

Diana Suryani M.

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 .



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4 Years Experience as Recruiters and Tech Consultant



UNIVERSITAS
INDONESIA

2014-2018
Bachelor Degree

Education Background

Career Shifting Preparation (CSP)

Understanding Ourselves
and Our Career Aspiration



Understanding Ourselves and Our Career Aspiration



How to determined valuable thing



Self Awareness



Self-concept



Identity for Own Career



Rakamin Profiler (Personality)



Rakamin Profiler (Career Interest)



Strength & weakness fulfillment



Decision Making & Career Maturity for Career Shifting



A smartphone is displayed against a background of a city skyline at night. The phone's screen shows a red and orange abstract pattern. At the top of the screen are five yellow stars. A teal-colored callout box is positioned in the upper left area of the phone's screen, containing the text "Brand New Hi-Tech Smart Phone". Another teal callout box is located in the lower left area, containing the text "Have lot of features with high performance value". A third callout box is in the upper right area, containing the text "Can do lot of tasks to make you more productive and achieve more". Dashed arrows point from the text boxes to their respective locations on the phone's screen.

Can do lot of tasks to make
you more productive and
achieve more

Have lot of features with
high performance value

Brand New Hi-Tech
Smart Phone



What makes this phone valuable?

Brand New Hi-Tech
Smart Phone

Have lot of features with
high performance value

Can do lot of tasks to make
you more productive and
achieve more



Product goals and use



Product Knowledge



**Brand New Hi-Tech
Smart Phone**



Life goals



Self Awareness

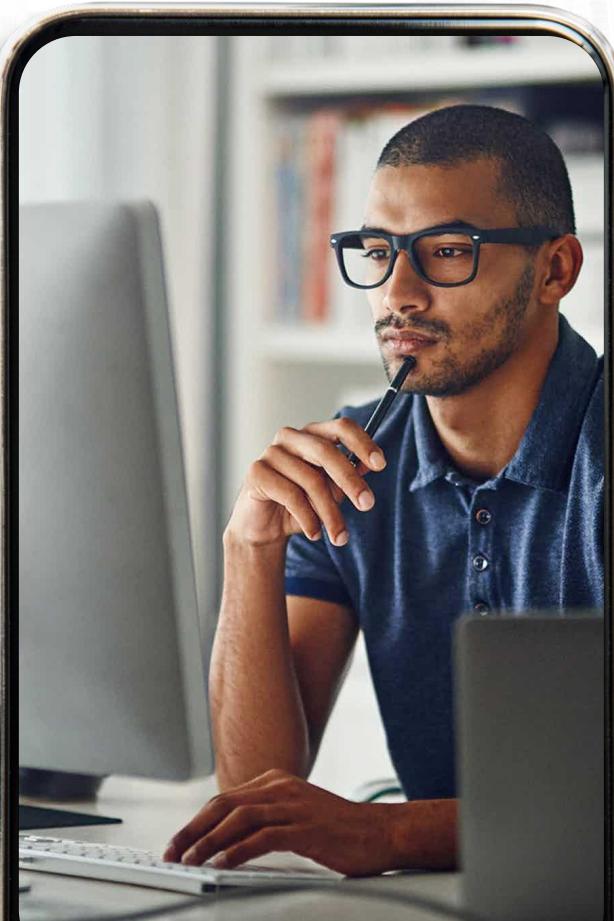




Goal setting is the main predictor of success
(Kleingeld, 2011)



Self Awareness is one of the main predictor for overall success
(American Mgt Association, 2011)

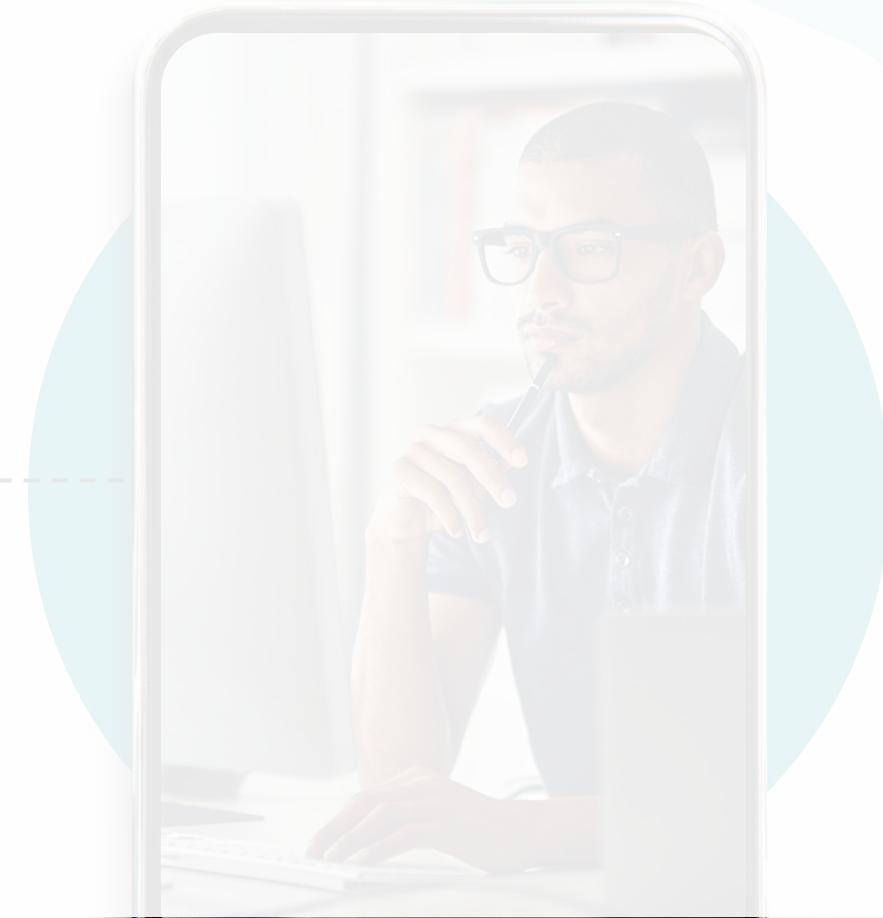




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Understanding Ourselves and Our Career Aspiration

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What is Self Awareness?

Is combination of emotional awareness, self-confidence, and accurate self-assessment

it is all about knowing your emotions, your personal strengths and weaknesses, and having a strong sense of your own worth.

Daniel Goleman – The Father of EQ

Emotional Awareness

Emotional awareness is an ability to recognize your own emotions, and their effects

The biggest contributor for global disability is mental problems, and the main problems for work productivity is emotional problems - WHO

People with good emotional awareness will:



Know emotions they're feeling, and why



Understand how their feelings will therefore affect their performance



Managing their emotions with their values

Self Confidence

Having a strong sense of your own self-worth, and
not relying on others for your valuation of yourself

You know your 'valuation', and you perceived yourself as a worth person.
Instead of become insecure and feeling inferior, you choose to focus on your strength, accepting your weaknesses and work hard to get better

People with good Self Confidence will:



Generally able to present themselves well



Showing assertive communication style



Have strong decision, knowing what's right for ourselves

Accurate Self-Assessment

Understanding of your **personal strengths, weaknesses, inner resources** and, most importantly, your limits.

Knowing your strengths and weaknesses can really help you to decide the best option for your career, but it's not the final condition, people can learn and adapt. So, know your limit, but don't limit yourself

People with accurate self-assessment will:



Knowing 'how-to' strategies to achieve their goals better



Can collaborate with others better



Learn faster and more efficient (because knowing what they really need to learn)

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What is your Self Concept?

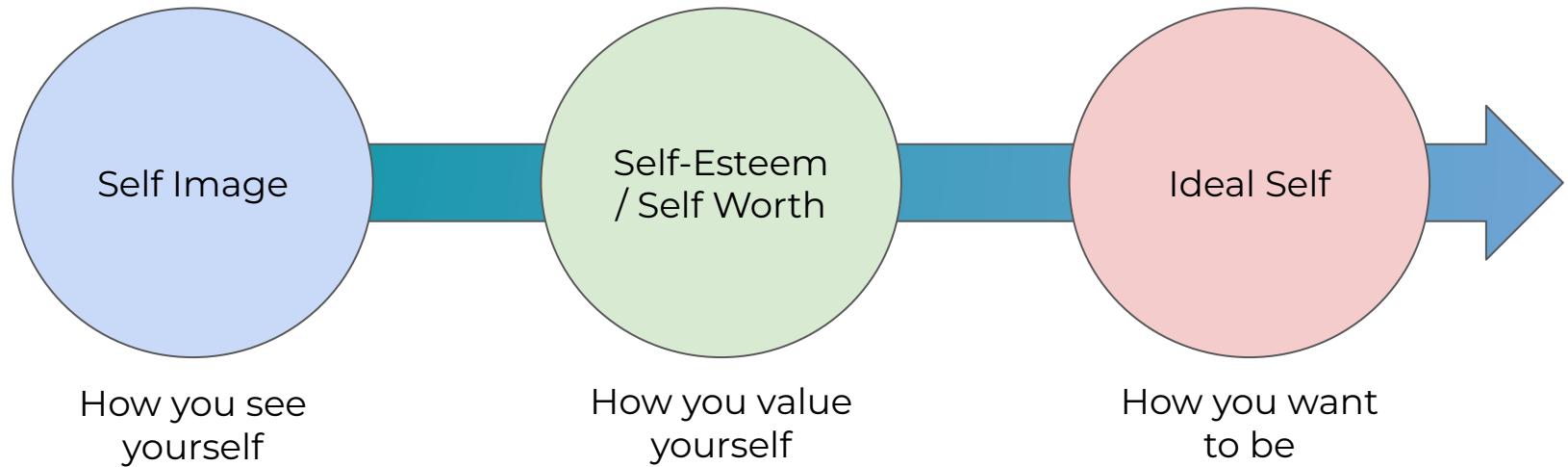
Self-concept is an individual's knowledge of who they are (how we perceive our behaviors, abilities, and unique characteristics)

