

Wrap up, Reflections & Action Plan

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Review

- Challenges women in economics face
- Finding work-life balance, balancing admin/teaching/research
- Finding your niche

- Promotions, Hiring, Career Progression

- Research:
 - a. Publication process
 - b. Grants
 - c. Impact and Media Engagement

- Institutional changes, what can women do?

7 steps of Academic Career Management

- 1. Know Yourself
 - your values, strengths, aspirations
- 2. Know Your Institution
 - culture, goals, expectations, governance structure, development and career opportunities
- 3. Make a Career Action Plan
 - Goals, time schedule, action items
- 4. Network and Mentoring
 - Collaborate on research and projects, increase visibility, seek mentoring, ask for what you want
- 5. Keep your documents up to date
 - CV, personal statement
- 6. Manage your time & energy
- 7. Seek feedback

The background features several sets of concentric, curved lines in light gray, some solid and some dashed, creating a sense of motion and depth. A large, solid orange shape, resembling a speech bubble, is positioned on the left side of the slide.

Know Yourself

- **Values**
- **Strenghts**
- **Goals**

Values

- **1. What are your Top 10 values?**
- **2. Are you actively living or neglecting your values?**
 - Think of career, private life, etc.
- **3. What do you need to stop, start, or continue to express your values in your career?**
 - Example: Value = Courage
 - Start: step up to roles that scare you
 - Stop: being quiet in meetings
 - Continue: seek new collaborations

Strengths

To get ahead in career and life, we should focus on improving our weak points.

- Wrong!
- “The masters focus on what they do best...on their **NATURAL CAPACITIES.**
- So what makes you feel strong? Do more of it. And more still.

Say yes to what you love, what inspires you, **what lights you up.**

Strengths

Identify your strengths:

- **What comes easy to you and makes you feel happy and alive?**
- What does inspire you and make you feel excited in your work?
- What parts of your work let you express or apply your passion?
- What work activities make you feel you lose track of time and get absorbed?
- **If you could design your job so that you wake up everyday excited to go to work, what would you add to your current role?**

Strengths

Why Focus on Strengths?

To find joy in life !

Your strengths are your gifts for the world. That is how you best contribute/serve.

Be authentic, find your niche, and get ahead in career.

Spending your energy on utilizing your strengths bring the greatest benefits.

Strengths

What about my weak points. What to do with them?

- Get a little better .
- Find a partner or support system to complement you. Think of teamwork.
- Use a strength to overwhelm your weakness.
- Just stop doing it.

Goals

- 3 words that describe the researcher/academic you want to be:
- 3 words to describe how you are now:
- 3 things that you really do well in your career
 - teaching, research, admin, professional
- 3 things that you want to improve in each category:
- 3 things that get in the way achieving your goals.

Goals

	1	2	3
What kind of academic you want to be?			
How are you know?			
Things you really do well in research?			
In teaching?			
In admin/leadership?			
Things you want to improve in research?			
In teaching?			
In admin?			
Things that would get in the way?			

Action Plan

- **Short-term (1 Year) Plan**
 - Research projects
 - Funding
 - Growth path: Volunteer for a new role in the department, join a new committee, develop new course or teaching method, supervise
- **Long-term (5-10 Year) Plan**
 - Will you apply for promotion?
 - Will you consider changing jobs/unis?
 - Will you stick with Research Route or try Management Route?
- **Vision**
 - What sort of institution do you want to work at?
 - What sort of role you want to be in? Will you be a leader, a researcher working on your own, teach, admin?
 - What is the personal brand do you want to create?

It is 3 years from now. When I look at my academic career journey:

- 1. If you said I would, I would never believe you.
- 2. What has happened in the last 3 years to bring me where I am now is
- 3. I am incredibly proud of the achievements I have in the following 3 areas:
- 4. These achievements make me feel excited because
- 5. The things that would get in the way of my goals are.....
- 6. I will overcome these barriers by
- 7. List two things that you will do differently in your career life based on what you learned in this session: