

Bringing Together Your Plan

2019 NSF STC Professional
Development Workshop

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Outcomes - Expected

- Identify and assess your **expertise, interests, skills, and values**.
- Articulate your **distinctiveness** to others.
- Learn **self-advocacy and negotiation** skills.
- **Own** your professional development and career choices.
- Become more aware of your **biases**.

Outcomes - Expected

- Understand how to **work collaboratively** with others.
- Enhance **verbal/written communication skills**.
- Research **career fields** beyond traditional academic opportunities.
- Enhance your **personal network** and **manage those relationships** professionally and effectively.

Process

- Prepare
 - Breathe
 - Doodle
- Questions
- Reflection – Think about and outline in your journal (10)
 - Bullet Points
 - Letter to Yourself
 - Think Paper... a Few Paragraphs
 - Draw a Picture
 - Other Approaches and/Questions
- Sense-making (15)
 - Talk about with a partner (10)
 - Revisit your journal (5)

Questions and Take Aways - Your Narrative (2-3)

Put Your Science to Work

- How do I enact the 80/10/10 plan?
- Why did I become a scientist?
- What strengths do I present?
- What experience do I have & need?
- What transferable skills do I have & need?
- What differentiates me (values, skills, interests)—how am I unique?
- What do I say to describe who I am?
- What can I accomplish for your organization?

Diversity on High-Tech Teams

- What's my plan to build my network?
- Who do I ask for a favor and who is my Aunt or Uncle? Why?
- How diverse are my networks & what is my next step to ensure they are diverse?
- What actions will I pursue to embrace cultural differences?
- Who are my allies? How am I an ally?
- In what type of environment will I thrive – how will I get there?
- What commitments will I make to the 30 percent rule?

Questions and Take Aways - Your Narrative (2-3 & Connect to Monday's Reflections)

Strengths Based Leadership

- To me and my work as a scientist, my strengths mean
- What will I say about my strengths with potential employers or collaborators?
- How (if at all) will I talk about my limitations with potential employers or collaborators?

Communicating Your Science

- My communication strengths are ... and to enhance them I will ...
- My communication limitations are ... and to enhance them I will ...
- What aspects of communicating your science will you bring back to your setting?
 - How will you approach introducing them to your team or colleagues, or to your project?

NSF Proposal Exercise *bonus question*

I feel _____ (fill in) about the process of assembling our proposal together.

Questions and Take Aways - Your “Y” Narrative
(Focus on 2-3 for Continuing Reflection; Writing Only)

Employment

Your Individualized Development Plan (IDP)

- What versus Why
 - I choose my career plan because ...
 - I choose my research interests because ...
 - In the long term, I want to be known for X because ...
- Where do you want to be in two years? Why?
- Where do you want to be in five years? Why?

Questions and Take Aways - Your “Y” Narrative (Final Considerations; Writing Only)

- Reflective Work (10)
 - Two things you found most useful
 - Pluses and minuses of the group work
 - Surprises about the grant process
 - Two things you will do immediately, when you return home (What you will commitment to do)
- Why you do what you do (10)
- Suggestions for PARE (10)

Ideas and Sharing