It's basically, all the thoughts and feelings about ourselves: physically, personally, and socially

Self-concept continues to form and change over time as we learn more about ourselves. Influenced by social situations and even one's own motivation for seeking self-knowledge.

Carl Rogers – Founder of Humanistic Psychology

Self Concept



Carl Rogers' Self Concept



= Congruent!

Your self-concept (Self-image, Ideal self, and Self Esteem/worth) align with reality/experience

**But! What if you have a mismatch between
how you see yourself (self-image)
and who you wish you were (ideal self)?**

The Three Components of “Self-Concept”

Embody the answer to the question "Who am I?"

Self-image

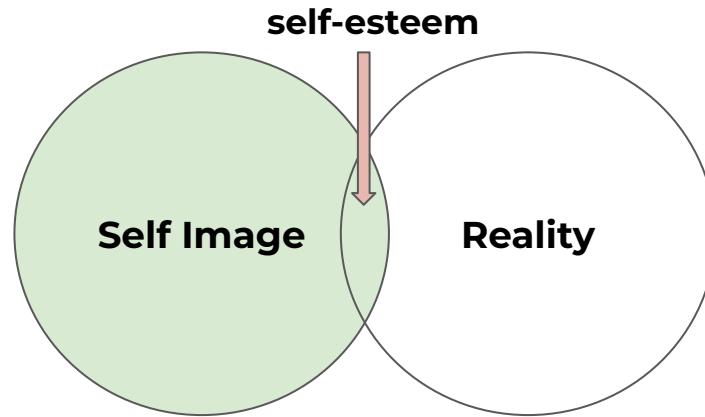
Self-esteem

Incongruent!

If there is a mismatch between how you see yourself (your self-image) and who you wish you were (your ideal self). It creates tension and anxiety, that's why this incongruence **can negatively affect self-esteem**.

Ideal self

Incongruent



The curious paradox is that when I accept myself just as I am, then I can change.
Carl Rogers

How self-concept develops?

(we're adults, and we can change it)

- Self-concept is not static, it developed. Meaning, it **CAN BE CHANGED**.
- Self-concept develops through **our interaction with others**.
Along our lifespan, we learn from our environment and develop our self-concepts:
 - Stories that we hear (leading characters, childhood stories)
 - Mass/social media
 - Trends, technology, learning and community
- **The more the ideals are presented, the more they affect** our self-identity and self-perception.

The solution is,
“we need to learn the
But, how?
misconceptions about us.”

Tips on How to Change Self-concept



Build your environment
Understand your skill and
yourself even deeper. See
bigger picture.
Enjoy the process!



