

# Career Planning

**EURAXESS North America**  
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# Career Planning

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Breakout room

What is  
successful career planning?

# My Career Journey

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24 years  
8 employers  
3 continents  
4 countries  
6 US states  
11 cities







# My Career Journey



## 2015

- 5<sup>th</sup> year of postdoc
- Co-I/PI \$1.5 million grants
- 17 peer-reviewed publication
- 53 other publications/talks
- 15 years teaching
- Overseeing a lab and up to 30 students and staff at times
- ISU PDA President
- MWPDF Founder and Chair

2000 job applications

5 phone interviews

2 on-site

1 offer

## 2018

- 3<sup>rd</sup> year in a real job
- No grants
- 21 peer-reviewed publication
- 90 other publications/talks
- 18 years teaching
- Overseeing an office - no direct report

5 job applications

5 on-site interview offer  
(declined 2; attended 3)

3 offers



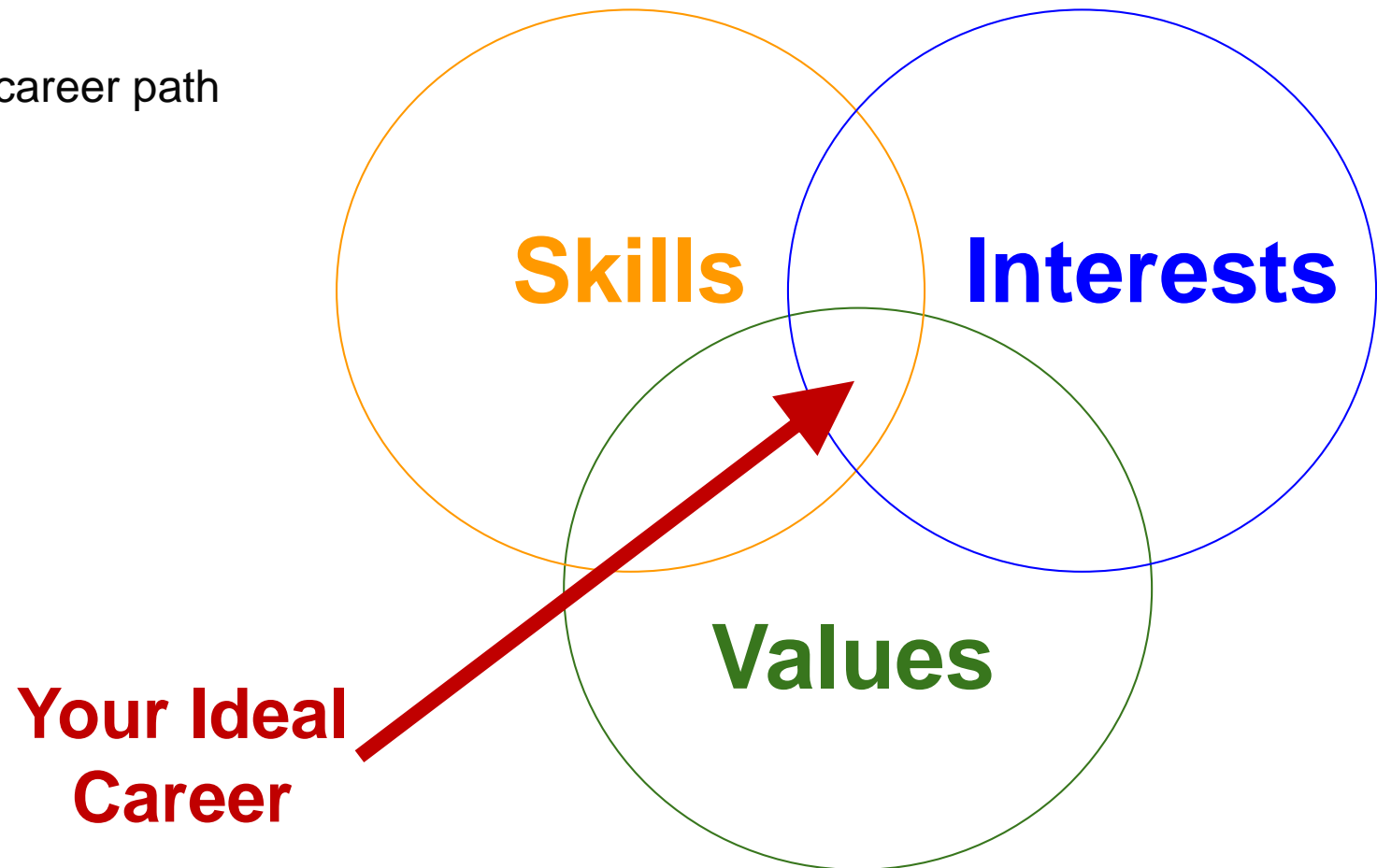
**Shotgun approach vs Sniper approach**

# Career Planning

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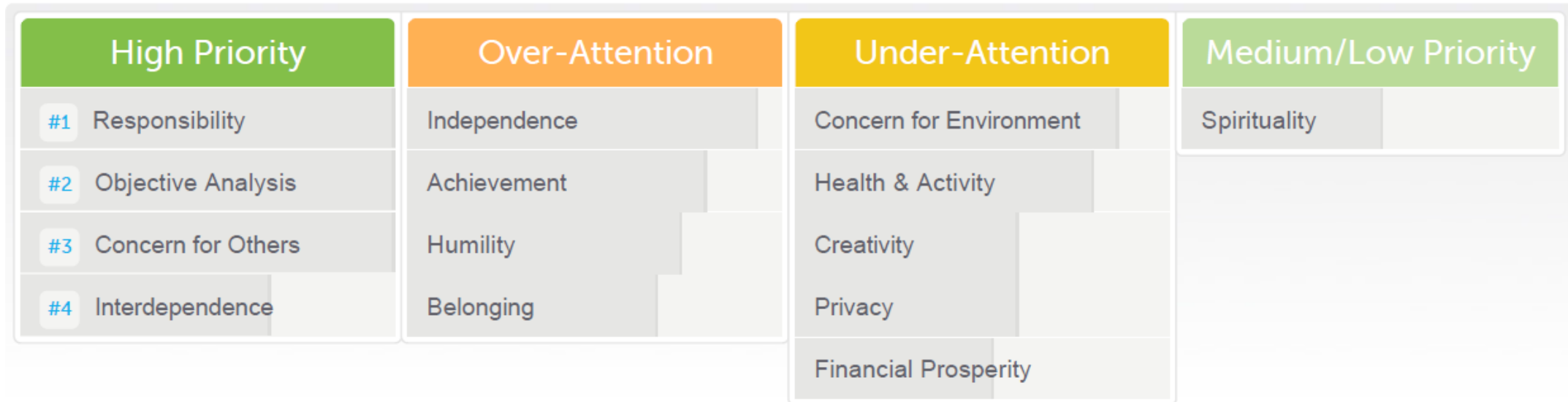
## Self-assessment:

the most detrimental to a chosen career path



# Career Planning: Soft Skills

## Life Values



**LIFE  
VALUES  
INVENTORY**  
clarifying your  
personal  
truth

# Career Planning: Soft Skills

## Domains of Leadership Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p><b>Achiever</b>  <b>Arranger</b>  <b>Belief</b>  <b>Consistency</b>  <b>Deliberative</b>  <b>Discipline</b>  <b>Focus</b>  <b>Responsibility</b>  <b>Restorative</b></p>	<p><b>Activator</b>  <b>Command</b>  <b>Communication</b>  <b>Competition</b>  <b>Maximizer</b>  <b>Self-Assurance</b>  <b>Significance</b>  <b>Woo</b></p>	<p><b>Adaptability</b>  <b>Connectedness</b>  <b>Developer</b>  <b>Empathy</b>  <b>Harmony</b>  <b>Includer</b>  <b>Individualization</b>  <b>Positivity</b>  <b>Relator</b></p>	<p><b>Analytical</b>  <b>Context</b>  <b>Futuristic</b>  <b>Ideation</b>  <b>Input</b>  <b>Intellection</b>  <b>Learner</b>  <b>Strategic</b></p>



# Career Planning: Soft Skills

## Character Strengths



### 1: Bravery 🦁

Not shrinking from threat, challenge, difficulty, or pain; speaking up for what's right even if there's opposition; acting on convictions even if unpopular; includes physical bravery but is not limited to it.

### 2: Fairness ⚖️

Treating all people the same according to notions of fairness and justice; not letting feelings bias decisions about others; giving everyone a fair chance.

### 3: Honesty 🗣️

Speaking the truth but more broadly presenting oneself in a genuine way and acting in a sincere way; being without pretense; taking responsibility for one's feelings and actions.

### 4: Perseverance 🏔️

Finishing what one starts; persevering in a course of action in spite of obstacles; "getting it out the door"; taking pleasure in completing tasks.

### 5: Kindness 🎁

Doing favors and good deeds for others; helping them; taking care of them.

### 6: Leadership 🗣️

Encouraging a group of which one is a member to get things done and at the same time maintain good relations within the group; organizing group activities and seeing that they happen.

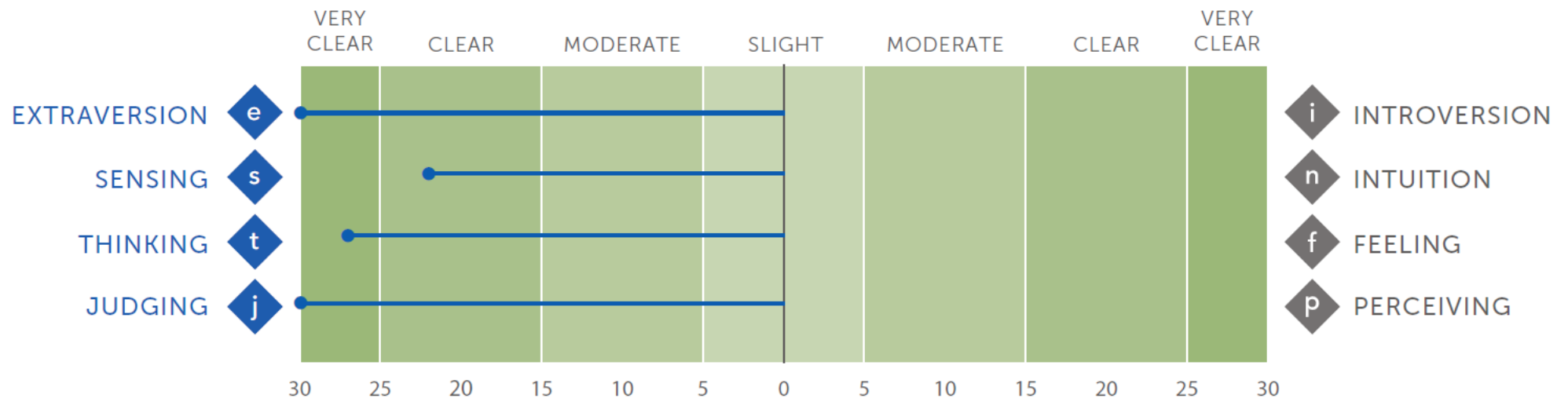
# Career Planning: Soft Skills

## Personality Type

Your reported Myers-Briggs personality type  
**ESTJ**

Your preferences  
**Extraversion | Sensing | Thinking | Judging**

### CLARITY OF YOUR PREFERENCES: ESTJ



PCI RESULTS:    EXTRAVERSION | 30    SENSING | 22    THINKING | 27    JUDGING | 30

# Career Planning: Soft Skills

## Personality, IQ, and lifetime earnings

Miriam Gensowski <sup>a, b, 1</sup> 

*Labour Economics* 51 (2018) 170–183

Openness

Conscientiousness

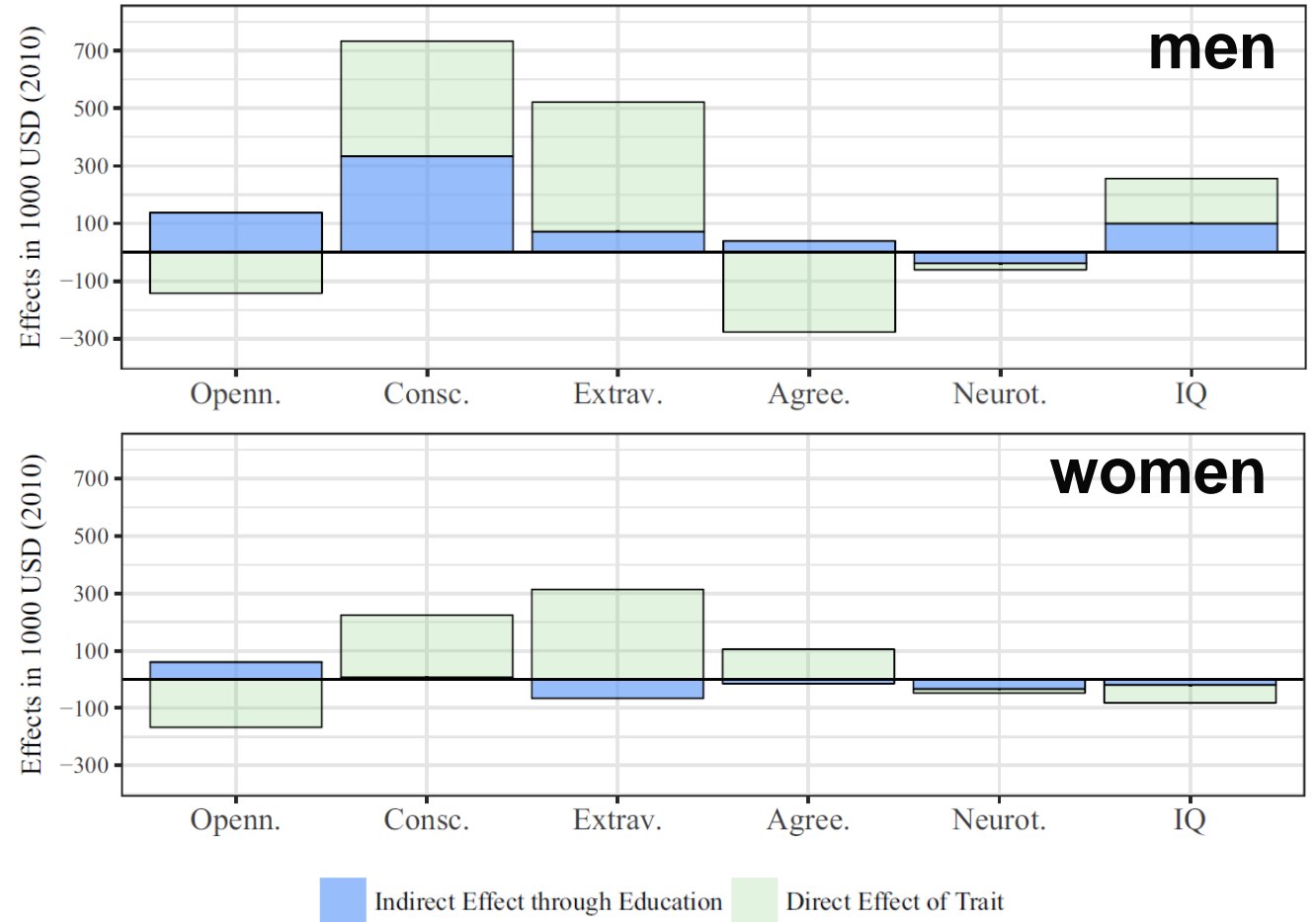
Extraversion

Agreeableness

Neuroticism

IQ

Decomposition of marginal effects of traits, men (top) and women (bottom). Stacked marginal effects showing how much an increase of one standard deviation in each personality trait influences total lifetime earnings.



