

Career Engagement Module 1

DESIGNING A MEANINGFUL LIFE

Own Your Future – Career Engagement Module 1

Power Skills

Self-Reflection

Making Realistic Career Decisions

Articulating and Applying Your Knowledge

**“Eighty-five percent
of the jobs in 2030
are considered to be
“unknown” at this
time.”**

**– The Next Era of Human-Machine
Partnerships, Dell Technologies and the
Institute for the Future**

LABOUR MARKET CHANGES

4TH INDUSTRIAL REVOLUTION



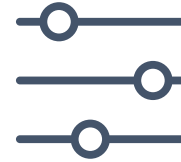
IN DEMAND SKILLS

Current: Problem solving, team working and communication
Future: Digital literacy and creativity, entrepreneurship



EMERGING ROLES

1. Based on and enhanced by the use of technology
2. Leverage distinctively 'human' skills
3. Understanding and leveraging the latest emerging technologies



SKILLS STABILITY

The proportion of core skills required to perform a job that will remain the same
– 58%



AUGMENTATION

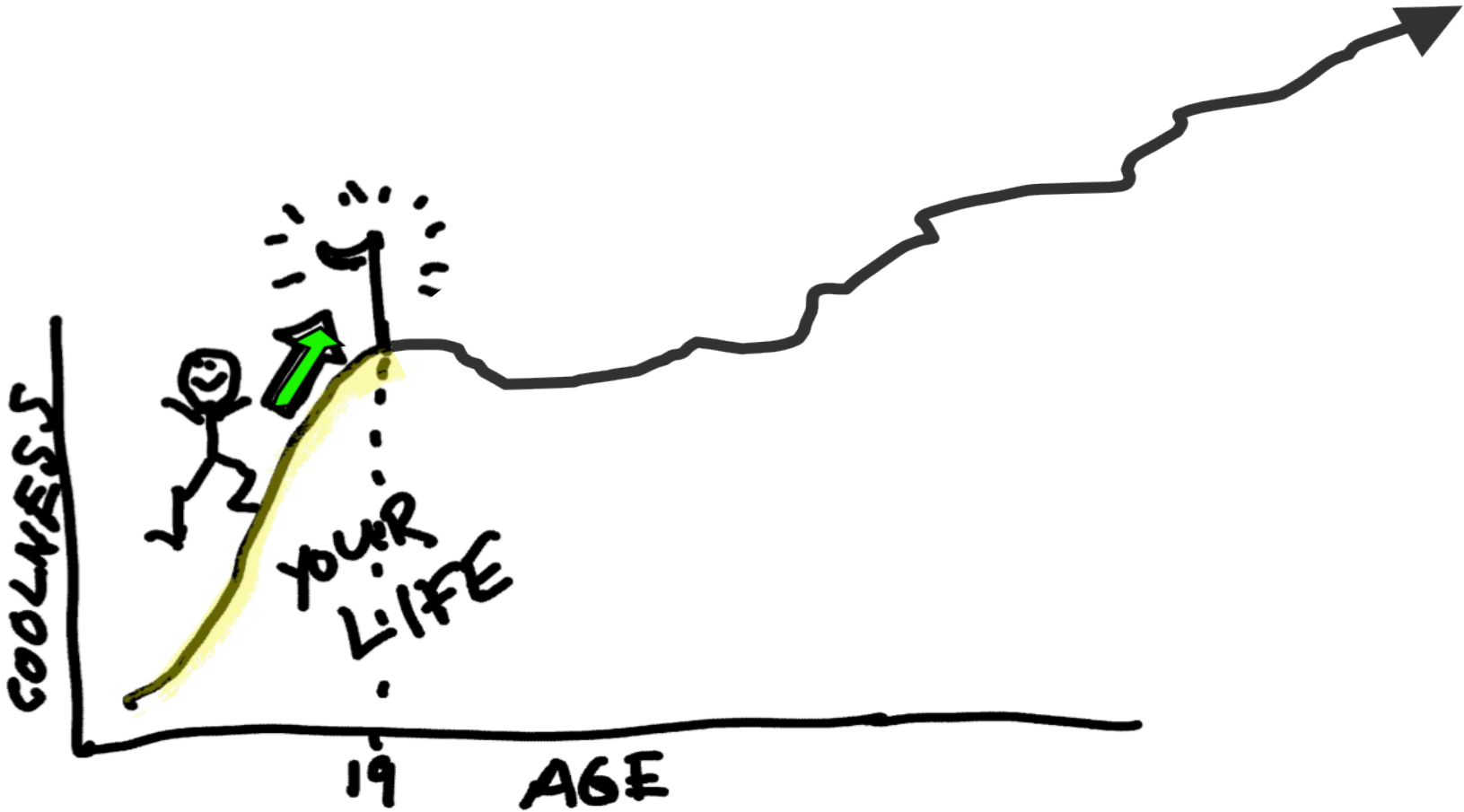
An approach where businesses look to utilize the automation of some job tasks to complement and enhance their human workforces' comparative strengths