**Find someone with
good leadership
quality,** find mentor
or someone
supportive.



**Constantly
analyze yourself** and
try to understand why
you feel the way you
do and find the
solution



Update your
mindset and
personality into
**GRIT and high on
Conscientiousness**

Understanding Ourselves and Our Career Aspiration

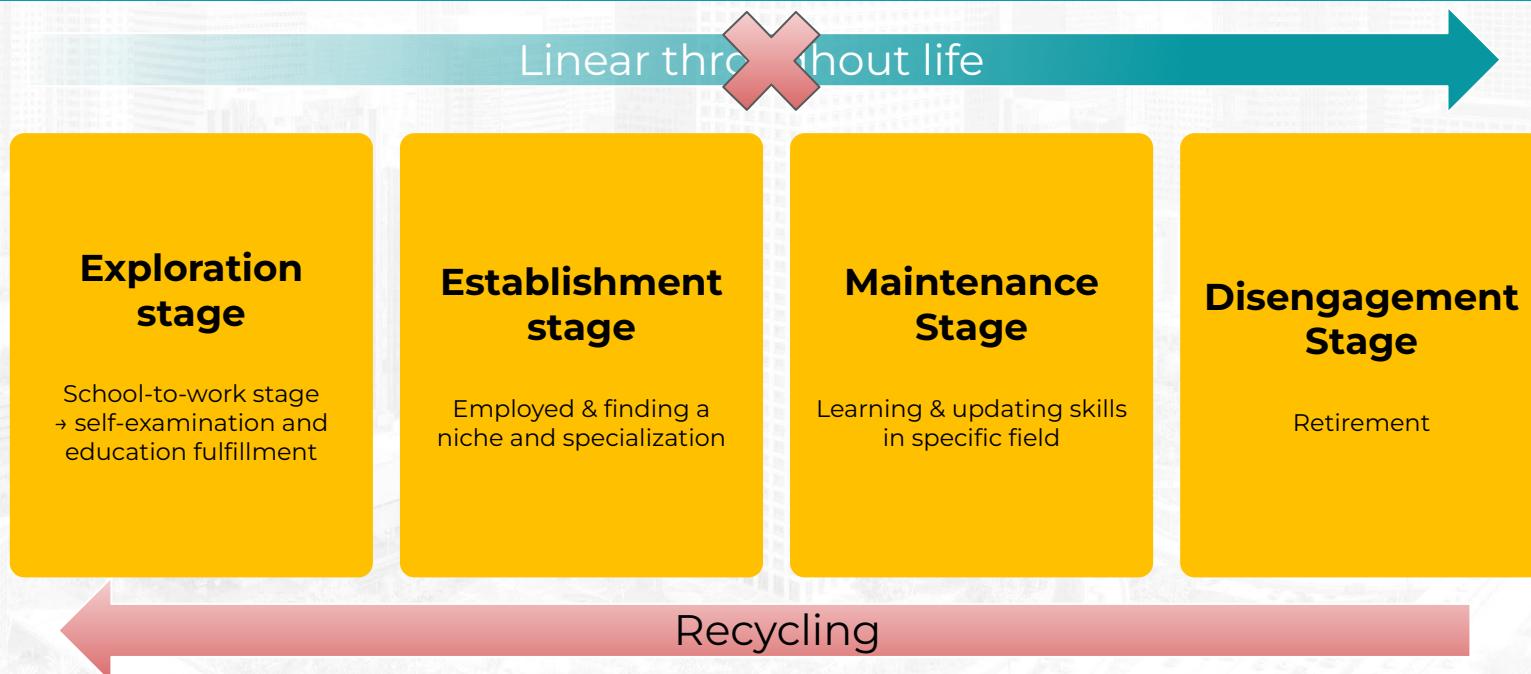
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Did you know?

**Your current self concept/Identity
can affect your decision and process
of Career Shift?**

Career Stages at Work

How our career stage may affect the transition and change



One of the main reason for Career Shift

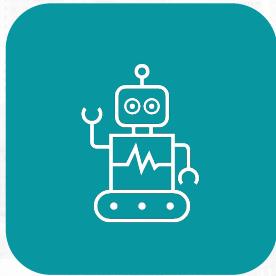
Is because the classification is not bring the certainty for their future (on technology basis)



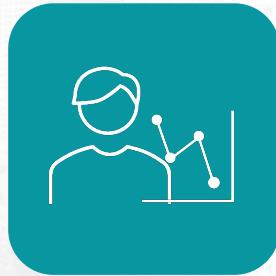
For new normal after covid, the technology impacted our self-concept or self-identity for work (tech savvy people will get a job and have bright future)

For new normal after covid, the technology impacted our self-identity for work (tech savvy people will get a job and have bright future)

Companies Strategy



Need to transform and adopt new technology



Recruit and retain **high quality talents** in fast, reliable, and measurable way



Become agile and more adaptive to rapid change

Identity

Saya ahli di bidang komunikasi terutama telemarketer dan permasalahan admin. Saya senang dengan pekerjaan ini dan ingin menjalaninya sampai pensiun. Lalu covid datang, dan mulai jelas terlihat teknologi masa kini mengarah ke teknologi Social Media, Digital Marketing, dan Artificial Intelligence.