# Career Planning: Soft Skills

## RESEARCH ARTICLE

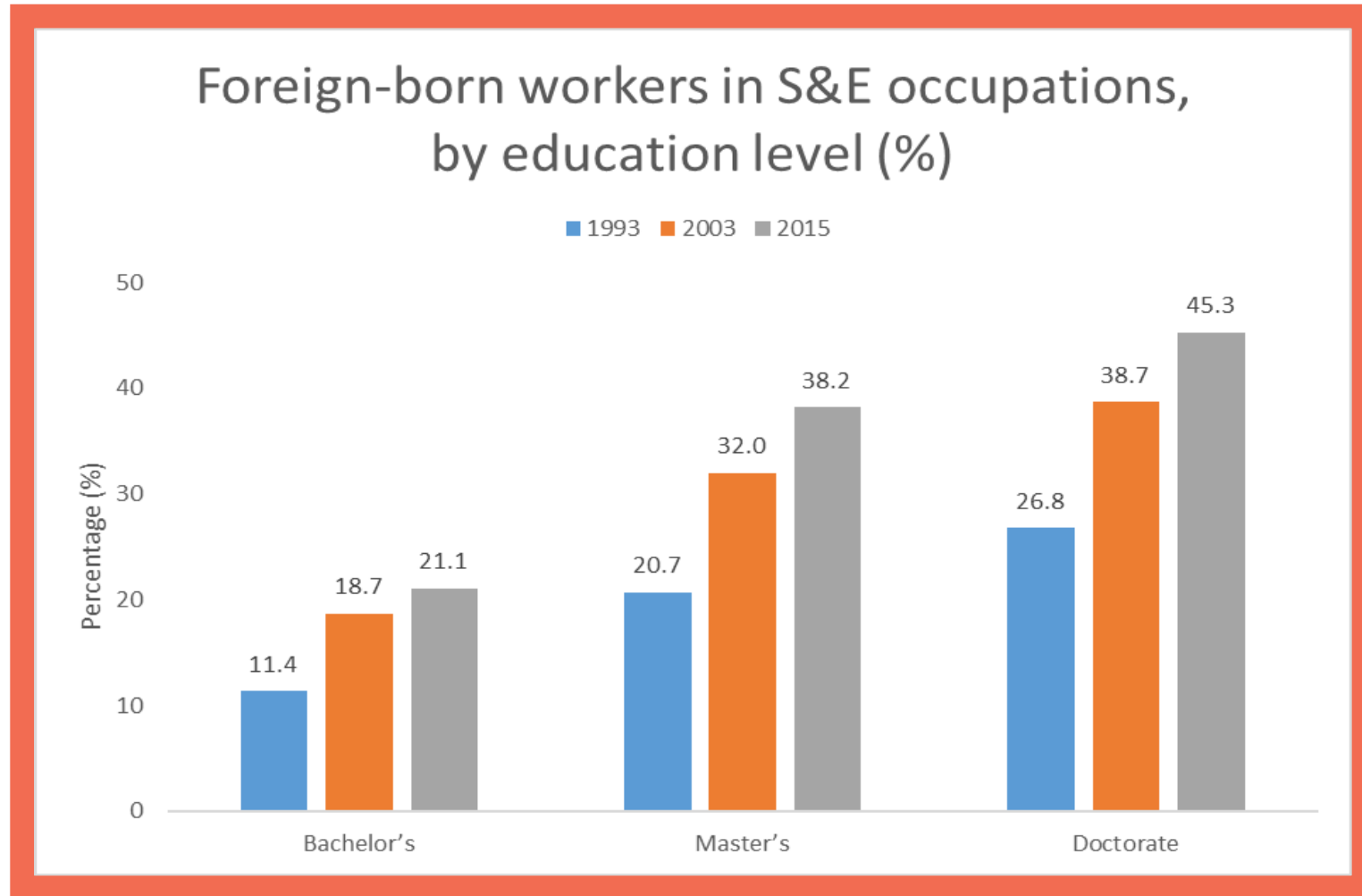


### Why East Asians but not South Asians are underrepresented in leadership positions in the United States

Jackson G. Lu, Richard E. Nisbett, and Michael W. Morris

PNAS March 3, 2020 117 (9) 4590-4600; first published February 18, 2020

- “Glass ceiling” versus “bamboo ceiling” ( $n = 11,030$ )
- “**South Asians**” outperformed “**East Asians**” as well as “**Whites**” in attainment of leadership positions
  - consistently explained by cultural differences in “**assertiveness**”, but not by “prejudice” or “motivation”
- three Asian Americans on the list of 2019’s most highly paid CEOs
  - All have cultural roots in South Asia.





## CQ CAPABILITIES

There are four primary CQ capabilities.

### CQ DRIVE

Your level of interest, persistence, and confidence during multicultural interactions.

### CQ KNOWLEDGE

Your understanding about how cultures are similar and different.

### CQ ACTION

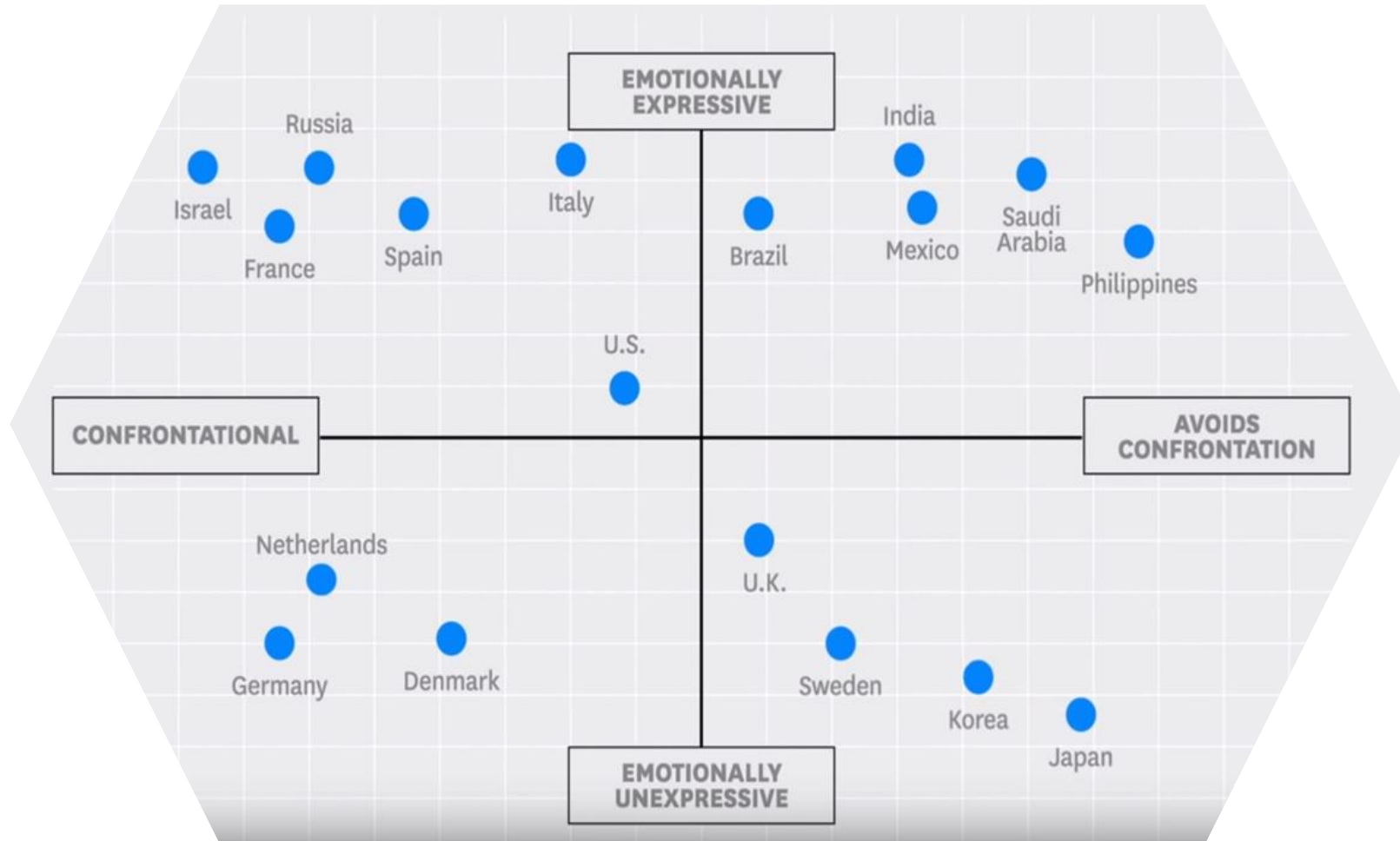
Your ability to adapt when relating and working in multicultural contexts.

### CQ STRATEGY

Your awareness and ability to plan for multicultural interactions.