From the recordings of

Alan Watts

...the best years of your life!”



COHERENCY MODEL

If you can connect these three things, your chance of experiencing a meaningful life increases.



DYSFUNCTIONAL BELIEFS

A belief someone holds that isn't actually true



- **THERE ARE NO JOBS FOR PHD'S**
- **DEGREE DETERMINES CAREER**
- **FOLLOW YOUR PASSION**

DYSFUNCTIONAL BELIEFS

A belief someone holds that isn't actually true

➤ **YOU SHOULD KNOW BY NOW**

➤ **MY DREAM JOB IS WAITING**

➤ **THERE IS ONE BEST LIFE**



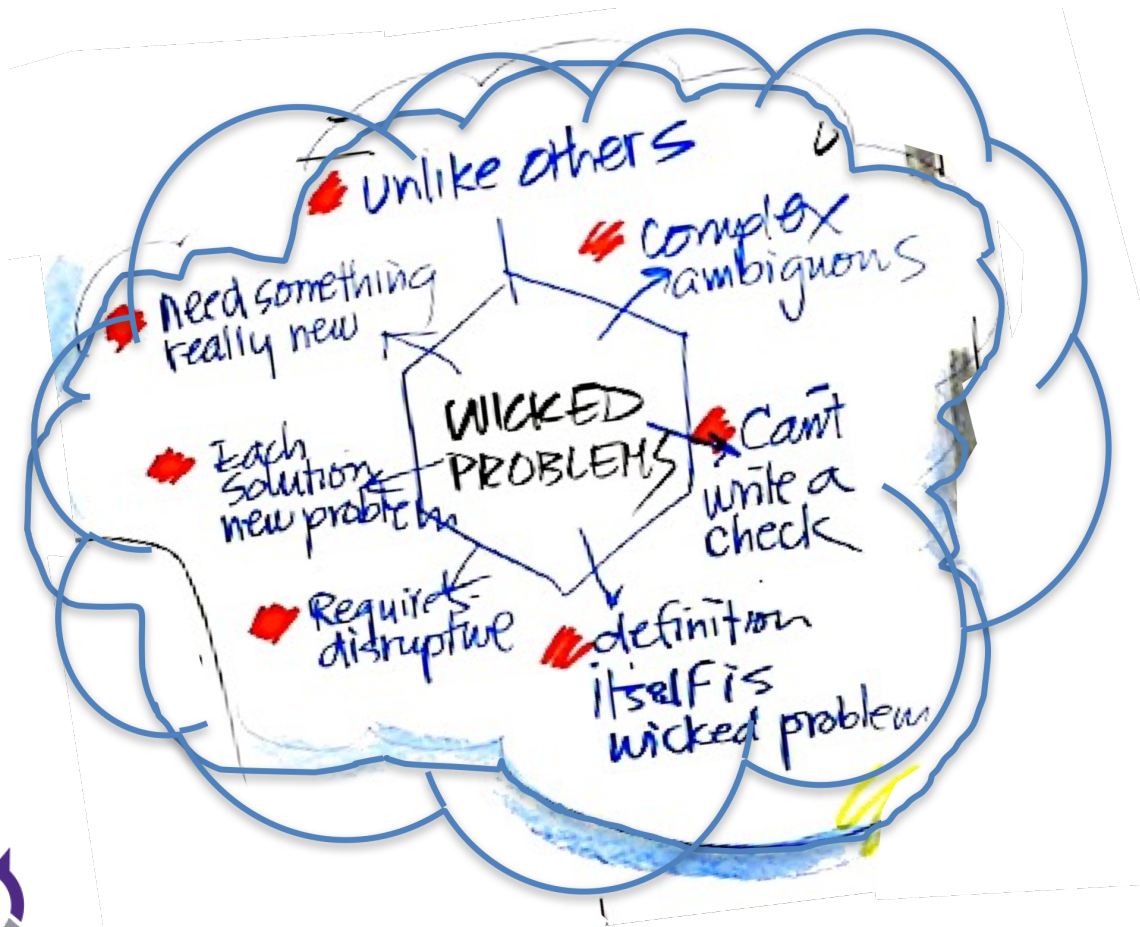
DIFFERENT WAYS OF THINKING

Designing your life doesn't involve a clear goal. A well designed life is a life that is generative - it is constantly creative, productive, changing, evolving, and there is always the possibility of surprise.



DESIGN THINKING is ...

... a good approach to WICKED PROBLEMS



> LIFE

> VOCATIONAL WAYFINDING

> EDUCATION

Learning Approach (pedagogy)

= **Problem-based Learning**



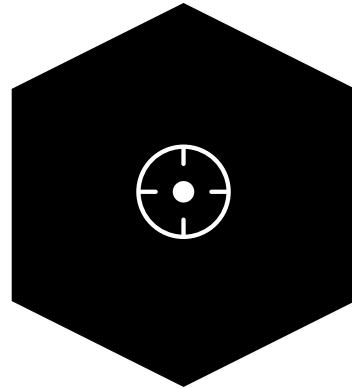
ACCEPT

DESIGN THINKING PROCESS



EMPATHIZE

Developing an understanding of ourselves - through guided self assessment and reflection and supporting others by listening and ideating together.



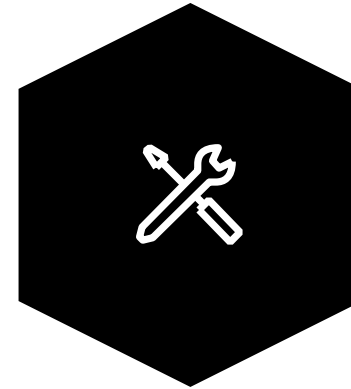
DEFINE

Finding the problem. Through the process of iterating, refining and reframing, real problems are found and can be used as jumping off points for ideating and prototyping.



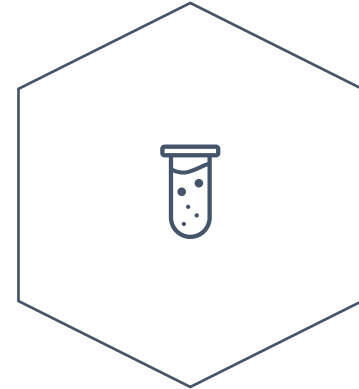
IDEATE

Idea generation. Provides both the fuel and also the source material for building prototypes



PROTOTYPE

