AGU Webinars: Professional Development Series

Finding Your Fit: Making Sense of Your Career Options
3 May 2018

Presenter:  David Harwell, Director of Talent Pool, AGU
Host:      Nathaniel Janick, Career Services Coordinator, AGU
Finding Your Fit: Agenda

Understanding Myself:
• What should I do?

Finding Your Fit:
• Determining my drivers
• Determining my skills

Job Possibilities:
• Employment Sectors
• Types of Positions
ACTIVITY: WHAT DO I WANT TO DO?

Take a moment to write out your career objective.

Please type your response in the question box of the GoToWebinar control panel.
How specific is your objective?

Type 1: Very specific about the company or organization, even down to the specific job title

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!!!
Poll: How specific is your job objective?

Type 1: Very specific about the company or organization, even down to the specific job title

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 should your objective be?

Type 1: Very specific about the company or organization, even down to the specific job title

Type 4: Uncertain about career
The Trouble with Type 4
Finding Your Fit

Understanding how your drivers and skills fit together with the job market
Finding Your Fit

Your Drivers

Your Skills

Available Jobs

Best Fit
What happens when you only have two of the three?

Available Jobs + Your Drivers = ???
Finding Your Fit

Your Drivers

Your Skills

Available Jobs

Incompetence
What happens when you only have two of the three?

Your Drivers + Your Skills = ???
Finding Your Fit

Your Drivers

Your Skills

Available Jobs

Hobby
What happens when you only have two of the three?

Your Skills + Available Jobs = ???
Finding Your Fit

Your Drivers

Your Skills

Available Jobs

Misery
When all three are in alignment...
Finding Your Fit

Your Drivers
Your Skills
Available Jobs

Best Fit
Activity: What Matters Most To You?

Assessing Your Drivers
Examples of Drivers

- Advancement
- Altruism
- Autonomy
- Balance
- Challenge
- Discovery
- Money
- Structure
- Perfectionism
- Security
Which of these drivers matters most to you?

- 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
Activity: What do you do you best?

Determining your strongest skills
### Assessing Your Nontechnical Skills

<table>
<thead>
<tr>
<th>Personal Skills</th>
<th>Interpersonal Skills</th>
<th>Operational Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effectiveness</td>
<td>Communications (oral &amp; written)</td>
<td>Systems Thinking</td>
</tr>
<tr>
<td>Accountability</td>
<td>Cultural/Social Awareness</td>
<td>Financial Management</td>
</tr>
<tr>
<td>Proactive Nature</td>
<td>Teamwork</td>
<td>Time Management</td>
</tr>
<tr>
<td>Persistence</td>
<td>Professionalism</td>
<td>Project Management</td>
</tr>
<tr>
<td>Adaptability</td>
<td></td>
<td>Critical Thinking &amp; Analysis</td>
</tr>
<tr>
<td>Ethical Practices</td>
<td></td>
<td>Leading &amp; Providing Direction</td>
</tr>
</tbody>
</table>

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
What Jobs Are Out There?

Jobs fit within the following “sectors”
- Academia
- Industry
- Government
- Nonprofit/NGO

Some “fields” of jobs cut across “sectors”
- Science
- Business
- Policy
- Education
- ...et cetera

Source: American Geosciences Institute, Geoscience Currents, No. 108, 2015 Status of Recent Geoscience Graduates and Workforce Infographic
Employment Sectors by Degree Level

Source: American Geosciences Institute, Geoscience Currents, 2017 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</td>
<td>1,449</td>
</tr>
<tr>
<td>(faith-based, medical schools, engineering, technology, business and management, law, etc.)</td>
<td></td>
</tr>
<tr>
<td>Tribal Colleges</td>
<td>35</td>
</tr>
</tbody>
</table>

Source: 2015 Carnegie Classifications Update
Priorities: Doctoral or Research Institutions

1. Research
2. Service
3. Teaching
Priorities:
Primarily Undergraduate Institutions

1. Teaching
2. Service
3. Research
Priorities:
Associate Colleges (2 Year-Colleges or Community Colleges): Priorities

1. Teaching
2. Service
3. Little or No Research
Where Do I Fit in the Private Sector?

- 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>BA/BS</th>
<th>MA/MS</th>
<th>Ph.D.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Environmental Sciences</td>
<td>1. Oil &amp; Gas</td>
<td>1. Research Institute</td>
</tr>
<tr>
<td>2. Research Institute</td>
<td>2. Environmental Sciences</td>
<td>2. Oil &amp; Gas</td>
</tr>
<tr>
<td>3. Tie: Mining, Oil &amp; Gas, Non-profit, and Other Educational Services</td>
<td>3. Mining</td>
<td>3. Environmental Sciences</td>
</tr>
</tbody>
</table>

*Photos: Oil Refinery by Walter Siegmund - Own work, via Wikimedia Commons<br>Desert Research Institute by Gregg M Erickson - Own work, via Wikimedia Commons<br>Alaska by David Harwell – Own work, personal collection<br>Source: American Geosciences Institute, 2017 Status of Recent Geoscience Graduates*
Positions in the Government Sector

• USAJobs.gov
• Pathways for Students & Recent Graduates to Federal Careers

…for more on the federal process, watch our 22 March webinar

Don’t forget about jobs at the state and local level
The government hiring process and culture feels at times like a blend of private and academic sectors.

Source: American Geosciences Institute, Geoscience Currents, No. 108, 2015 Status of Recent Geoscience Graduates and Workforce Infographic
ACTIVITY:

NOW, WHAT DO I WANT TO DO?

Take a moment to revisit your earlier answer.

Please type your response in the question box of the GoToWebinar control panel.