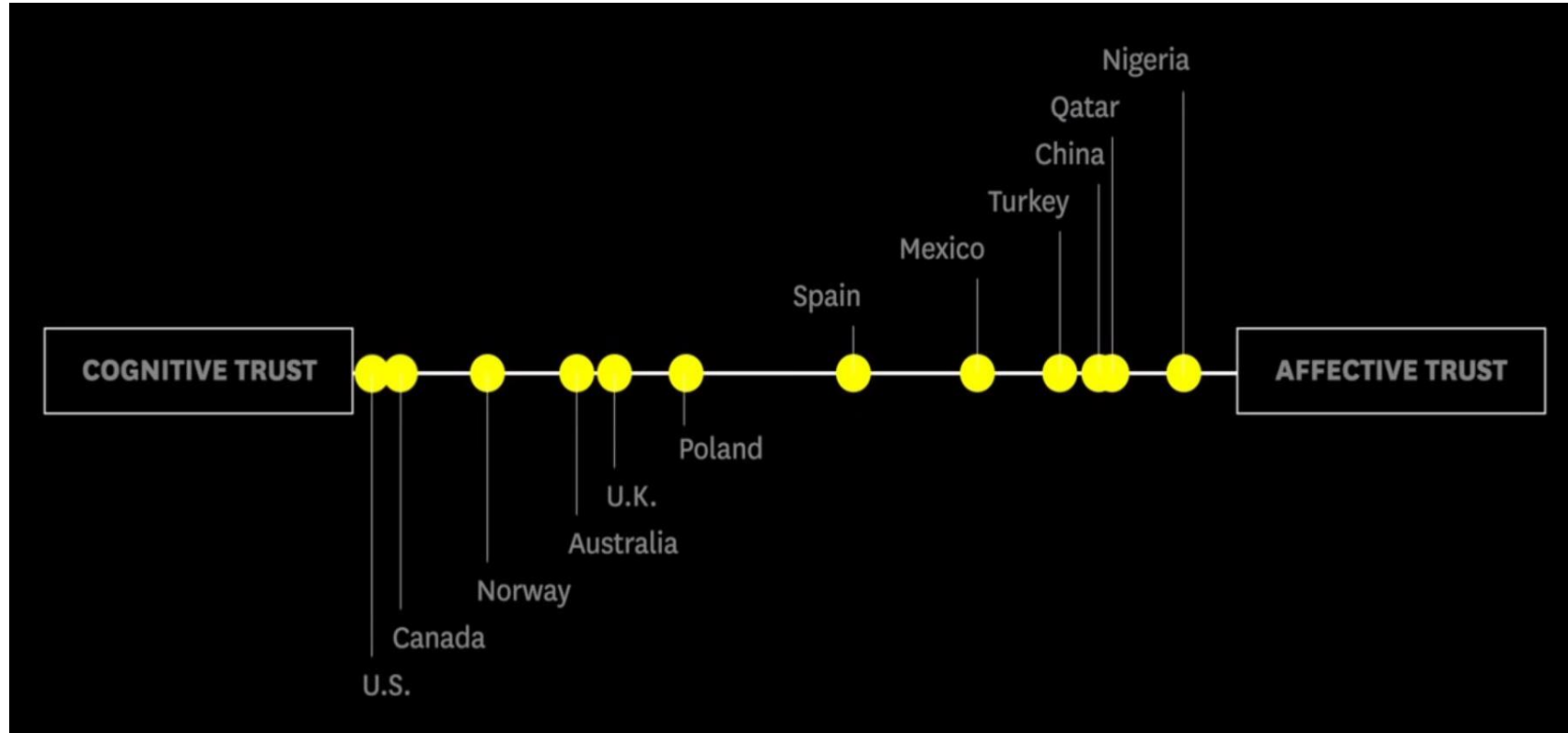
# Career Planning: Soft Skills

# Cultural Intelligence



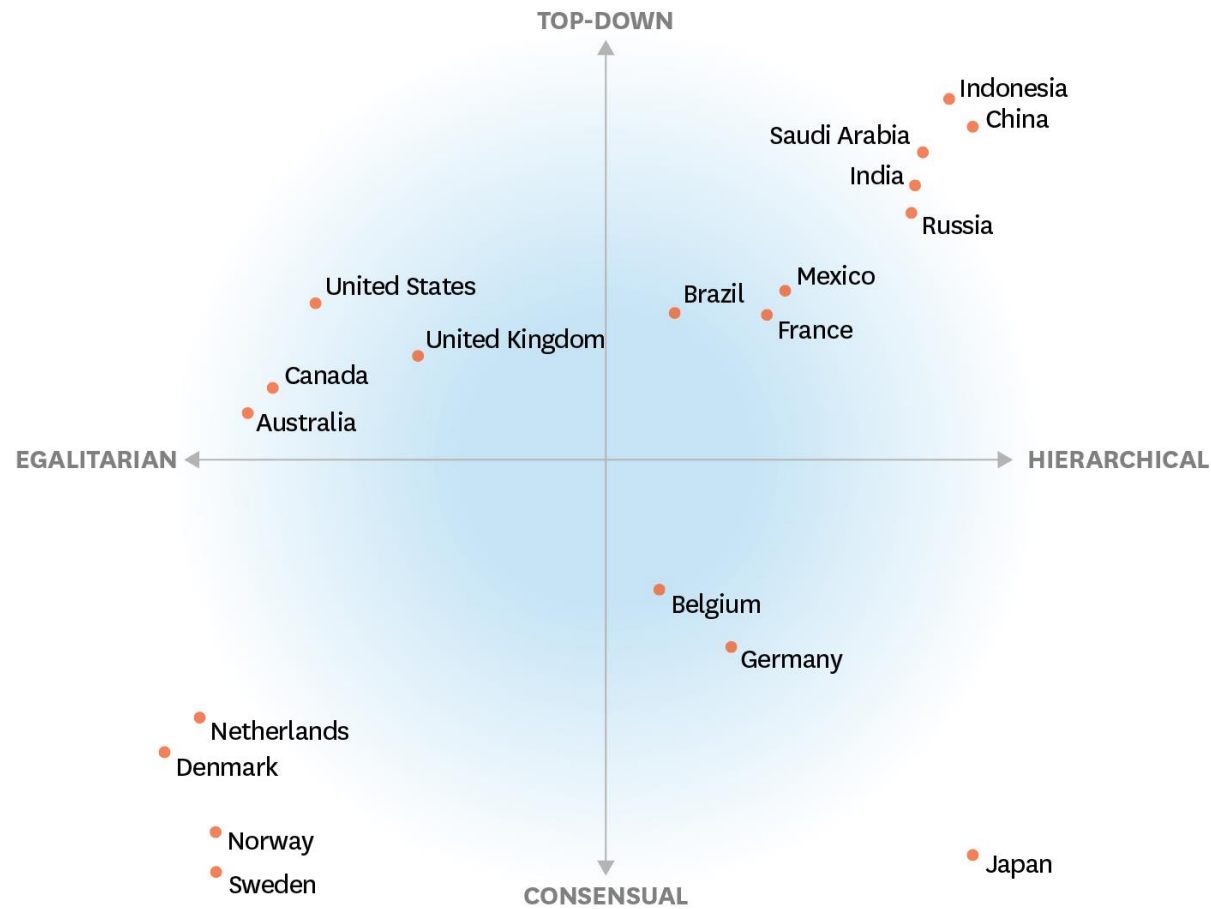
# Career Planning: Soft Skills

## Cultural Intelligence



# Career Planning: Soft Skills

# Cultural Intelligence



# Career Planning: Soft Skills

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Research conducted by Harvard University, the Carnegie Foundation and Stanford Research Center, has all concluded that

**85% of job success comes from having well-developed soft skills and people skills,** while only 15% of job success comes from technical skills and knowledge (hard skills).

*A Study of Engineering Education*





# Career Planning

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## Self-assessment:

the most detrimental to a chosen career path

**Breakout room**

# Who am I?

# Career Planning (IDP: Individual Development Plan)

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## CAREER AND PROFESSIONAL DEVELOPMENT

Skill building

Self-Knowledge

Career Exploration

Job hunting

Navigating the resources, setting goal and making a SMART\* plan

\* **S**pecific, **M**easurable, **A**chievable, **R**elevant, **T**ime bound

# Career Planning

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<https://www.imaginephd.com/>



<https://chemidp.acs.org/>



<https://myidp.sciencecareers.org/>



# Career Planning

- Be mindful of your **“virtual brand”**
- Avoid **“opportunity deserts”**
- Be proactive on addressing **“residency status”**
- **Develop a niche’** - expertise in an area of increasing importance
