

How to Thrive In Your Career

Haily Holt · Release Program Manager · Highspot



About Me

- Attended WSU 2011-2015
 - Graduated with **B.S. in Electrical Engineering**, Minor in Mathematics
- Product Firmware Integrator, **HP Inc.**
- Product Firmware Integrator / Scrum Master, **Polaris Industries**
- Customer Operations Engineer, **Oracle Cloud Infrastructure**
- Program Manager, **Savant Energy**
- Release Program Manager, **Highspot**



About Me, cont.

- Former Adjunct Professor, **WSU Vancouver**
- Semi-Pro Swing Dancer
- World Traveler
- Cat Mom
- Karaoke aficionado!



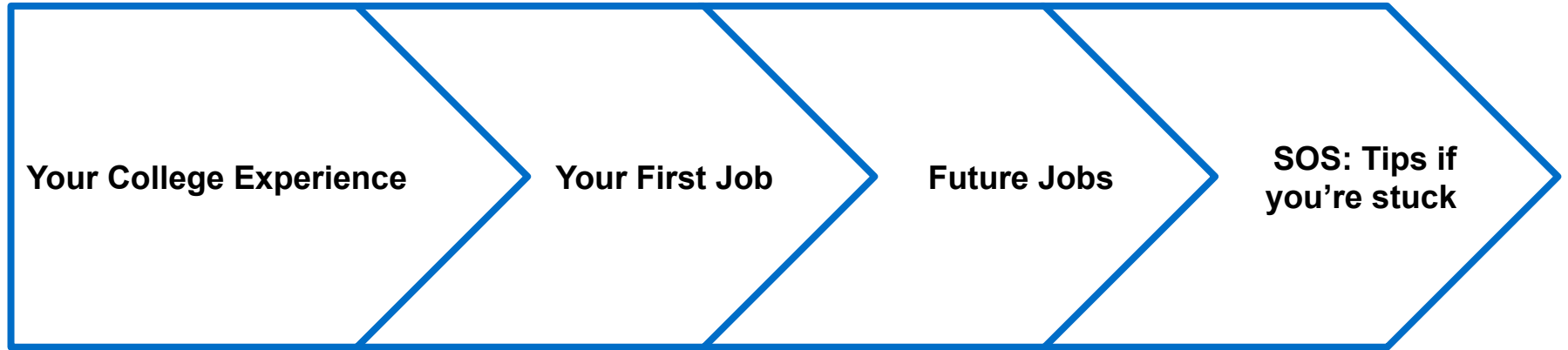
Release Program Manager, Highspot

- Highspot makes ***sales enablement*** software
- Manage entire software release program
 - Coordinate with teams across the whole organization, including...
 - Product managers
 - Quality Assurance
 - Customer service reps
 - C-suite Execs
 - And so many more!
- Manage all tooling needed to accomplish key tasks, such as Airtable (roadmapping, product goals, timelines) and Jira (task and bug ticketing).
- Drive the team along our Release Readiness timeline to make sure we are ready to launch on our 6 week cadence!

Let's Get Personal

- You must recognize that you are a human-being with personality, thoughts, and needs that are unique to YOU and shaped by your own experiences
 - What helps you to **thrive** is very personal to you!
- Your job/career is just one facet of your very complex life
- Just like with dating, some jobs may not be the right fit *and that's okay*
 - Embrace the journey of discovering the right job and career for you!
- The **greatest growth** often happens when we feel a little outside of our comfort zone
- **YOU** are in charge of your career path!

