and Mid-Career Researchers (EMCRs), we rarely invest the time (*or, rarely feel we can justify the time*) to reflect and plan. This workshop will give you the opportunity to discuss, plan and consider your future career journey, rather than focus on specific skills or tasks. While the workshop may not help you 'land the job', it may help you decide which jobs are worth landing.

Pre-workshop Mentoring Lunch



Mentoring Lunch



Florian Wellmann
Professor, RWTH
Aachen University



Yulia Uvarova
Principal Research Scientist & Research
Group Leader, CSIRO Mineral Resources



Carina Kemp
Director,
eResearch AARNet



Peter Fox
Professor, Rensselaer
Polytechnic Institute



Michelle Carey
General Manager Product
Development, Imdex Ltd.



Stuck? Here are some questions to start the discussion...

In light of the disruptive theme this week...

- What does the future look like for EMCR's?
- What types of organizations/companies will be employing EMCR's in the future?
- What are the current challenges EMCR's can address now?
- What are the emergent challenges EMCR's may face in the future?
- What personal and professional skills will be valuable or characteristic of the future workforce?

Planning Sustainable Careers

Claim the future you want



Welcome!



Afternoon Agenda

- Mentoring [✓]
- Intro []
- Where to from here? []
- Afternoon Tea []
- Panel session []
- Community []

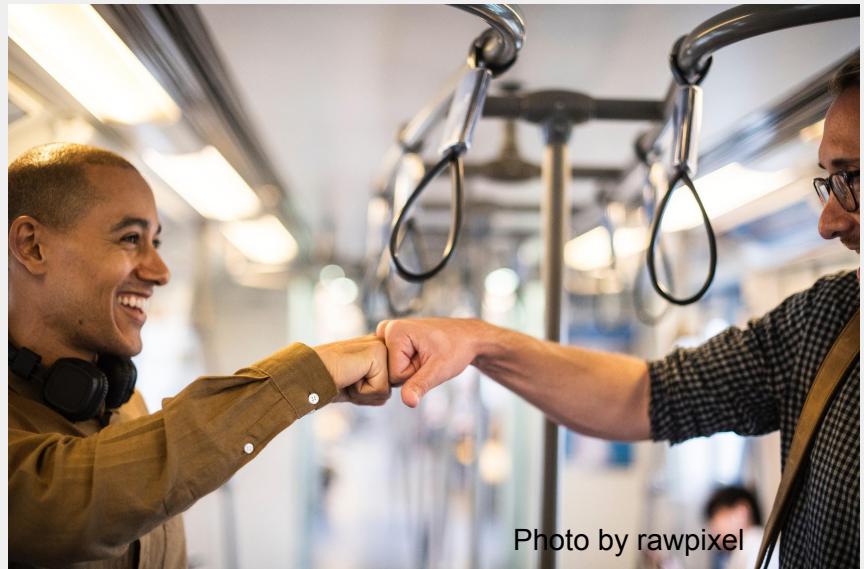


Photo by rawpixel



Why are we here?

- Future careers will be different to those of today
- How do we develop confidence in the face of uncertainty?
- Skills-based workshops can be useful, but can lack *impact*

The purpose of today is two-fold:

Provide you with useful conceptual tools to design your career, perhaps better enabling you to deal with uncertainty and change

Give you a chance to realign who you are, what you do, and why you do it

- chances are you'll become more engaged, energized and productive

Retrospective, Perspective, Prospective: Where to from here?

Go confidently in the direction of your dreams. Live the life you've imagined.
Henry David Thoreau



Traditional Career Planning: Plan for the Best

- Linear
- About finding the ‘best’ path
- You ‘should’ do this!
- ‘Success’ is work-centric
- Still better than nothing,
especially with goal setting!
- Career interruptions?
- Things don’t happen as planned?
- Keep going in one direction?
- Sustainable?
- What if you change?

We’re going to shake this up a bit, and approach it like a design problem.

The people in the room are problem solvers. We just need to define where the problems are, and what potential solutions could look like.



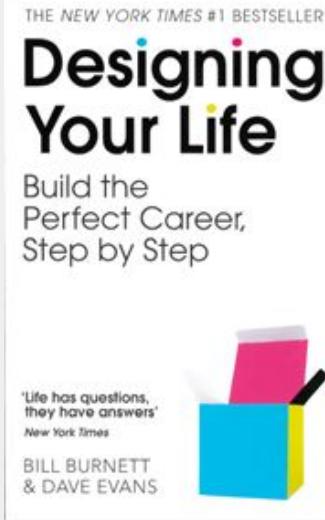
Sustainable Careers?

- One Career, Many Careers?
- Time and energy is a resource

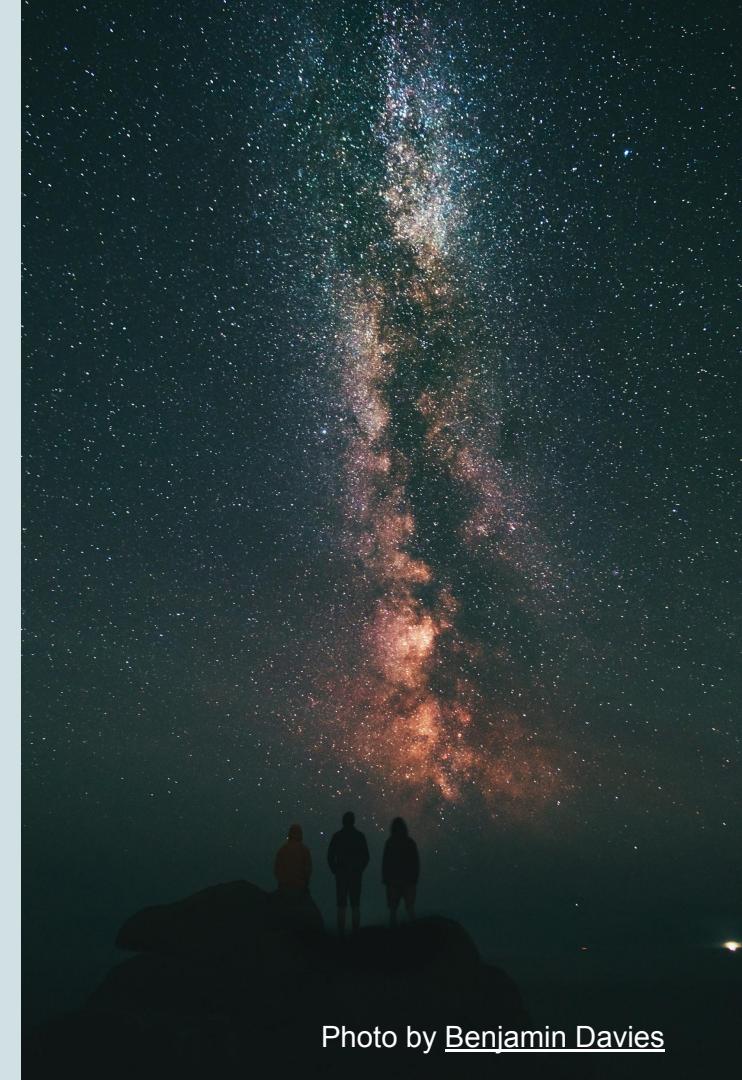
- Career Resilience
 - What do I do if this doesn't work?
- Career Enjoyment
 - Are you stressed about tomorrow?
 - Is there meaning behind what you're doing?
- What you measure matters
 - Moving on from "Harder, Better, Faster, Stronger"
 - Consider redefining this



Photo: [Todd Quackenbush](#)



Note: This exercise was envisioned independently, but we've also included some very similar ideas we've since found in the book 'Designing your life' (Burnett, W., Evans, D.J., 2016. Designing your life: how to build a well-lived, joyful life, First edition. Alfred A. Knopf, New York.)



Zeetings: Gedankenexperiment

Photo by [Benjamin Davies](#)