This is where we build our way forward - quickly working through ideas, failing and iterating to get the data we need for the next prototype.



TEST

An experience of shadowing someone, taking an internship, interviewing people in the field, etc. It's an iterative process, trying something, gathering feedback and refining, iterating or trying something new.

THE 5 MIND-SETS



REFRAMING

Step back to examine assumptions that have you stuck and unable to move forward. Reframe beliefs to get unstuck.



RADICAL COLLABORATION

You are not alone. Design is a collaborative process and some of the best ideas may come from other people. Ask for help!



MINDFULNESS OF PROCESS

An important part of the process is to let go of the end goal and get messy - experimenting with new ideas for your life.



BIAS TOWARD ACTION

Try stuff, test it out, learn from failure and focus on what happens next - not the final result.



CURIOSITY

invites exploration and keeps us open to possibilities. Get good at being lucky - there are opportunities everywhere!

REFRAMING



- **THERE ARE NO JOBS FOR PHD'S**
The value of the PhD extends beyond academia
- **DEGREE DETERMINES CAREER**
I can build my way towards an academic career and still explore a number of alternative possibilities for my future
- **FOLLOW YOUR PASSION**
Less than 20% of people have one single identifiable passion. Passion is not a driving force, it's an outcome

REFRAMING



YOU SHOULD KNOW BY NOW

It's never too late to design a life I love. I may not always know where I'm going, but I can know what I'm going to do next.



