Charting your course for career advancement

ANGELA CUDDY, MSC, MED, RD
ANDREA MILLER, MHSC, RD
ROULA TZIANETAS, MHSC, MSC, RD, CHE

Agenda
- Career progression and career development theory
- Skills inventory, gap analysis
- Mentorship
- Closing remarks

Reasons for Job Satisfaction
- Helping Others
- Professional Involvement
- Management Support
- Mentorship
- Work-Life Balance
Reasons for Job Dissatisfaction

- Advancement Opportunities
- Recognition
- Management Style
- Community of Practice
- Interprofessional Relationships
- Workload

How Different /Similar Are We?

- Management Style
- Opportunity for continuing education
- Workload
- Employment Status
- Patient Acuity and Current Environment
- Teamwork
- Promotion
- Engagement
- Teamwork
- Work-Life Balance
- Co-worker relationships
- Engagement
- Promotions
- Opportunity for continuing education
- Employment Status
- Work-Life Balance
- Teamwork

Career Paths

Career Change Statistics

- 5-7 times during their working life
- about 1/3 of the total workforce will change jobs in a year
- age of 42 you will have had about ten jobs

Career Process: Theoretic Frameworks

Maslow’s Hierarchy of Needs
Career Wheel

How to Start?

“Know thyself.”
- Socrates


Career Assessment Tools

- Myers-Briggs Type Indicator
- Golden Personality Profiler
- Holland Code
- Keirsey Temperament Sorter
- Life Values Inventory
Myers-Briggs Type Indicator

- Where people prefer to focus their attention and get energy (Extraversion or Introversion)
- The way they prefer to take in information (Sensing or Intuition)
- The way they prefer to make decisions (Thinking or Feeling)
- How they orient themselves to the external world (Judging or Perceiving)

Reference: https://www.mbti.org/AbouttheMBTI

Golden Personality Profiler

- The Golden Personality Type Profiler™ helps one understand how they make decisions and relate to others.
- Provides a deeper understanding of their strengths, a clearer picture of how their behavior impacts others, and a better appreciation for the interpersonal style of others and how to interact with them more effectively.
  - our source of energy
  - how we gather and interpret information
  - how we make decisions
  - how we live in the world
  - our lifestyle orientation
  - how we respond to stress
  - Cost: $29.95

Reference: http://www.goldenllc.com/2_testGPPbuycc.asp

Holland Code

- Assesses one's suitability with different careers based on 6 occupational themes:
  - Realistic
  - Investigative
  - Artistic
  - Social
  - Enterprising
  - Conventional

- The test identifies your top interest area and how it compares to the other areas, and what this means for your career interests.

Reference: http://personality-testing.info/tests/RIASEC
Keirsey Temperament Sorter

• 70 question personality instrument that helps individuals discover their personality type.
• KTS-II is based on Keirsey Temperament Theory™
• Based on premise of four basic temperament groups which describe human behavior.
  – Artisans™
  – Guardians™
  – Rationals™
  – Idealists™
• These four temperaments can be further subdivided, often referred to as “Character Types”.
• Cost ~$20-25 (US) (full version)
• http://www.keirsey.com/
• http://www.keirsey.com/sorter/instruments2.aspx?partid=0

Life Values Inventory

• Helps individuals and organizations clarify values that act as a roadmap for effective decision-making and optimal functioning
• Career and life role development
• Values that mean most to you and the interpretation of them into your career path
• Involves 5 steps.
  – Steps 1-3 take about 10 minutes to complete each step.
  – Steps 4-5 provide information about your values and how they are expressed
• Reference: http://www.lifevaluesinventory.org/the-process.html

Challenges

Reference: Dark Forest Wallpapers
**Lead with Heart**

What do you LOVE about what you are doing?
- Education/teaching
- Mentorship
- Leading projects
- Managing people
- Teaching patients/clients
- Solving problems
- Research

What do you DISLIKE about what you are doing?
- Work environment
- Management
- Colleagues
- Work is mundane/boring
- Lack of collaboration
- Too task oriented
Identify Skills

Skills Inventory Sheet

1. Personal
   - listening
   - reasoning
   - analysis
   - mediation
   - interpretation of data
   - organization
   - diplomacy
   - empathy
   - public speaking
   - problem solving
   - negotiation
   - research and writing
   - time management
   - client development
   - creative

2. Task

3. People

Identify Your Work Values

- Autonomy: receiving little or no supervision
- Helping Others: providing assistance to individuals or groups
- Prestige: having high standing
- Job Security: a high probability that one will remain employed
- Collaboration: working with others
- Helping Society: contributing to the betterment of the world
- Recognition: receiving attention for your work
- Compensation: receiving adequate pay
- Achievement: doing work that yields results
Next Steps

Reference: The Keep Calm-O-Matic

Career Gap Analysis

• Where are you now?
• Where do you want to be?
• When do you want to be there?

