Taking Charge: Being Intentional with your Professional Development and Legacy

PRESENTED BY:
Janet Scannell • Jenn Stringer • Diane Butler • David Greenfield
Today’s (Last Session of the Day) Agenda

Let’s Talk about **Your Professional Development**

1) Reconnecting

2) Reflecting

3) Forecasting
Take Charge of your Professional Development!!

Owning Your Professional Development: A Frye Class Reconnects, Reflects, and Forecasts

by Jenn Stringer, Merri Lavagnino, Diane Butler, David Greenfield and Janet Scannell

Monday, September 11, 2017
Editors' Pick
Reconnecting
Enough about our event...

What about YOU?

Who would you consider a mentor?
Do you have a peer group which you relate?
Reflecting
Did our Frye Experience Make an Impact?

- Survey to full cohort
- 82% response rate (36/44)
What best describes your current work situation. (36 responses)

- 66.7%: I am employed in a higher education IT or library role.
- 13.9%: I am employed in higher ed in a different role.
- 11.1%: I am employed outside of higher ed.
- Other: I am retired.
Have you advanced in your career since Frye? (36 responses)

- Extremely: 30.6%
- Very: 47.2%
- Moderately: 16.7%
- Slightly: 4.4%
- Not at all: 1.4%
How much do you feel Frye played a part in advancing your career?
(36 responses)

- Extremely: 55.6%
- Very: 22.2%
- Moderately: 19.4%
- Slightly: 2.8%
- Not at all: 1.1%
Mentorship

30 out of 36 have mentored formally or informally

10 mentioned working with formal mentoring programs

**mentor**

/ˈmɛnˌtɔr, ˈmenˌtɔr/

noun

1. an experienced and trusted adviser.
   *he was her friend and mentor until his death in 1915*
   synonyms: adviser, guide, guru, counselor, consultant; confidant(e)
   *his political mentors*

verb

1. advise or train (someone, especially a younger colleague).
Activity - 10 min

- In groups of 3 or 4 share your most memorable professional development experience.
- Name the key reasons it was meaningful.
- Summarize the top two findings from your group.
Activity - Report Back - 5 min

- Each group name the top two things in one sentence or less. Be sure to include why that experience was meaningful.

- If another group has already said one of yours, choose another item or pass to the next group.
Key Takeaways

1. **Time.** Look for programs that enable you to interact with others from diverse organizations and that take place over a longer time. Programs that are at least a week long enable you to immerse yourself in the content and make meaningful connections with the other participants.

2. **Focus.** When you go to a professional development meeting or event, leave your day job at the door. You won't get the most out of your experience if you are answering e-mail or focusing on the daily work crisis.

3. **People.** Spend time getting to know the others in the program. This is your chance to build connections at national and even international levels. Introverts, we know this is hard, but you will find it worth the effort!

4. **Fun.** Programs that include social activities that are not work related really help with bonding, as well as with applying the skills you are learning.
Legacy

Content by: Merri Beth Lavagnino
Indiana University
Have you thought about your legacy and what you wish to complete prior to a career change or retirement?
(35 responses)

- Yes: 65.7%
- No: 34.3%
anything handed down from the past, as from an ancestor or predecessor
It is who we are and what we live **today** that shapes our legacy for **tomorrow**.
Take a moment to think about the legacies left by some of your predecessors.

- What resources did they leave behind for you and your colleagues?
- How did they shape your organization's culture?
“It doesn’t matter what you do, so long as you change something from the way it was before you touched it, into something that’s like you after you take your hands away.”

- Ray Bradbury, Fahrenheit 451
What are some ways that you have already left a legacy in your workplace?

What projects or mentorship efforts will be most lasting?
Now think ahead:
What legacy do you want to leave?
What would your next 10 years look like?
Thank you!

David Greenfield (dgreen@ilstu.edu)
Janet Scannell (jscannell@carleton.edu)
Jenn Stringer (jstringer@berkeley.edu)
Diane Butler (dianeb@rice.edu)
Additional Resources
Do a Personal Assessment

Values -
What makes me happy at work?
What is weighing on me related to my current career/position/work environment?

Strengths -
What are my natural gifts?
How do others describe me?

Passions & Interests -
When time flies, what am I doing?
How do I spend my spare time?

Personality -
What types of projects energize me?
In what work environment am I most productive?

Meaningful Work -
When you look back on your career, what do you hope you accomplished?
What is calling you?
Homework Activity

• Imagine yourself ____ year(s) from today. A press release is being written about you. What does it say? What adjectives are used to describe you? What is/was your title? What are/were your key responsibilities/projects/duties? Why are people excited and enthusiastic about you?
Personal Branding

A way of communicating about ourselves beyond our job title!
Personal Brand Statement

Your statement is 1-2 sentences answering:
• What value you provide (what problem do you solve)
• How you do it uniquely (your USPs)
• Whom you do it for (your target audience)

Your personal brand statement is distinctive to you and you alone and should focus on what you want to become or what you want to be remembered for.
Examples of Personal Brand Statements

I make complex technology topics digestible for the public.

Relationship manager motivated by connecting students to opportunities

Strategic leader & relationship builder organizing complexity to make a lasting difference in people’s lives

I solve problems to keep research projects moving forward.

Educator taking time for an individualized approach to education in the public schools
Activity

● Write your brand statement.
   ○ Write it for whatever need you have right now.
Taking Charge: Being Intentional with your Professional Development and Legacy

PRESENTED BY:
Janet Scannell • Jenn Stringer • Diane Butler • David Greenfield