MY DREAM JOB IS WAITING

I design my dream job through a process of actively seeking and co-creating it.



THERE IS ONE BEST LIFE

I need a lot of ideas so that I can explore any number of possibilities for my future.





GRAVITY PROBLEMS

Gravity problems are not real problems because they are not actionable. It's a situation, a circumstance, a fact of life.

IDEATION

If you switch on your curiosity, it's easy to find problems to work on.

What does my PhD prepare me for?

How can I use my PhD to work on interesting challenges, problems, and opportunities?



What are unique career paths that fit with a PhD?

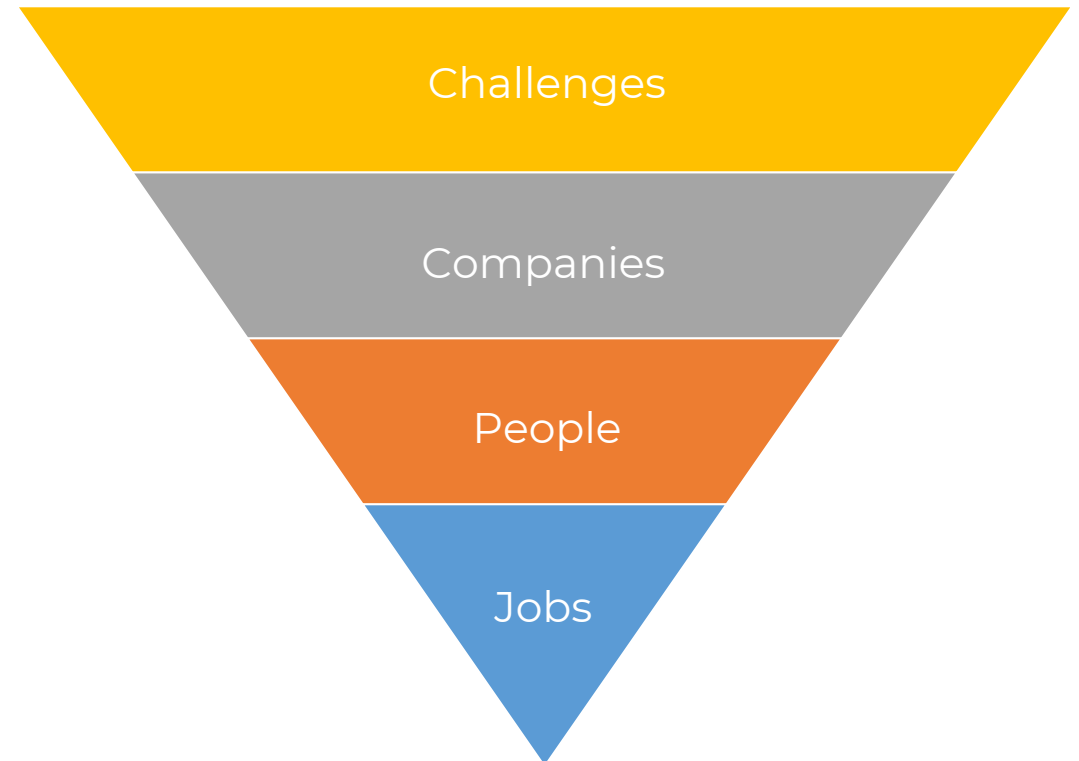
Where can I use the skills & expertise I have developed?





THE CHALLENGE METHOD

If you don't choose the challenges you want to work on, someone else will choose for you. -J.P. Michel, Spark Path



CHALLENGE CARDS

“The old system of career development was built for the industrial economy. We need to focus beyond job titles and focus on teaching young people to solve the challenges of today and the future.” J.P. Michel, Spark Path



STEP 1

Go to app.mysparkpath.com click **SIGN UP**, and create a **STUDENT account**.



STEP 2

Insert Western's unique code **ttvub89cgdd8bcu** and sort the cards.



STEP 3

Post your top three challenges to social media, or ask people in your network "who is working on this challenge?"

ODYSSEY PLANS

Timelines

- Major Milestones
- Professional & personal
- At least one per year

Descriptive word title (3-6)

The Dashboard

THREE VERSIONS OF MY FUTURE SELF



THING #1

What am I currently doing?
Where would you like to
see that go?



THING #2

What happens if thing #1
goes away? What else
could you do?