  - Leads to promotion or other opportunities
  - Makes you harder to replace – indispensable!
- **“Shotgun” approach vs “Sniper” approach**
  - Avoid ATS and HR recruiters



consigliere  
@moyodre

How would you write “I changed a light bulb” on your resume?



M  
@MuyiwaSaka

Single-handedly managed the successful upgrade and deployment of new environmental illumination system with zero cost overruns and zero safety incidents.

# Career Planning

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## **Network Network Network!** *(vs. nepotism)*

- **Network = Social Capital = Most valuable currency in Career Planning**
- **Develop a pitch** – make them curious and interested!
- **Attend events:** university events, diasporas, meetup.com groups, internationations.org groups, toastmasters, incubators, WIB, WIT, AWIS, etc.
- **Informational interviews:** LinkedIn, your alma mater alumni, etc.
- Form **group of mentors:** Advocate, subject-matter expert, strategic-in
- Pursue **experiential learning opportunities;** e.g., internship, externship



How do I  
Network effectively?

# Career Planning

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## Utilize your diverse background

High mobility: effective in dealing with repetitive change

- High self-confidence and self-reliance
- Intercultural identity
- High cultural intelligence
- Cross-cultural skills
- Multicultural, openness to change
- Cultural empathy
- Enhanced creativity [vs immobile scientists]
- Better performance [vs immobile scientists]

# Thank you.

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