Back to Work: Restarting Your Career in the Sciences After Caregiving
Welcome to 2017 Back to School, Back to Work
Where do I start?
Research Yourself
Find Your Tribe
Keep Moving Forward
What is a “returnship”?
Path Forward Employer Network

ORACLE DATA CLOUD

LendingClub

zendesk

AppNexus

Return Path

Intacct

verizon

MEDALLIA

stripe

demandbase

Verisk Analytics

instacart

coursera

PayPal

cloudera

udemy

GoDaddy

boingo

samsara

cloudflare
STEM RE-ENTRY TASK FORCE
Opportunities In The Sciences

Academia
Industry
Nonprofit
Government
Within those sectors, lots of opportunity ...

Infographic created by the American Geosciences Institute (AGI) Preparing Our Workforce Initiative to help students entering the workforce redefine what it means to have a career in geoscience. Credit: Kathleen Cantner/Heather Houlton & Abigail Seadler, © AGI, 2016
Success Story: Laura Stupi of Demandbase

Former staff geologist turned customer success manager for a business software company …
Success Story: Pranoti M. Asher of AGU

From professor to program manager for education and outreach at American Geophysical Union (AGU)
(Re)building Your Network
Why You Need a Network
How to Network Without Feeling “Icky”

1. Start with the people you already know
2. Ask for information, not jobs
3. Show your work and find ways to work with others
4. Focus on what you can give
5. Take a class
6. Make introductions
7. Be thankful
Rewriting Your Resume
MIND THE GAP
Resumes 101

• Make two resumes, one to print and hand out and one to digitally upload.
  • The pretty printed one can be formatted with centering, bullet points, tabs etc.
  • The digital upload is plain: flush left, no special characters, no bullets, no tabs no formatting
• Save the formatted version as a PDF for uploading and emailing
• Use the plain version to copy and paste into application tracking systems
  • Be careful with cutting and pasting a resume into an online application!
  • Double check that it didn’t reformat or add wonky formatting
• Don’t just spell check, CONTENT check!
  • Don’t be the Pubic Relations Manager!
• Use a professional email address
  • Professional: janedoe16@gmail.com
  • Not Professional: mommyof3lilbunnies@yahoo.com
Preparing for the Interview
“Would you rather fight 1 horse-sized duck, or 100 duck-sized horses?”

– Actual Interview Question Asked at Whole Foods
<table>
<thead>
<tr>
<th>For Situation/Task = Why?</th>
<th>For Action = How/?</th>
<th>For Result = Effect?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Describe a situation when…</td>
<td>Exactly what did you do?</td>
<td>What was the result?</td>
</tr>
<tr>
<td>Why did you ?</td>
<td>Describe specifically how you did that?</td>
<td>How did it work out</td>
</tr>
<tr>
<td>What were the circumstances surrounding?</td>
<td>What did you do first?  Second?</td>
<td>What happened as a result?</td>
</tr>
<tr>
<td>What were you reacting to?</td>
<td>Describe your specific role?</td>
<td>What feedback have you gotten?</td>
</tr>
</tbody>
</table>
## How nonpaid work translates into the workforce

<table>
<thead>
<tr>
<th>Activity</th>
<th>Skills</th>
</tr>
</thead>
</table>
| **Running a volunteer project** (PTA, religious org, community org) | • Ability to persuade using influence vs. authority  
• Ability to collaborate with different personalities, manage competing agendas  
• Focus on goals and accomplishments  
• Raise funds and maintain financial viability  
• Ability and willingness to lead |
| **Participating in a volunteer project** | • Maintain commitment to a cause despite ambiguity of roles and responsibilities  
• Ability to collaborate with different personalities, manage competing agendas  
• Manage your own performance to accomplish team’s goals  
• Demonstrate passion and drive |
| **Managing your child’s special needs case** | • Navigating complex bureaucracies and rules  
• Adhering to deadlines and schedules  
• Processing complex information and making decisions with limited information |
| **Coordinating an international move** | • Navigating complex bureaucracies and rules  
• Adhering to deadlines and schedules  
• Adapting to differing culture and supporting family in their adaptation  
• Learning a foreign language |
Behavioral Interviewing Tips

• Listen to the question
• Get your stories together in advance
• Think of experiences you’ve had both in and out of the workforce
• Tell specifically what you DID; not what you WOULD do
• Explain what you learned from the experience (positive and negative)
• Practice, practice, practice ….
Do Your Homework
# Always Ask Questions

## Good Questions
- I read that your company just launched a major new product. Did the launch meet the team’s expectations?
- What else is coming down the pipeline at your company?
- I noticed that {skill} was a major theme in the job ad, with {skill} and {skill} being important as well. Is this correct? Are there other skills that are important to being successful in this role?
- What does a typical day in this department look like?
- What do you like best about working here?
- Any question that shows you did research to learn more about the interviewer, the company, the role

## Not-Great Questions
- How much vacation do I get?
- Will I have to work more than 40 hours a week?
- What are your hours?
- So, what do you do here?
- What are the benefits?
- Any question that could have easily been answered by basic research (i.e., What does Acme Corp. do?)
Send Great Thank You Notes
A thank you note that will make you stand out

Example of a good follow-up

Hi Eric-

Thanks again for taking the time to visit with me about the Director of Sales Training position. I'm impressed and delighted that you have identified where the organization is now and what needs to be done to get where Acme Corp. wants to go.

By having a clear vision for training and development you've made it easier for the team to prioritize and make things happen faster. I appreciate so much that you recognize that training is "the glue that binds." It's like a trainer's fantasy!

I hope that your takeaway from our conversation is that I am someone who can effectively step into the role and help you accomplish your goals for the Sales Division.

If there is any additional information I can provide to help in the decision making process, please let me know.

Example of a poor follow up

Dear Mr. Hively,

Thanks for taking the time to interview me today. I would love to work for you.
Interview Checklist

- Do research about the company. Go beyond the website. Read press releases, set up a Google alert, read up on their competition.
- Print out and review the job description.
- Bring several copies of your resume.
- Ask for the names of anyone you are interviewing with so you can look them up on LinkedIn. (It’s not stalking; it’s research.)
- Think about how you fulfill the qualifications they want and prepare stories to highlight your relevant skills and experience.
- Prepare questions to ask each interviewer.
- Send thank you notes to everyone you meet with.
YOUR "PLANS"

THE UNIVERSE'S PLANS FOR YOU

DOGHOUSEDIARIES
Q&A
Questions? Need support? Email us at: hello@pathforward.org