Degree or Career Mindset?

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IT'S YOUR MOVE: NAVIGATING A NEW WORLD
What majors and careers are related?

<table>
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<tr>
<th>Major</th>
<th>Career</th>
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<tr>
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# Possible majors and careers

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## Actual majors and careers

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Degree Mindset
Degree mindset

• Your degree = your career
• Views self from lens of degree
• Promotes tunnel vision (ignores possibilities)
• Can have difficulty adapting to change
• May not to be an active learner
• Can get stuck in career
Career Mindset

- Does not confine career options to degree
- Views self as a compilation of skills and strengths versus just a degree
- Better able to adapt to changes and thrive in uncertainty
- Have vibrant career
- Lifelong learners
Fostering a Career Mindset

- Enhance Self Awareness
- Be Curious
- Have a Bias Towards Action
Enhanced Awareness: Know your strengths

- Strengths are what you excel at doing and are what you use when you are at your best
- Can include talents, skills, personality and values
- Benefits of knowing your strengths includes:
  - Clarity about what situations and environments that you excel in
  - Can suggest possible career options
  - More confident when talking to employers
Know your strengths

• Take one minute to write out your strengths (note as many as you can)
• Now take one minute to write out your weaknesses (note as many as you can)

*Note: you will not have to share what you write*
Debrief

• Students often have difficulty identifying their strengths

• Students often find it easier to identify weaknesses (Negativity bias)

• Highlights the importance of taking the time to identify your strengths and even review periodically
Assess your strengths by answering these questions:

• What do I excel at?
• What do others see as my strengths?
• What do I love doing and what strengths do these suggest?
• What valuable skills do I possess that employers would be interested in?
Other possible activities to increase knowledge of your strengths:

01 Complete the CliftonStrengths and the VIA Character Strengths and meet with a career specialist to talk about your results

02 Ask 3 people, whom you know well and respect, to email you a list of things they think you are good at (writing it is important)

03 Generate 5 to 7 accomplishments or moments when you were at your best and evaluate each for strengths – look for common themes (you could do this with a friend)

To complete a free CliftonStrengths and to meet with a Career Specialist to discuss email: csstdnt@ucalgary.ca
Foster curiosity

• *Curiosity* — a state of active interest or genuinely wanting to know more about something that allows you to embrace the unknown, giving you a greater opportunity to experience discovery and joy.
Curiosity results in

- Openness
- Learning
- Resilience
- Motivation to take action
Act like an investigative reporter in your life and career
How to choose curiosity

- Have a beginner's mindset
- Ask yourself and others questions about challenges you are facing (internal or external)
- Good questions are
  - open ended
  - generate possibilities
Examples of good questions

• What unique careers have people with my degree done?
• What careers would I like to learn more about?
• How can I use my strengths in a career?
• What opportunities are there in today's economy?
• What would I like to learn about?
• How can I gain experience while looking for work?
• What would I love to do?
Curiosity Killers (blind spots)

- Broad assumptions about ourselves, situations and others that limit us
- Narrow our vision and can influence our behaviours (PWC)
- Can be based on facts but have a degree of inaccuracy
- Can stop us from moving forwards
- Can turn blind spots into opportunities by asking good questions

Blind spot
Take care
Examples of common blind spots about our careers

• The economy is poor and there are no jobs
• I don’t have many skills to offer an employer
• Employers do not like international experience
• I have to take further schooling to build skills for the career I want
Use curiosity to address blind spots

Example:
• The economy is poor and there are no jobs

Possible Questions:
• What is the evidence that there are no jobs?
• What evidence suggests that there are jobs available?
• Are there industries that are doing well despite the economy?
• What companies might still be hiring?
• What jobs are in demand because of Covid?
Reflect (5 minutes)

- What is one potential blind spot for you?
- What are some “curiosity questions” that you can use to explore your blind spot?

- Share one potential blind spot on the Jamboard link shared in the chat
Are you a player or a spectator?
Bias towards action

• Players have a bias towards action – they act on their curiosity
• Spectators sit back and often chose inaction often because of fear and/or incorrect assumptions
How to foster a bias towards action

• Try things – build your way forward wherever you are
• “Dream small” – create small actionable goals that are a small “stretch” to build momentum
• Be accountable to someone
• Talk to people who are achievement oriented
• Leverage your strengths
Example

- Curiosity question: How can I become more comfortable interacting with strangers?

- Possible actions
  - Read an article on networking for introverts
  - Participate in a networking session – meet one person
  - Volunteer to call seniors once a week
  - Ask a cashier how their day is going each time I buy groceries
Bias towards action

- Review your curiosity questions
- What are a few small steps you can take in the coming week to begin answering your curiosity questions (if wanted send them to me/Rizwana in the chat)
Story

- Oversees one of the largest manufacturing companies in Uganda and an international fashion company
Wrap up:
Keep a good career journal

- What has gone well?
- What have I learned?
- What have I initiated?
Take Aways

- Take the time to know your strengths
- Foster your curiosity by asking good questions
- “Dream small” and take action
THANK YOU!