THING #3

The other. If money or
reputation were no object,
what would you do?

ODYSSEY PLAN EXAMPLES

FULFILLING EXPECTATIONS: BECOMING A CORPORATE LAWYER

1	2	3	4	5
Law school at Harvard	Law school year 2	Law school year 3	Start work at a firm	First-year associate
Quit job at non-profit	Work as an LSAT tutor for extra money	Take the Bar exam	Get married	Buy a place in Boston
Move to Boston area		Trip to Spain		

Alternative Plan #1



6 Word Title: Fulfilling Expectations: becoming a corporate lawyer

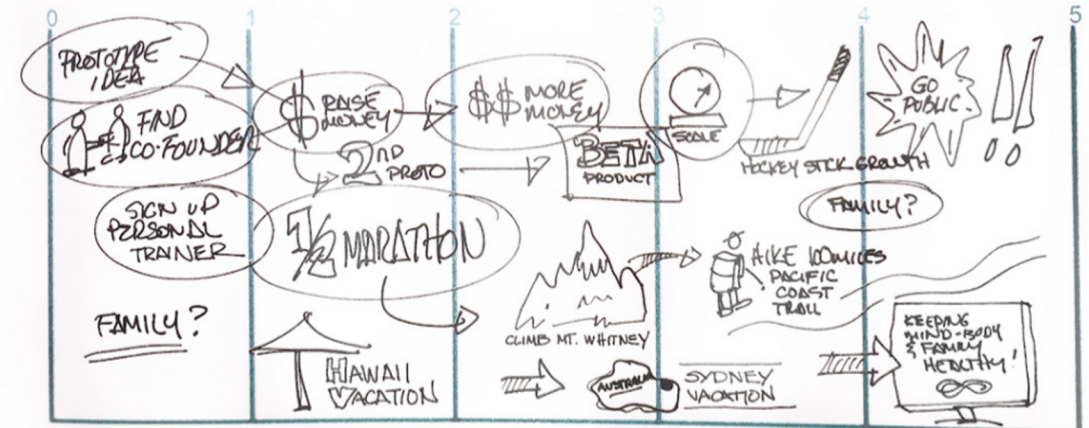
Questions this plan addresses:

1. Do I want to take on debt?
2. Will I find the work fulfilling?
3. Will my partner want to live in Boston?

SOURCE: Bill Burnett and Dave Evans, "Designing Your Life"

BUSINESS INSIDER

Title: "All In - The Silicon Valley Story"



Alternative Plan #1



6-word title:

ALL IN - THE SILICON VALLEY STORY

Questions this plan addresses

1. DO I HAVE WHAT IT TAKES?
2. IS MY IDEA GOOD ENOUGH?
3. WILL I ATTRACT VC \$\$\$





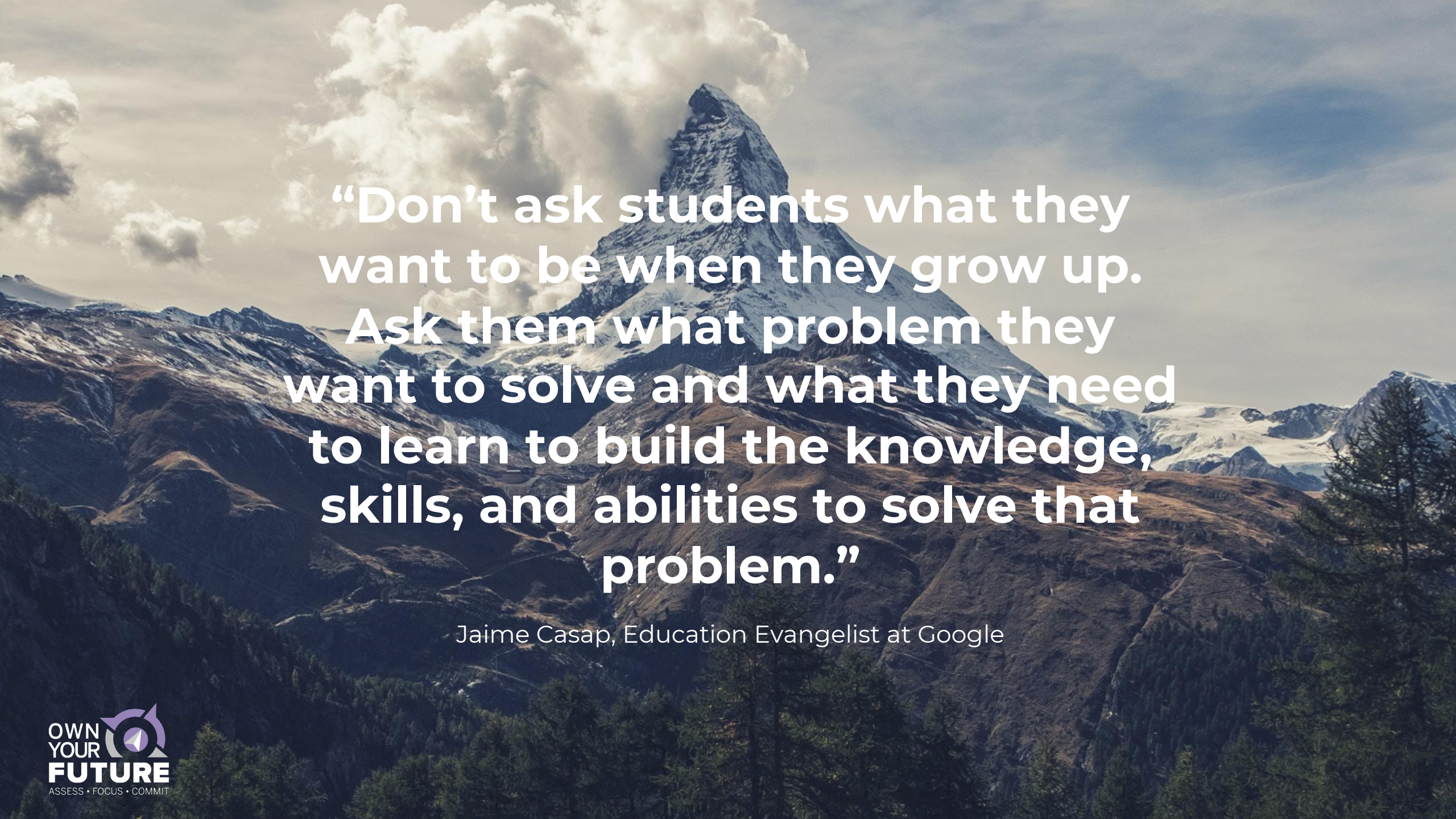
ALTERNATIVE FUTURES BRIEFING

Presenter

- Quick flyover of your 3 plans (title, timeline, dashboard)

Listener

- Give 2-4 specific affirmations from the plans.
- Notice 1-2 things that prompt you to ask. “Tell me more about...”?



“Don’t ask students what they want to be when they grow up. Ask them what problem they want to solve and what they need to learn to build the knowledge, skills, and abilities to solve that problem.”

Jaime Casap, Education Evangelist at Google

ACTIVITY: Complete Career Construction Interview question and reflection exercise

CAREER CONSTRUCTION INTERVIEW

“What are your three favorite television shows, Podcasts, YouTube Channels or websites? Tell me what you like about them?”



WHERE HAVE PHD'S USED THEIR EXPERTISE?



IMAGINE PHD

Career goal-setting
platform for Social
Science & Humanities
PhDs



CHEEKY SCIENTIST

Community for STEM
careers in industry.
Interviews, webinars,
etc.



10,000 PHDS

Career outcomes of
10,000 University of
Toronto PhD
Graduates



MYIDP

Career goal-setting
platform for STEM
PhDs including info
& resources for
versatile careers



WHERE HISTORIANS WORK

Career outcomes of
8,523 Historians who
earned PhDs in US



BEYOND THE PROFESSORiate

Membership
community for careers
outside of academia.
Interviews, webinars,
etc.

ADDITIONAL CHALLENGE RESOURCES

80,000 hours

Help as many people as possible lead high-impact careers.

