

“Career Workshop”

13rd & 14th January 2019

Taking the next steps – identify your strengths and develop your unique selling point.

Many scientists are unaware of the unique skill set they have developed doing research. Every researcher has special talents that will allow him or her to reach the next career level. Key is to identify these strengths and turn them together with the skills the researcher has already acquired, their interests and values into unique selling point(s). The goal is to use several transition jobs to ultimately secure the ideal position(s) that suits the researcher best.

In this workshop, we will

- use self-assessment with an online tool developed for scientists (“My individual Development Plan” = “myIDP”)
- learn about the advantage of being a scientist in a volatile, uncertain, complex and ambiguous (“VUCA”) world
- remove your blind spots and uncover your potential using feedback tools (JoHari Window)
- identify your personal “SMART” goals and develop your individual career development plan (“CDP”)

Program

Introduction Daniel Mertens

Assessment of the “now”: it’s a complex world

- Impostor Syndrome, the world is becoming more “VUCA” (volatile, uncertain, complex, ambiguous), “Cynefin” problem categorization and problem solving approach, self assessment using the “MyIDP” tool from the “Science” journal, developing “my thing”

Making a plan

- Planning: identifying “SMART” career goals (specific, measurable, ambitious, realistic, time-bound)
- Using the “Eisenhower Principle” for prioritization
- letting go (the “20 dollar auction”)

Getting there

- Using the STAR method (situation, task, action, result)
- Competency introspection cards (Hiring, TEAM heterogeneity = complementing your strengths)
- Using ABT (and, but, therefore) for storytelling your CV
- Pitching
- Negotiation

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SCIENTISTS NEED MORE

Being there (as time permits)

- Feedback as a leadership tool
- Communication as a leader (“Sheep and shepherd”)
- Delegating

Lecturer

Daniel Mertens is biochemist, lecturer and currently successfully leads two research groups at the DKFZ and the University Ulm. He is an advanced skills trainer and mentor with more than 25 years of experience in research and 8 years training experience in Germany, Europe and Africa in academia and industry.