Graduate Student Success: A Framework for Linking Career Development Theory, Mentoring, and IDPs

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Session Goals

- Raise your awareness of career development processes
- Provide a framework for approaching career development facilitation
- Encourage your intentionality in facilitating students’ career development
- Describe concrete strategies for enhancing your career development efforts with students
What is the purpose of graduate education?
Mastery of Technical and Disciplinary Knowledge in Field

Mastery of Tacit Skills Needed to Craft Career That Fits One’s Needs & Wants

Know *What* Skills + Know *How* Skills = Career Dev

Interventions

Faculty/Research Advisor Mentoring

Grad Program Coordinator
What are some career development needs or challenges for students in your training program or department?
Primary Career Development Questions

• Who Am I?
• Where Am I Going?
• How Do I Get there?
• Career readiness, also known as career maturity, is successful coping with developmental tasks and required decisions associated with one’s life stage.

• Career Decisions – isolated events occurring at specific time points

• Career Readiness – process of continual development comprised attitudinal and cognitive dimensions needed to reach and act on career decisions
Career exposure → Career readiness → Career awareness → Life-long career management
## 4 Components of Career Readiness

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<tr>
<th>Career Readiness Factor</th>
<th>Primary Tasks</th>
<th>Related Career Readiness Question</th>
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<tbody>
<tr>
<td>1. Career identity</td>
<td>Knowledge of one’s goals, interests and talents (i.e., skills and abilities)</td>
<td>“What career pathway(s) suits me at this time?”</td>
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<td>2. Career exploration</td>
<td>Gathering career information and expanding career possibilities</td>
<td>“What biomedical research and research related careers exist?”</td>
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<td>3. Career planning</td>
<td>Gaining knowledge of necessary actions to pursue career goals</td>
<td>“What does it take to work in those careers?”</td>
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<td>4. Career decision-making</td>
<td>Narrowing career options, weighing career information and alternatives</td>
<td>“What career pathway can I commit to at this time?”</td>
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Resources
Self-Assessment

• Who Am I? Career-Identity
  • Self-knowledge, clear stable picture of ones’ interests, skills and abilities

Exploration

• Where Am I Going? WOW Info
  • Occupational knowledge—what are available career paths. What does it take to work in each career path?

Career Planning

• How Do I Get There? Career Planning
  • Mentoring, IDPs, WISCareers

Career Readiness

• Career resilience
  • Career SWOT Analysis
Career Resilience

- Developing a sense of confidence—self-efficacy
- Forming positive views of the WOW in one’s discipline
- Navigational skills—developing social capital
- Developing social networks
- Developing skills to attract sponsorship
Thank You

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