Diprediksi tahun 2029 akan banyak pekerjaan admin dan telemarketer yang dieliminasi dan digantikan oleh AI yang bergerak sebagai Telemarketers. Menerima banyak info dari luar dan relasi, identity berubah menjadi incongruent dan tidak sesuai realitas jangka panjang

Career Maintenance

Career Shifting

How do they influence each other?

Self concept (Identity) x Career Shifting



**Don't forget!
from every opportunity, there's an option to
take, and from every option, there's always a
consequence: the price to pay**

**Avoid negative self-concept and identity!
Remember, you can change and control it**

Let's break it!

Knowing Yourself

(shifting career)



4 What are the negative self concepts that I have:

Self concept 1 - Hard skill

I will never win if I have to compete with the smarter people

Self concept 2 - Soft Skill

I will never survived if I have to present ideas to C-level company

Self concept 3 - Career Achievement

I will never survived the digital world because the competition too high 😥

5 My strategies to change my self concept to be better

Hard Skills

Write down your strategy (join bootcamp, get familiar with tasks by doing more homework, read a lot, practice 2 hours/day)

Soft Skills

Write down your strategy (get a mentor, join soft skill classes, doing free/low paid project to get as many experience as possible)

Career Achievement

Write down your strategy (apply to many freelancing platform, read 2 hours/day, join communities)

Outline Pembelajaran

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Let's Open Your Test Result!

Disclaimer

The test results are describing your current condition, not your destiny!
Human is the best creature with the highest ability to learn and adapt
based on personal motivations or external conditions

Rakamin Personality Profiler

You don't need to get high score on every aspect, its purpose is to guide you to have a better understanding about yourself, and how it will impact your works

And again, every real working life can have a different situation, also your life can be unique, so do not relying your destiny with the result

Rakamin Career Profiler

To know your natural interest to kind of works, it can guide you to know your passion.

But it's not rigid, it's a combination and also real working life is not ideal (**we will always do something we're not really interest with**)

How to access your result?

1. Make sure you have completed all questions and submitted your answers
2. Open your **Profile** then click tab **Assessment**
3. There are **three parts** of the result:
 - a. **Ringkasan**
 - b. **Kepribadian**
 - c. **Karier**

How to access your result?

The screenshot shows a user profile for "Student #2" with a blurred background. The main menu includes sections for Personal Details, Work Experience, Education and Training, Hiring Process, Assessment (which is highlighted with a teal oval), and Documents.

Personal Details: Shows a placeholder profile picture and three yellow buttons labeled 1. Ringkasan, 2. Kepribadian, and 3. Minat.

Kamu Adalah Accommodating Analyst: Describes the user's dominant personality traits and interests.

Aspek kepribadian dominan : Agreeableness (A)
Aspek minat dominan : Investigative (I)

Karakter Utama : Logical, Helpful, Observant, Composed, Rational

REKOMENDASI PROFESI DI BIDANG TEKNOLOGI:

Profesi	E-commerce Specialist	SEO Specialist	Social Media Specialist	Marketing Analytics	CRM Specialist
Low	Low	Low	Low	Low	Low
Medium	Medium	Medium	Medium	Medium	Medium
High	High	High	High	High	High

Disclaimer: Rekomendasi ini tidak bersifat mutlak. Kamu bisa mengeksplorasi berbagai bidang pekerjaan dan profesi selain contoh-contoh profesi yang dicantumkan dalam laporan ini.

Understanding result: Ringkasan

Integration of your personality and career makes **your persona!**
Your persona is unique and reflects your **main character and career recommendation** (based on your personality & career interest) **in tech industry**

How to interpret your **Career Recommendation?**

- **4 bars:** profession is **highly recommended** based on your profile
- **3 bars:** profession is **recommended** based on your profile
- **1-2 bars:** profession has **low relevance** to your profile

Understanding result: Ringkasan



Student :

1. Ringkasan

2. Kepribadian

3. Minat



Kamu Adalah **Organized Maker**

Aspek kepribadian dominan : Conscientiousness (C)

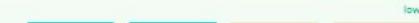
Aspek minat dominan : Realistic (R)

Kamu merupakan seseorang yang menyukai keteraturan. Kamu juga merupakan seorang pekerja keras yang disiplin dan memiliki motivasi tinggi untuk sukses. Dalam bekerja, kamu menyukai hal-hal yang praktis dibandingkan dengan hal-hal yang berbau teori. Selain itu kamu juga senang bekerja dengan berbagai peralatan atau tools mulai dari yang sederhana hingga yang rumit.

