Get together for doctoral students and supervising professors

10th May, 2019, at 11.30-15.00 Dipoli

13:35 – 14:05
Personal Development as a target

Riikka Rissanen, HRD Specialist
Drifting and deciding
## Career paths // ENG statistic

<table>
<thead>
<tr>
<th>Year of graduating</th>
<th>Aalto-university</th>
<th>Other univ. or research inst. in Finland</th>
<th>Universitiy or research inst. in other country</th>
<th>Public sector in Finland (incl. univ. of applied sciences)</th>
<th>Public sector in other country (incl. univ. of applied sciences)</th>
<th>Company in Finland</th>
<th>Company in other country</th>
<th>Self-employed</th>
<th>Other</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>28% N=12</td>
<td>16% N=7</td>
<td>12% N=5</td>
<td>2,33% N=1</td>
<td>2,33% N=1</td>
<td>21% N=9</td>
<td>9% N=4</td>
<td>7% N=3</td>
<td>2,33% N=1</td>
<td>N=43</td>
</tr>
<tr>
<td>2017</td>
<td>28,5% N=10</td>
<td>23% N=8</td>
<td>14% N=5</td>
<td>8,5% N=3</td>
<td>14% N=5</td>
<td>6% N=2</td>
<td>3% N=1</td>
<td>3% N=1</td>
<td>N=35</td>
<td></td>
</tr>
</tbody>
</table>
Finding your career path and desired future
Your hidden skills & potential?
PhD skills and competences
1) Profession-specific competence - the broad professional knowledge, attitude, and technical skills required in order to work in a specialized area or profession

2) Transferable skills or domain-independent knowledge - abilities to analyze, pay attention to details, handle a budget, collaborate, abilities to delegate tasks, meet deadlines, motivate others, communication skills

3) Metacognitive skills – self leadership skills such as setting goals, planning, information gathering, evaluating, revising one’s problem solving techniques etc.
Your skills and potential

**EXPLORE EXERCISE 11: Skills Audit**

Please Enter Your Name Below:

<table>
<thead>
<tr>
<th>Key Skills</th>
<th>I have this skill</th>
<th>I enjoy using this skill</th>
<th>Skill Coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Negotiating</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Meeting deadlines</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Accepting responsibility</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Solving problems</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Organising/managing projects</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Planning</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Managing money</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Working with the public</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Increasing efficiency or sales</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Supervising others</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Working well in a team</td>
<td></td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>

| Working with people                |                   |                          | 0                 |
| Caring for and serving people; rehabilitating, healing | | | |
| Demonstrating empathy, sensitivity and patience | | | 0 |
| Helping others make their own decisions | | | 0 |
| Helping others improve health and welfare | | | 0 |
| Listening empathetically and with objectivity | | | 0 |
| Coaching, mentoring, encouraging individuals to achieve goals | | | 0 |
| Mediating                          |                   |                          | 0                 |
| Knowledge of self-help theories and programmes | | | 0 |
| Facilitating self-awareness in others | | | 0 |
| Anticipating people's needs and reactions | | | 0 |
| Encouraging, empowering, advocating for people | | | 0 |
## Career adaptability
(ref. Mark Savickas’s career construction theory)

<table>
<thead>
<tr>
<th>Concern</th>
<th>Control</th>
<th>Curiosity</th>
<th>Confidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>• think actively about what your future will be like and prepare for it</td>
<td>• keep upbeat</td>
<td>• explore your surroundings</td>
<td>• take care to do things well</td>
</tr>
<tr>
<td>• realise that the choices you make today will shape your future</td>
<td>• make decisions by yourself</td>
<td>• look for opportunities to grow</td>
<td>• learn new skills</td>
</tr>
<tr>
<td>• become aware of the educational and vocational choices you need to make</td>
<td>• take responsibility for your actions</td>
<td>• investigate options before making a choice</td>
<td>• work up to the level of your ability</td>
</tr>
<tr>
<td>• become committed to your career</td>
<td>• stick up for your beliefs and count on yourself</td>
<td>• observe different ways of doing things</td>
<td>• solve problems and overcome obstacles</td>
</tr>
</tbody>
</table>

- probe deeply into questions that you have
- take an interest in new opportunities
- take care to do things well
- learn new skills
- work up to the level of your ability
- solve problems and overcome obstacles
There are

20% FORMAL ways to find a job

80% INFORMAL ways to find a job
This is Bill.

He builds networks before being an unemployed PhD.

Bill is smart.

Be like Bill.
Personal Development as a target

Thank you!