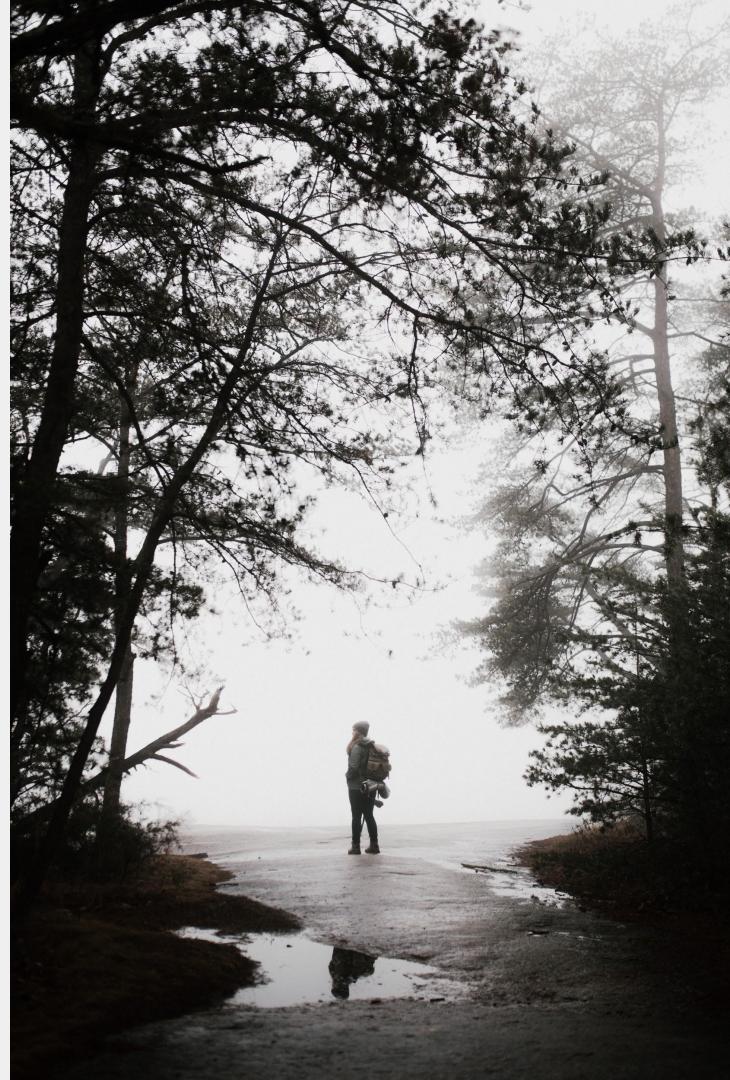
Where to from here?

Part 1: Start Where You Are

Part 2: Build a Compass

Part 3: Mind Mapping and Building Roadmaps

Part 4: Assessing Roadmaps: An Iterative Process





Part 1: Start Where You Are

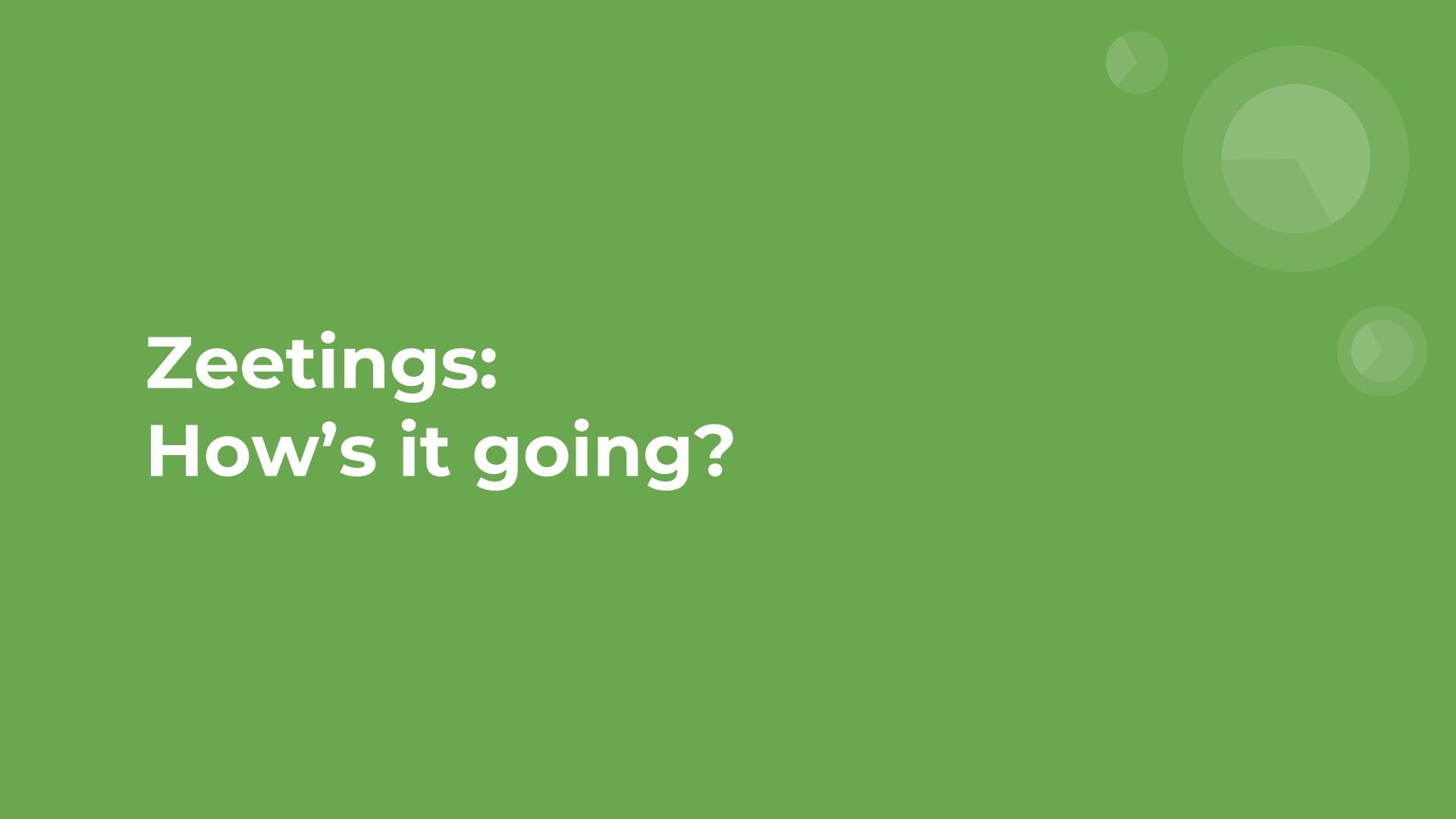
To craft a meaningful career, try to align three things:

- Who you are.
- What you do.
- Why you do it.

How well do you align with your current path?



Photo by John Jason



Zeetings:
How's it going?



Part 2: Build a Compass: Identify Your Values and Strengths

Values

Your values are very personal and can be viewed as your moral compass. To identify your values ask, “what guides your actions?”

Strengths

These are abilities that come easy to you but does not have to be innate (i.e. a natural talent). Your strengths are acquired both passively and actively throughout your life. To find out your current strengths ask, “What is already great about who you are?”



Values

This is the most important part of the exercise!

- (Try to) Be honest with yourself
- Realise that you'll value things differently to the person next to you
- Acknowledge (and then ignore) perceptions of values

An Exercise for Identifying Values (Optional)

1. Write down the times you were happiest?
2. Now write down the times that you were most proud?
3. Finally, list the times that you felt most fulfilled and satisfied?
4. Based on your above answers, write down your top 10 values in these situations.
5. Now prioritize your values 1-10 and reaffirm them. Do they make you feel **good**?

Values: There Are Many





Strengths

- Easier to list and order than values?
- Consider strengths both related to your current work, and those which are not (yet)
- It can be easy to disregard many things you're good at under the guise of 'everyday life'

Values: There Are Many





Part 3a: Mind Mapping

- Choose an idea, concept or value which you identify
 - Write this in the centre of the page, and add 5-6 words around it.
 - Iterate for each of these.
-
- Does a theme emerge?
 - Could you link a few of these ideas or concepts and build a career from it?



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Part 3b: Building Roadmaps

Today you'll envisage three different versions of you

- The multiverse is real.
- How would three versions (or more) of you live out their lives?

Question: What do you want to grow into next?

- Your Current Path
- If Plan A Disappears
- If There Was Nothing Holding You Back (remember it doesn't matter what anyone else thinks!)



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Part 4: Assess Your Roadmaps

How do you feel about each path?

- Are these things you ‘should’ do, or things you want to do?
- Can you see yourself in them?
- Does something clash?
- Do any of them excite you?
- Do you have confidence that you can achieve it?

Also: Consider whether you’re biased.

Identify Roadblocks

- What kind of problems are these?
- Can you leverage:
 - Your strengths?
 - The people around you?



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What Next?

- Don't be afraid to take action from today. Even the smallest changes will move you in the direction you want.
- Try things (plan, meet reality)
- “Set the bar low, and clear it”
- Incremental change > disruptive changes for people
- Reassess regularly
 - I.e. ~ every 6 months.
 - Are you still happy with the choices you made?
 - Do you want to change direction?
 - Can you do more to reach your goal?
 - Conversely, are you doing too much and burning out?