3 Karakter Utama : **Practical, Well-rounded**

REKOMENDASI PROFESI DI BIDANG TEKNOLOGI

System Administrator



Database administrators



SEO Specialist



Marketing Analytics



CRM Specialist

Screenshot



Understanding result: Ringkasan

FAQ on **Career Recommendations**

- How if all profession showed on your result are **highly recommended?**

It shows that your profile are fit for many tech jobs! You can explore many fields which attract you the most

- How if all profession on your result have **low relevance?**

It shows that you still need to explore more on your **career interest** and **improve your personality**

Understanding result: Keprabadian

- **Rakamin Personality Profiler** was developed based on well-known and robust psychological theory, Big Five Personality by Paul T. Costa & Robert R. McCrae
- All questions have been **validated**, proven **reliable and valid** to measure multidimensional personality in **young adults in Indonesia**
- Your score in each personality aspect indicate **your character**, that is why everyone will have **unique result**
- Personality are consisted of **five aspects**:
 - **Openness to experience**
 - **Conscientiousness**
 - **Extraversion**
 - **Agreeableness**
 - **Neuroticism**

Understanding result: Kepribadian

Aspek Kepribadian	Kategori	
	Tinggi	Rendah
Openness to Experience	Adventurous	Conventional
Conscientiousness	Organized	Scattered
Extraversion	Sociable	Reserved
Agreeableness	Accommodating	Resistant
Neuroticism	Turbulent	Calm

Understanding result: Kepribadian

Personal Details

Work Experience

Education and Training

Hiring Process

Assessment

Documents

1. Ringkasan

2. Kepribadian

3. Minat

PROFIL KEPRIBADIAN

Rakamin Personal Profiler mengukur lima aspek dari kepribadian seseorang yang diadaptasi dari teori kepribadian Big Five yang dikembangkan oleh Paul T. Costa dan Robert R. McCrae.

Aspek-aspek kepribadian seseorang dapat terdiri dari lima aspek, yaitu:

● **Openness**

aspek yang mengukur keterbukaan seseorang terhadap pengalaman baru

● **Conscientiousness**

aspek yang mengukur tingkat ketekunan, kontrol, dan motivasi untuk mencapai tujuan

● **Extraversion**

aspek yang menggambarkan kuantitas dan kualitas interaksi interpersonal yang dimiliki seseorang, kebutuhan untuk mendapatkan stimulasi, serta kapasitas untuk bersenang-senang

● **Agreeableness**

aspek yang mengindikasikan interaksi interpersonal seseorang

● **Neuroticism**

aspek yang menggambarkan kecenderungan seseorang mengalami stres, penyesuaian dan ketidakstabilan emosional

Berdasarkan tes yang kamu kerjakan, Rakamin Personal Profiler merangkum dan mengurutkan karakter-karakter yang paling menonjol pada dirimu, yaitu:

Understanding result: Kepribadian

Berdasarkan tes yang kamu kerjakan, **Rakamin Personal Profiler** merangkum dan mengurutkan karakter-karakter yang paling menonjol pada dirimu, yaitu:

Openness 69%

Conscientiousness 78%

Kamu Cenderung Organized

Kamu adalah seseorang yang Organized. Kamu nyaman bekerja dalam situasi yang terorganisir dan teratur. Kamu juga terbiasa untuk membuat jadwal dan mengikutiinya. Kamu senang bekerja keras dan memiliki tujuan yang tinggi untuk dicapai.

Extraversion 73%

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Rakamin Profiler (Personality)



Rakamin Profiler (Career Interest)



Strength & weakness fulfillment



Decision Making & Career Maturity for Career Shifting

Understanding result: Karier

- **Rakamin Career Profiler** was developed based on well-known and robust psychological theory, The Holland Codes by American Psychologist, John L. Holland
- All questions have been **validated**, proven **reliable and valid** to measure multidimensional career interest in **young adults in Indonesia**
- Your score in each aspect indicate **your interest in career**, that is why everyone will have **unique result**
- Personality are consisted of **six aspects:**
 - **Realistic**
 - **Investigative**
 - **Artistic**
 - **Social**
 - **Enterprising**
 - **Clerical**

Understanding result: Karier

Aspek	Kategori (Tinggi)
Realistic	Maker
Investigative	Analyst
Artistic	Artist
Social	Supporter
Enterprising	Enterpriser
Clerical	Arranger

Understanding result: Karier

Realistic

Seseorang yang memiliki minat di bidang ini Realistic senang dengan hal-hal yang bersifat teknis dan praktis. Ia juga senang bekerja dengan berbagai peralatan sederhana maupun rumit.

designing, building, repairing, maintaining, measuring, working in detail, driving, moving, caring for animals, working with plants.