Career Wheel….let’s look at this again
What do you need to know?
• Type of work?
• Roles and responsibilities?
• Competencies?
  – Position gap?
  – Competency gap?
• Special skills or competencies?

How big is the gap?

How do you bridge it?
• Education and training
• Mentoring
Mentorship

Do or Do Not.
There is no Try.
Mentorship

- Nothing great was ever accomplished alone. For every goal I have achieved in my life, I can trace back to a mentor or individual who helped [me] achieve it. Dan Gheesling

  "The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves." Steven Spielberg

- Mentors can provide a spark, or simple path of guidance to push you to take that first step in accomplishing your goal- whatever that goal is.

Why Mentor?

- "Paying it backward..."
- Who wins in a mentoring relationship?
- The mentor offers skills, time, guidance etc.?

 Why do we resist?
- "Sorry, I already work 32 hours a day"
- For the mentee...well, that is a little easier, right?
- The catch...mentees inspire mentors
- "You teach best what you most need to learn"!

Risks of Devaluing Mentoring

- Mentoring is often thought of as: the 'student' learning from the more experienced professional; a volunteer exercise, done purely out of the goodness of your heart! Or as a requirement for your job!

  We need to re-frame mentoring!
Increasingly individuals (including RDs) are expected to walk into a new position, with all the skills required to succeed!
- How do we continue to build our profession, if we do not support and participate in career development, along the way? There are some things that you can only learn on the job!
- It is a myth that mentees will leave, will compete with us or take advantage of us.
Steps to finding a mentor

Dream:
- A Professional Mentoring Network: mentors and mentees; resources, tools, forum for Q & A
- Volunteers sharing knowledge and experience

Reality:
- Networks, social media, professional circles, friends, contacts
- A mentor does not have to be an RD
- Your mentor/mentee relationship should align with your professional goals

Finding a Mentor

1. There are no “trigger” words that will help you get mentoring from a stranger. Don’t bother.
   “If someone has to ask the question, the answer is probably no. When someone finds the right mentor, it is obvious. The question becomes a statement. Chasing or forcing that connection rarely works.” Sheryl Sandberg (Lean In)

2. What can you do to get on the radar of people who you admire?
   “Don’t ask for mentorship, but follow their work, and be helpful and supportive. Tweet out their posts, comment in a positive way on their blogs, share their updates, refer new clients or business to them.”

Finding a Mentor

3. Be someone who is enjoyable to mentor.
   “Be open, flexible, resilient and respectful? Be eager to learn, and committed to modifying how you’re interacting in the world so you can have even more success, reward and happiness?”

4. Put yourself in a potential mentor’s shoes.
   “If the tables were turned, what would you want to see from this individual asking for help? Be that person!”
The Mentoring Relationship

1. Be clear on what you want - what do you want to get from the relationship?
   - Clinical
   - Business, marketing
   - Personal growth

2. Offer Value - Mentorship is not a one-way street. Look for ways to help each other, share resources, knowledge and skills.

3. Work on your communication skills - be clear, be concise and respect each other's time. Be open to change, feedback and ideas. Be aware of your own strengths and weaknesses.

Being a Mentor

• Advise, do not manage
• Inspire deeper insight
• Extend mentee's developmental network – suggest additional mentors to address unique needs
• Discuss goals - short term and long term
• Develop trust/confidentiality

Being a Mentee: be authentic!

• Communicate your goals and aspirations to your mentor.
• Know what you want and have clear goals for the relationship.
• Communicate your expectations to your mentor and discuss feasibility.
• You, not your mentor, are responsible for your results. Establish priority issues for action or support.
• Come prepared to each meeting with issues to discuss.
• Keep scheduled phone appointments and display professional behavior.
• Maintain regular contact with your mentor. Use your mentor’s time productively.
• Be respectful of your mentor’s time. Be sure to acknowledge appreciation for the time and effort your mentor is offering you.
Making it work

1. Treat Mentoring as Part of a Whole
2. Provide Clear Expectations
3. Select the Best—and Only the Best
4. Make Sure Mentors Epitomize Professionalism
5. Help Mentors Use Time and Resources Efficiently
6. Stress the Importance of Trust
7. Provide Advice in Small Doses
8. Provide Ongoing Training for Mentors
9. Allow Mentors to Make Suggestions That Shape Training
10. Encourage Participation in Professional Learning Communities

http://www.ascd.org/publications/educational-leadership/may16/vol73/num08/Ten-Ways-to-Make-Mentoring-Work.aspx

Resources

5. Darling You Can’t Do Both: Janet Kreaski & Nancy, Yorke 2014
7. Happner, M.
References

5. Peregrin, T. (2012). Mentoring can be an effective professional development experience to enhance or expand your career. Journal of the Academy of Nutrition and Dietetics, 112(6), 801-806.