Making (The Best) Decisions

- Ideate
- Narrow the alternatives
- Choose
- **Agonize over it!**

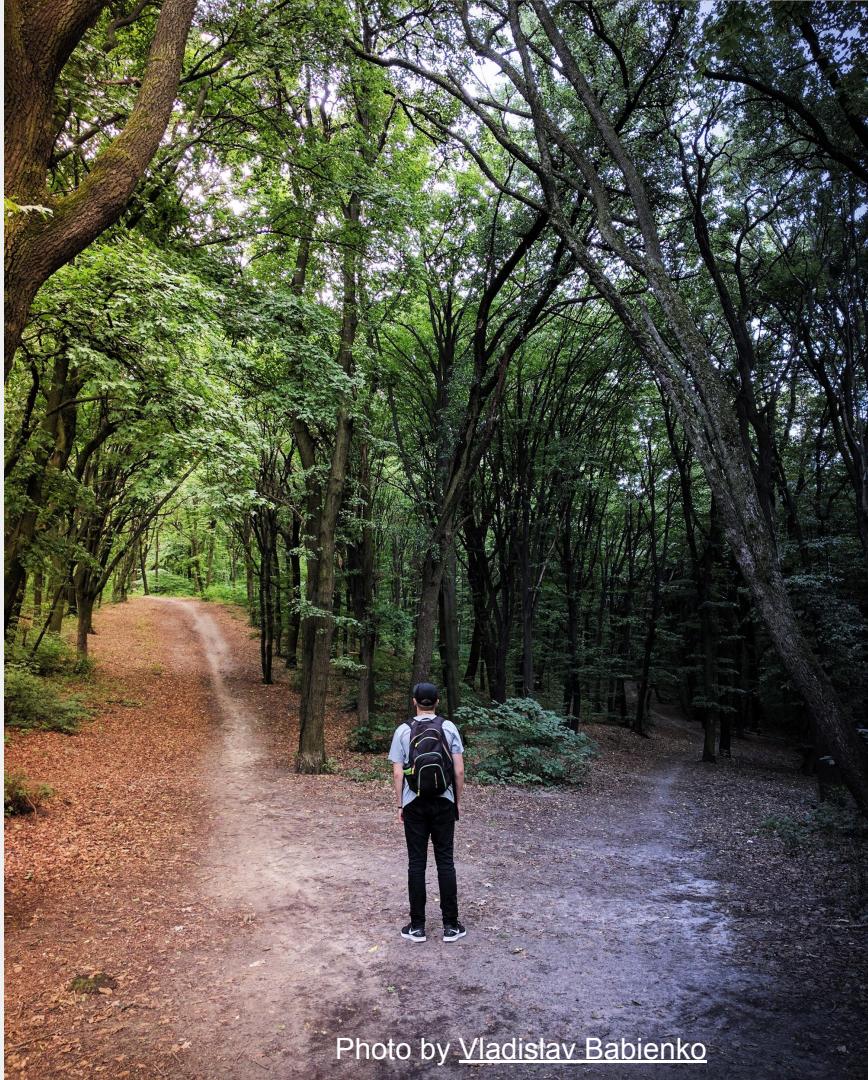


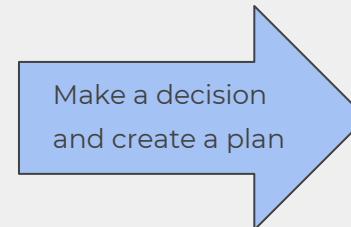
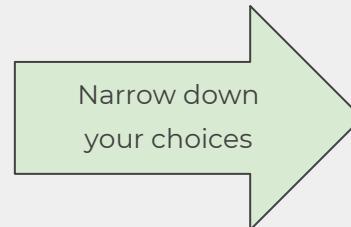
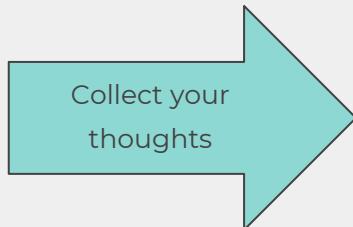
Photo by [Vladislav Babienko](#)



Making (Good) Decisions

- Ideate
- Narrow the alternatives - *avoid choice paralysis*
- Choose - *there is no right choice, but some may be better than others*
- **Let go and move on.**

- Once you've made a decision, back yourself and move on





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Afternoon Tea



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Panel Session



Panel Session

Our panellists will discuss their careers so far, and provide a short retrospective assessment of some of the drivers and motivations behind the paths taken and decisions made. The latter half of this session will involve a Q/A and directed discussion around a number of topics. Meet your panelists:



Dr Sophie Hancock

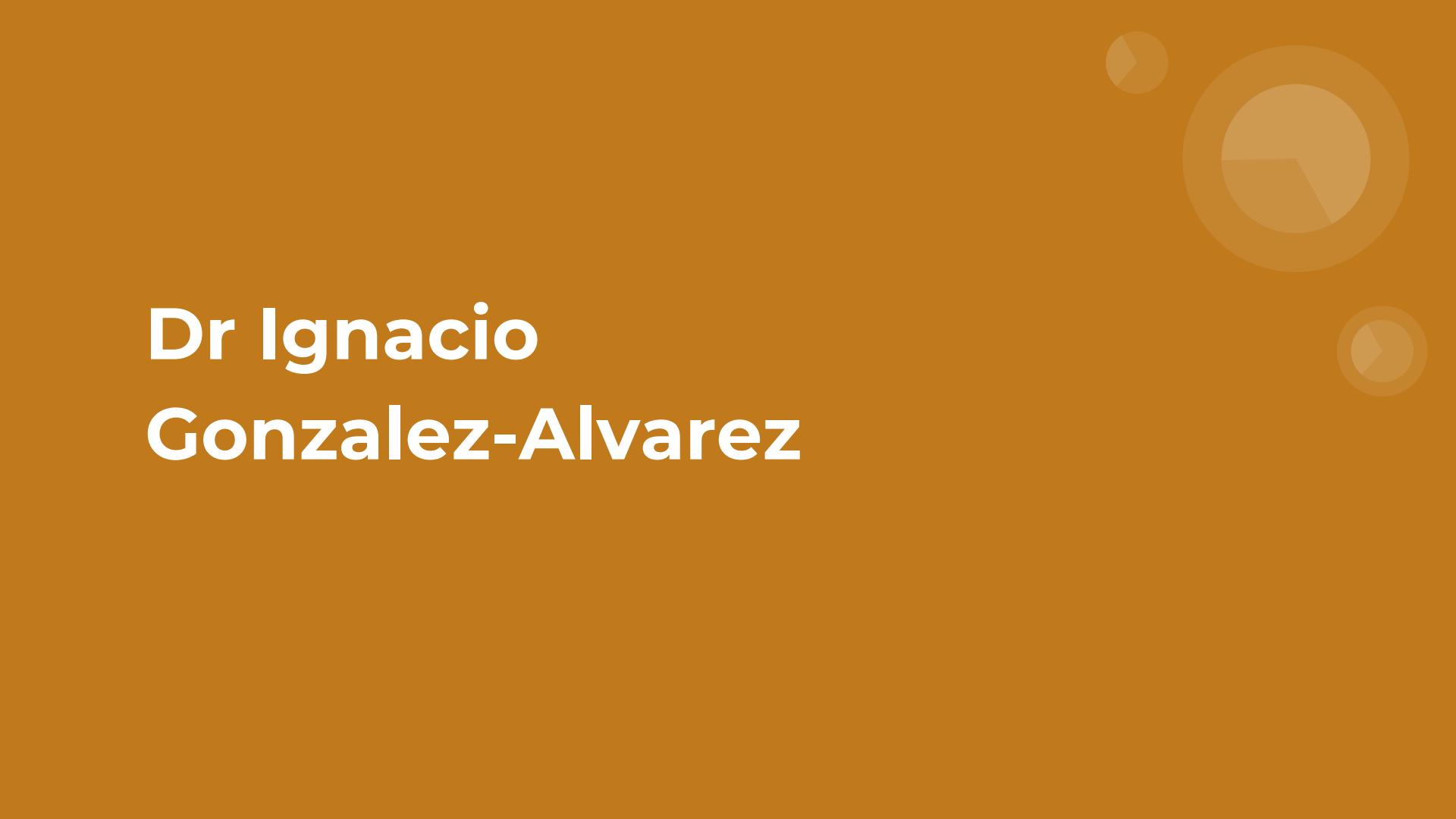


Dr Ignacio Gonzalez-Alvarez



Dr Anais Pages

Dr Sophie Hancock

The background of the slide features a subtle, abstract design composed of several overlapping circles in a light beige or cream color. These circles vary in size and are positioned in the upper right quadrant of the frame, creating a sense of depth and movement.

**Dr Ignacio
Gonzalez-Alvarez**

Dr Anais Pages

Q&A



- **Values & Career Planning**
- **Career Challenges**
- **Sidesteps and Interruptions**
- **Making your own Opportunities**
- **Managing and Investing Your Time**
- **Relationships: Managers, Mentors, Peers**

Going Forward: An Australian STEM EMCR Career Planning Workshop



Longer, Broader, & Improved Sessions

Things which would have been great to talk about more/which we didn't get to touch on:

- Diversity and Equality
- Dealing with career changes
- Building Teams & Collective Productivity



Zeetings: What would you like to see more of?