The Journey



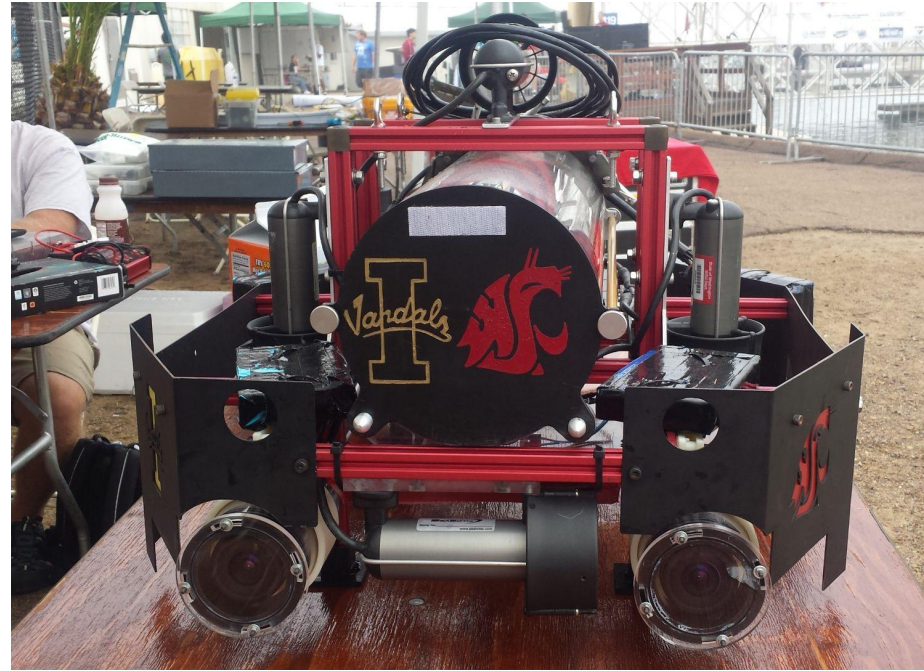
Your College Experience

Your College Experience

- **Tip #1:** Get involved in clubs and organizations that fit your desired career path
 - Find something that is both **fun** and **challenging**
 - Great way to **apply the skills** you're learning in class
 - Helps to **set the direction** when applying to your first job
 - **Resume builder** when applying to your first job!
- My personal experiences:
 - Robosub Club of the Palouse
 - Harold Frank Entrepreneurship Institute

Personal Experience

RoboSub Club of the Palouse



Personal Experience

Harold Frank Entrepreneurship Institute



Your College Experience, cont.

- **Tip #2:** Gain experience at an **internship!**
 - Gain **experience** in your field
 - Learn more about what you **like** and **don't like**
 - Projects / type of work
 - Company culture
 - Personal work relationships
 - **Stand out** when applying for your first job after graduation
 - If you *really* like your internship, you might be able to **transition to full-time** after graduation!

Personal Experience

What I learned from my internship

- **Liked**
 - **Challenging**, innovative projects
 - A coworker stepped up to **mentor** me when I was struggling on my hardware project
 - Worked with a wide **variety** of groups (software and hardware stakeholders)
- **Disliked**
 - **Business casual** attire
 - Not focused on **diversity**
 - **No** remote work
 - **Pay was low** in comparison to other tech companies

Your College Experience, cont.

- **Tip #3:** Go to the Career Fair!
 - Prepare:
 - Spend time developing a list of must-haves, nice-to-haves, and do-not-wants for your ideal job
 - Use this list to form questions to ask!
 - If looking for a job, have your resume ready
 - Even if you're not looking for a job **yet**, use this as an opportunity to...
 - Think about what matters to you in your job and career
 - Get practice with putting yourself in front of companies and asking questions
- **Hint:** *There is a career fair on October 3rd and 4th!*

Example

Turning your preferences into questions

- **Preferences**
 - **Must-Have:** Diverse workplace
 - **Nice-To-Have:** Travel opportunities
 - **Do-Not-Want:** Micromanaging
- **Questions**
 - How does [company] ensure they prioritize **diversity** in the workplace? How has this evolved within the company?
 - Do [desired field] positions include any **travel opportunities**? Are these opportunities open to early career employees, or only more experienced employees?
 - How does [company] encourage creativity and innovation? Which company value(s) best reflect **employees feeling trusted and empowered** to do their best work?