Berdasarkan [Career Interest Profiler](#) yang kamu kerjakan, hasil asesmen menunjukkan:

Enterprising



Kamu adalah seorang Enterpriser

Kamu adalah seorang Enterpriser. Kamu senang melakukan aktivitas yang melibatkan orang lain dengan mempengaruhi dan memimpin orang lain untuk mencapai tujuan finansial atau organisasi. Kamu memiliki ketertarikan untuk memimpin atau mempengaruhi orang lain untuk mencapai tujuan tertentu. Kamu juga senang bekerja bersama orang lain dibanding bekerja sendirian sehingga kamu juga dikenal sebagai orang yang enerjik dan motivasional.

Social



Investigative



Artistic



Clerical



Realistic



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Let's Open Your Career Plan!

Knowing Your Strengths and Weaknesses

(shifting career)



6 To Support my Goal I Have Strength in

My Strength

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Benefit

- What's the benefit from that strength

Strength is anything can help you to achieve your goal easier or faster it's including **personal factor** such as personality, habit, interest, intelligence, knowledge, or **non-personal factor** such as time availability, access to learning facilities, network, money, anything

Knowing Your Strengths and Weaknesses

(shifting career)



7 But I'm also having weaknesses or obstacles

My Weakness or Obstacle

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Impact

- How that weakness impact you

Weakness or Obstacle is anything can disturb you to achieve your goal, make it slower or harder to be achieve. it's including **personal factor** such as personality, habit, interest, intelligence, knowledge, or **non-personal factor** such as time availability, access to learning facilities, network, money, anything

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After we look deeper to understand ourselves more, we know exactly what will be our strengths and obstacles.

And to choose Riding the wave (Career Shifting) it also require your Decision Making and Adjustment

Career Shifting Processes

(focusing on career success)



Pre-shifting

Preparations stage!

In this stage you will do a lot of research about market needs, you also upskilling your resource, understanding yourself deeper (personality, strength & weakness, self-concept, etc)

Ongoing

Execution Stage!

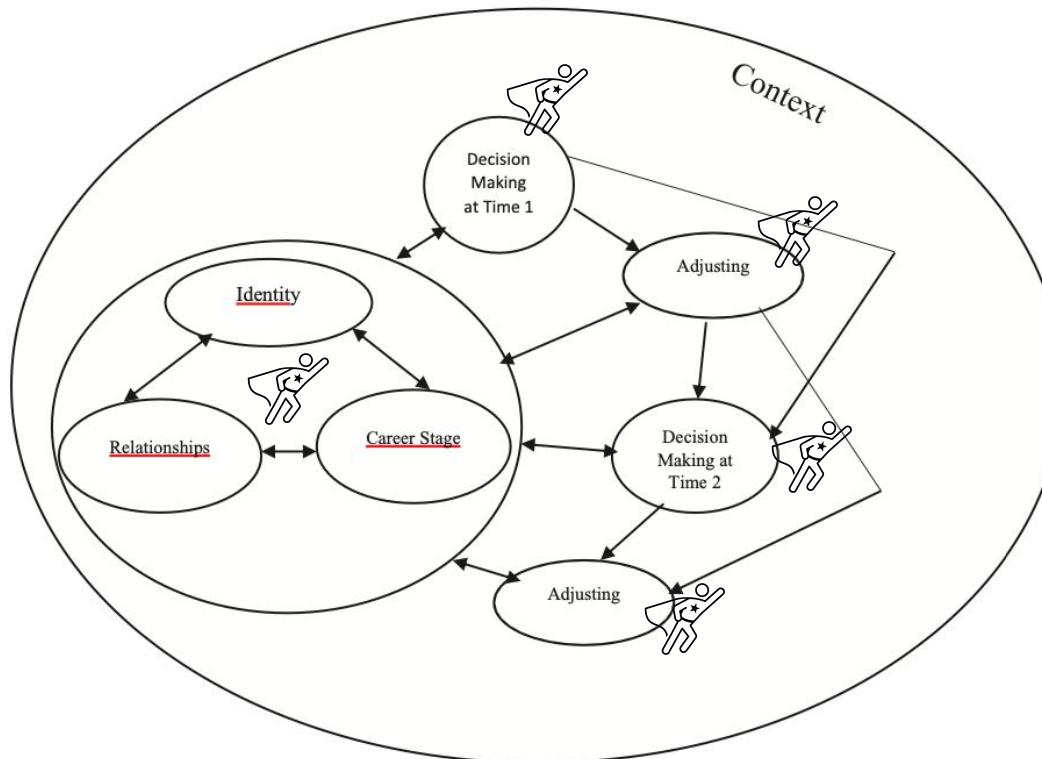
This is the most difficult and painful stage. You're going to deal with interview process, rejections, tight deadlines, and all the preparation and training to get your desired career.

