Finding Your Fit
AGU Pathfinder Webinar
Finding Your Fit: Agenda

Understanding Myself:
- What should I do?
- Determining my drivers
- Determining my skills

Job Possibilities:
- Employment Sectors
- Types of Positions
“WHAT SHOULD I DO?”

Activity

Type your response in the “question” panel.
How specific is your objective?

**Type 1:** Very specific about the sector and type of job

I want to be the Director of Geophysics at Aramco Services Company
How specific is your objective?

Type 2: Specific about sector, general about job type

I want to be an environmental scientist for a federal agency.
How specific is your objective?

**Type 3:** Relatively sure about sector, uncertain about job type

I want to work in industry.
How specific is your objective?

Type 4: Uncertain about career

I want a job!!!
How specific should your objective be?

**Type 1:** Very specific about the sector and type of job

**Type 2:** Specific about sector, general about job type

**Type 3:** Relatively sure about sector, uncertain about job type

**Type 4:** Uncertain about career
How specific is your objective?

**Type 1:** Very specific about the sector and type of job

**Type 4:** Uncertain about career
Finding Your Fit

Your Drivers

Your Skills

Available Jobs
Finding Your Fit

Your Drivers

Your Skills

Available Jobs

Best Fit
Finding Your Fit

Your Drivers

Incompetence

Your Skills

Available Jobs
Finding Your Fit

- Your Drivers
- Your Skills
- Available Jobs

Hobby
Finding Your Fit

Your Drivers

Your Skills

Available Jobs

Misery
Finding Your Fit

Your Drivers

Your Skills

Available Jobs

Best Fit
“WHAT MATTERS MOST TO YOU?”

Activity
Assessing Your Drivers

- **Advancement** – opportunity for promotion or recognition
- **Altruism** – opportunity to contribute to the welfare of others
- **Autonomy** – freedom and ability to be self-directed
- **Balance** – ability to prioritize personal and business matters
- **Challenge** – drive to overcome obstacles and solve problems
- **Discovery** – developing understanding for its own sake
- **Money** – abundant financial compensation
- **Structure** – clear organizational goals and responsibilities, no ambiguity
- **Perfectionism** – doing things exactly right, no matter how long it takes
- **Security** – stability and predictability
“WHAT DO YOU DO BEST?”

Activity
Assessing Your Nontechnical Skills

<table>
<thead>
<tr>
<th>Personal Effectiveness/Accountability</th>
<th>Operations</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Proactive Nature</td>
<td>- Systems Thinking</td>
</tr>
<tr>
<td>- Persistence</td>
<td>- Financial Management</td>
</tr>
<tr>
<td>- Adaptability</td>
<td>- Time Management</td>
</tr>
<tr>
<td>- Ethical Behavior</td>
<td>- Project Management</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Interpersonal Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Communications (oral &amp; written)</td>
</tr>
<tr>
<td>- Cultural/Social Awareness</td>
</tr>
<tr>
<td>- Teamwork</td>
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</tbody>
</table>
Where the Jobs Are

- Job families crosscut employment sectors
  - Academia
  - Industry
  - Government
  - Nonprofit/NGO
Employment Sectors by Degree Level

Source: American Geosciences Institute, Geoscience Currents, No. 108, 2015 Status of Recent Geoscience Graduates and Workforce
## Positions in Higher Education

<table>
<thead>
<tr>
<th>Tenure Track</th>
<th>Non-Tenure Track</th>
<th>Non-Teaching</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>Sabbatical Replacement</td>
<td>Instrumentation Specialist</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>Adjunct Professor</td>
<td>Researcher</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>Instructor</td>
<td>Tech Transfer</td>
</tr>
<tr>
<td></td>
<td>Research Faculty</td>
<td>Grant Writer</td>
</tr>
<tr>
<td></td>
<td>Student Advisor</td>
<td>Librarian</td>
</tr>
</tbody>
</table>
# Types of U.S. Academic Institutions

<table>
<thead>
<tr>
<th>Classification</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctoral Universities</td>
<td>335</td>
</tr>
<tr>
<td>Master’s Colleges and Universities</td>
<td>741</td>
</tr>
<tr>
<td>Baccalaureate Colleges</td>
<td>583</td>
</tr>
<tr>
<td>Associate Colleges</td>
<td>1,521</td>
</tr>
<tr>
<td>Specialized (faith-based, medical schools, engineering, technology, business and management, law, etc.)</td>
<td>1,449</td>
</tr>
<tr>
<td>Tribal Colleges</td>
<td>35</td>
</tr>
</tbody>
</table>

Source: 2015 Carnegie Classifications Update  
Positions in Industry: The Value Chain

- Exploration and R&D
- Product Development
- Manufacturing and Supply Chain
- Quality Control and Regulatory
- Sales and Marketing

Support functions

Source: Based on Richard Porter’s Value Chain
## Top 3 Industrial Employment Subsectors by Degree

<table>
<thead>
<tr>
<th>Degree</th>
<th>Sector 1</th>
<th>Sector 2</th>
<th>Sector 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA/BS</td>
<td>Environmental Sciences</td>
<td>Oil &amp; Gas</td>
<td>Research Institute</td>
</tr>
<tr>
<td></td>
<td>Oil &amp; Gas</td>
<td>Environmental Sciences</td>
<td>Nonprofit/NGO</td>
</tr>
<tr>
<td></td>
<td>Information Services</td>
<td>Tie between: Mining &amp; Research Institutes</td>
<td></td>
</tr>
</tbody>
</table>

### Source:
American Geosciences Institute, Geoscience Currents, No. 108, 2015 Status of Recent Geoscience Graduates
## Positions in Government

### Top 10 Occupation Groups for New Federal Employees

<table>
<thead>
<tr>
<th>#</th>
<th>Occupation Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Medical, Dental &amp; Public Health</td>
<td>26.9%</td>
</tr>
<tr>
<td>2.</td>
<td>Administration, Operations &amp; General Management</td>
<td>12.8%</td>
</tr>
<tr>
<td>3.</td>
<td>Other Occupations</td>
<td>6.5%</td>
</tr>
<tr>
<td>4.</td>
<td>Social Sciences &amp; Psychology</td>
<td>5.6%</td>
</tr>
<tr>
<td>5.</td>
<td>Engineering &amp; Architecture</td>
<td>4.7%</td>
</tr>
<tr>
<td>6.</td>
<td>Accounting &amp; Budget</td>
<td>4.4%</td>
</tr>
<tr>
<td>7.</td>
<td>Information Technology</td>
<td>4.4%</td>
</tr>
<tr>
<td>8.</td>
<td>Business &amp; Commerce</td>
<td>4.0%</td>
</tr>
<tr>
<td>9.</td>
<td>Investigation &amp; Inspection</td>
<td>4.0%</td>
</tr>
<tr>
<td>10.</td>
<td>Legal &amp; Claims Services</td>
<td>3.7%</td>
</tr>
</tbody>
</table>

Source: Partnership for Public Service, Fed Figures 2014, Federal Hiring Infographic
% Total New Employees by Agency in 2014

- Veterans Affairs, 33.30%
- Army, 12.50%
- Navy, 9.70%
- Air Force, 9%
- Justice, 5.20%
- Homeland Security, 5.10%
- Defense, 5%
- Health & Human Services, 4.70%
- Agriculture, 1.70%
- Treasury, 1.80%

Source: Partnership for Public Service, Fed Figures 2014, Federal Hiring Infographic
AGU Pathfinder Career Programs

- Career Advice
- Mentoring Programs
- Travel & Research Grants
- Professional Development Courses
- Ethical & Professional Guidelines

[link to careers.agu.org]