Your First Job

(post-graduation)

Your First Job

*While this likely won't be your **last job**, there is so much you can **learn** and **discover**!*

- **Tip #1:** Ask for a **mentor**! Mentors...
 - Help show you how to be **successful at your role**
 - Help you **navigate** the company and policies
 - Provide a **safe place** for you to **ask questions** or **bring problems**
 - **Encourage** you!

Personal Experience

My mentor at HP Inc.: Lorena!



- Taught me how our prototyped printer worked from Day 1
- Showed me how she was successful in her role so I could also be successful
- Encouraged me to take on more responsibilities to challenge myself
- Became not just a coworker, but a friend I could trust at work!
- ***Significantly accelerated my growth at HP!***

Your First Job, cont.

- **Tip #2:** Talk to your boss about different paths for career growth
 - Transparency about your **career growth options** helps you set **goals!**
 - Embrace a **growth mindset**
 - You're there to **learn it all**, not know it all
 - Don't be afraid to ask questions or admit that you're not sure about something
 - **Commit** to learning! Get curious!
 - **Challenge** yourself on areas that need work
 - Example: If you struggle with public speaking *but want to improve*, offer to deliver a presentation in your organization, and ask your mentor for coaching!

Example

Creating S.M.A.R.T. Goals

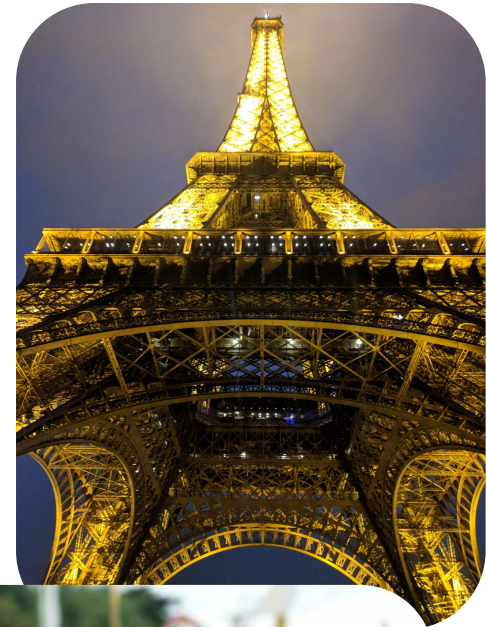
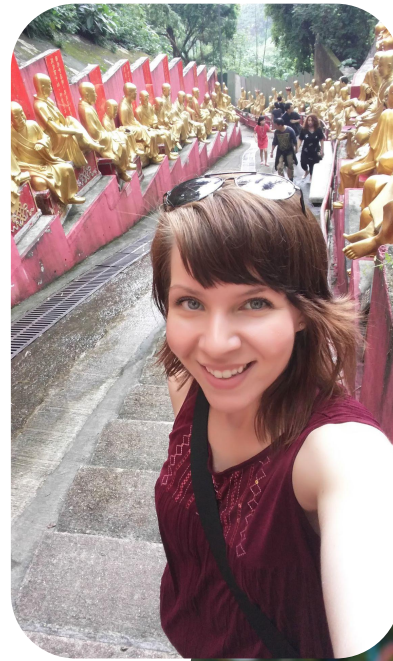
- **S**pecific: *Make your goals specific and narrow for more effective planning*
- **M**easurable: *Define what evidence will prove you're making progress and reevaluate when necessary*
- **A**ttainable: *Make sure you can reasonably accomplish your goals within a certain timeframe*
- **R**elevant: *Your goals should align with your values and long-term objectives*
- **T**ime-based: *Set a realistic, ambitious end date for task prioritization and motivation*

Your First Job, cont.