Post-shifting

Adjustment Stage!

You got your dream job. And it's time for you to upgrade your new mastery skills in professional life. Good luck on all the trainings and KPIs!

Career Shifting Cycle



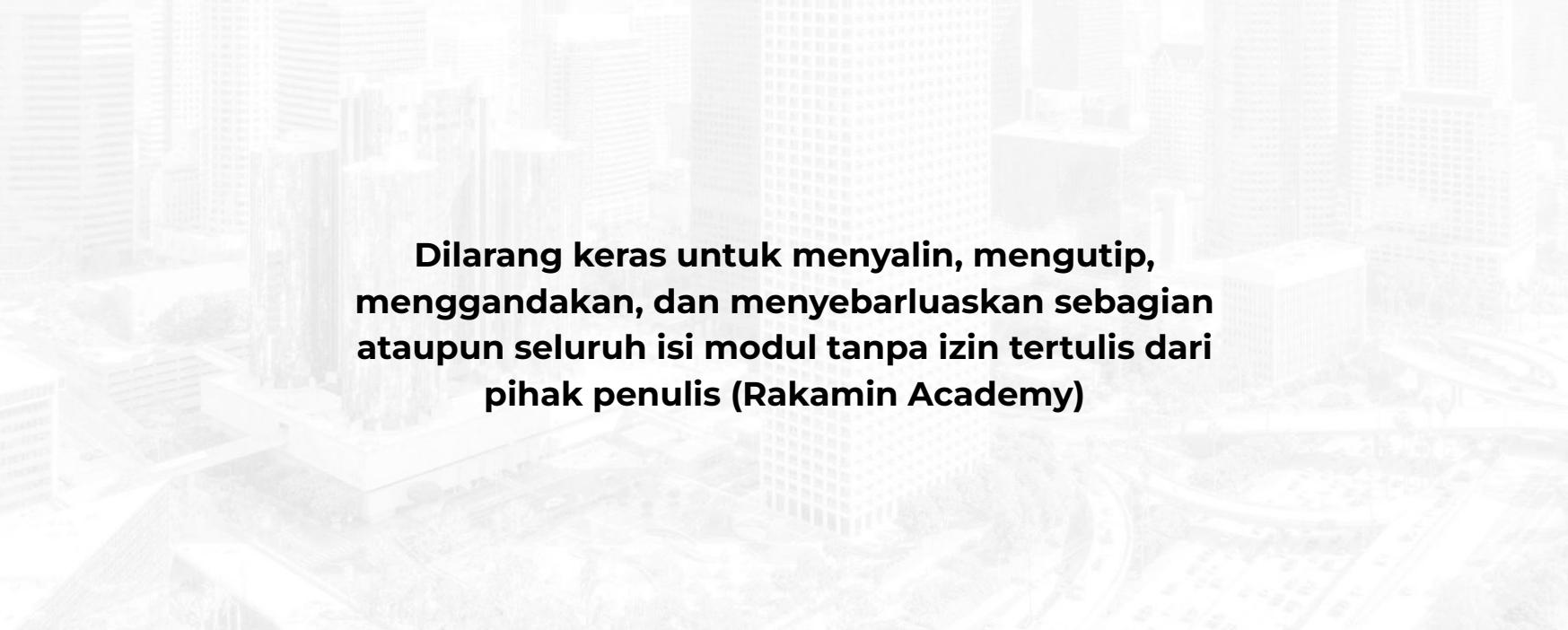
It is indeed not an easy process,

But we're here to help you

**Finish your Career Plan, and we will
discuss this week. See u!**

Terima kasih!

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**Dilarang keras untuk menyalin, mengutip,
menggandakan, dan menyebarluaskan sebagian
ataupun seluruh isi modul tanpa izin tertulis dari
pihak penulis (Rakamin Academy)**