Innocentive project

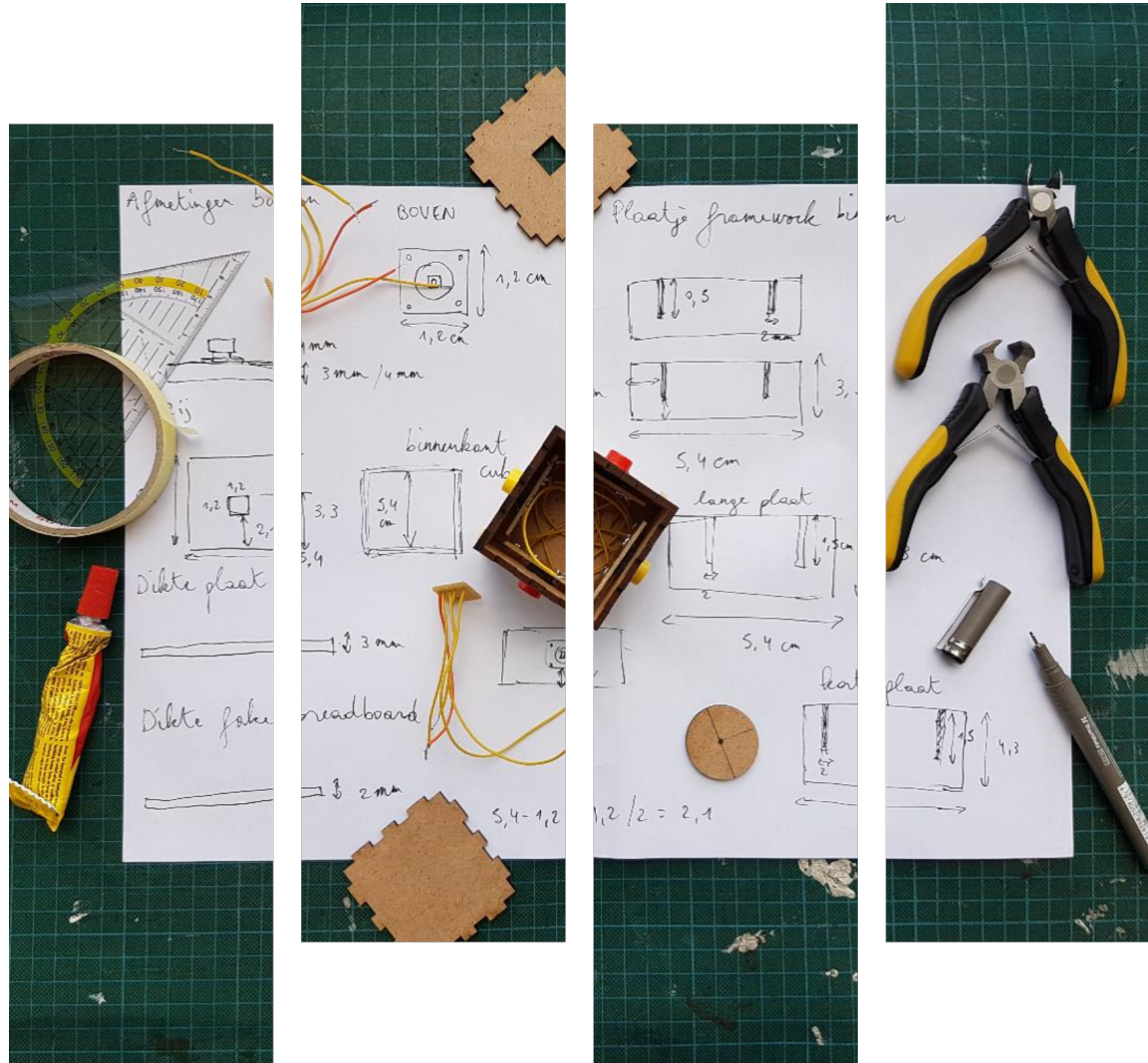
A global pioneer in crowdsourced innovation. They leverage the power of the crowd to help organizations of all sizes solve critical business, scientific, and technical problems.



WHY PROTOTYPE

- Ask interesting questions
- Expose assumptions
- Involve others with your ideas
- Sneak up on the future

TRACK YOUR CONTACTS





HOW TO PROTOTYPE

Conversations ([informational interview](#)), volunteer, conferences, experiential learning, internships, etc.

ACTIVITY: Record prototype ideas and next steps on tracking sheet provided

NEXT STEPS

List 2-5 prototype conversations/experiences you will arrange over the next year.

What is one thing you will do next ?



CAREER ENGAGEMENT

What's Next?

Cultivating Career-Enhancing
Connections

May 29, 2020 - 10:30 to 12:30pm