- **Tip #3: Take risks and try new things!**
 - As mentioned, *growth happens when you are a little outside of your comfort zone.*
 - You can **learn a lot about yourself** by trying new things!
 - You can expand your **opportunities** and **skills**
 - This could lead you down **exciting new paths** you never thought of!
 - Could **ignite new passions** that feel incredibly fulfilling

Personal Experience

Haily, the Globetrotter!



Future Jobs

Future Jobs

- **Tip #1:** Be (reasonably) **choosy**
 - **Refine that list** of must-haves, nice-to-haves, and do-not-wants
 - You want a company that **fits your needs!**
 - **Company culture** matters!
 - Ensure that **your values** align closely with the **company's values**
 - A **good CEO** matters!
 - Check out reviews and ratings on Glassdoor
 - Pay attention to **red flags** in your **job search** and **interview process**

Future Jobs, cont.

- **Tip #2: Money** isn't everything
 - Some jobs offer huge signing bonuses as **incentives** (usually with a length of employment stipulation)
 - A **toxic work environment** is *never worth the paycheck* (or bonuses)
 - DO:
 - Negotiate your salary!
 - Interview the company as much as they interview you!
 - Pay attention to red flags, both during the interview process as well as during employment
 - You **don't** need a huge paycheck in order to **thrive**, but you **do** need your mental health!

A Tale of Two Companies

[Previous Company] 3.4 ★★☆☆☆

- I felt like I was **walking on eggshells** when talking to coworkers
- The skills I learned in college and in my previous jobs suddenly felt “wrong”, and I was being instructed to do things in a way that **didn't feel right** based on my own expertise
- There was **very little room for creativity** or innovation
- My **mental health** took a noticeable nosedive after ~8 months



Recommend
to a Friend



Approve
of CEO

Highspot 4.6 ★★★★★

- I am **encouraged** by my management to set goals based on what I **value** in my career
- The company has *clear* **guiding principles** it operates by; everyone lives and breathes them
- I am allowed the **freedom to be creative** and try my own ideas, even if they don't always pan out
- Highspot **highly values their employees** and makes very conscious decisions that uplifts, supports, and grows their employees



Recommend
to a Friend



Approve
of CEO

SOS: Tips if You're Stuck

SOS: Tips if You're Stuck

- **Tip #1**: Get a Career Coach
 - A Career Coach can help you navigate what it is you want out of your career
 - Help to identify values
 - Help to identify careers that best match your personality
 - Help to navigate any career transitions necessary for you to best thrive
 - Your Career Coach is a guide, but you still have to put in the work!

Personal Experience

Career Coach and the Predictive Index



Haily Holt



Maverick

A Maverick is an innovative, “outside the box” thinker, who is undaunted by failure.



SOS: Tips if You're Stuck

- **Tip #2:** Work with a Resume Writer
 - If you understand what you want from your career, but feel like you keep getting passed on job applications, work with a resume writer!
 - Formatting matters
 - Results-based experience matters
 - Key phrasing matters
 - Resume writers can often help you revise your Cover Letter and LinkedIn, too!

SOS: Tips if You're Stuck

- **Tip #3**: Don't center your identity around your career
 - If your sense of self is centered around your career, this can feel very painful if you feel stuck or stalled in your career
 - Your career is but one aspect of everything that makes you YOU
 - Focus on building a life you love
 - Family, friends, community, hobbies, career...
 - You are worthy and capable of great things, ***always***

Final Tip

Final Tip (Conclusion)

- **Final Tip:** You are ***always*** in charge of the direction of your career
 - Have the **courage** to make changes if you're not on the right track
 - **Trust in yourself**; you have the tools and knowledge to propel yourself and **thrive** in whatever ways you are meant to!
 - Listen to your gut; what do *you* need? What makes you feel **fulfilled** and **adds value** to your life?
 - Life is too short to not pursue **our callings** in life
 - Be **brave**
 - Work **passionately**
 - **Make changes** when necessary

Questions?