



# Careers Conference for Doctoral Researchers

## Developing the critical balance for career success

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# CIHE report reactions

- Main points?
- Reservations?

# Outline of this session

- Explore the elements of the balance
- Your core talents
- How to strengthen your talents for career success

# The balance

Hard / soft

Technical /  
leadership

R&D / business  
acumen

Specialism /  
application

Academic /  
commercial

Core talents /  
market need

IQ / EQ

Qualifications /  
evidence



# What matters most?

- Highly competitive market in both academia and commerce
- Technical abilities a given
- Soft skills are the edge
- Evidence matters

# Your role models

- Think about who in your life has had the greatest positive impact
- What were their positive attributes?
  
- Who drains your energy / success?
- Why?

# Playing to your strengths

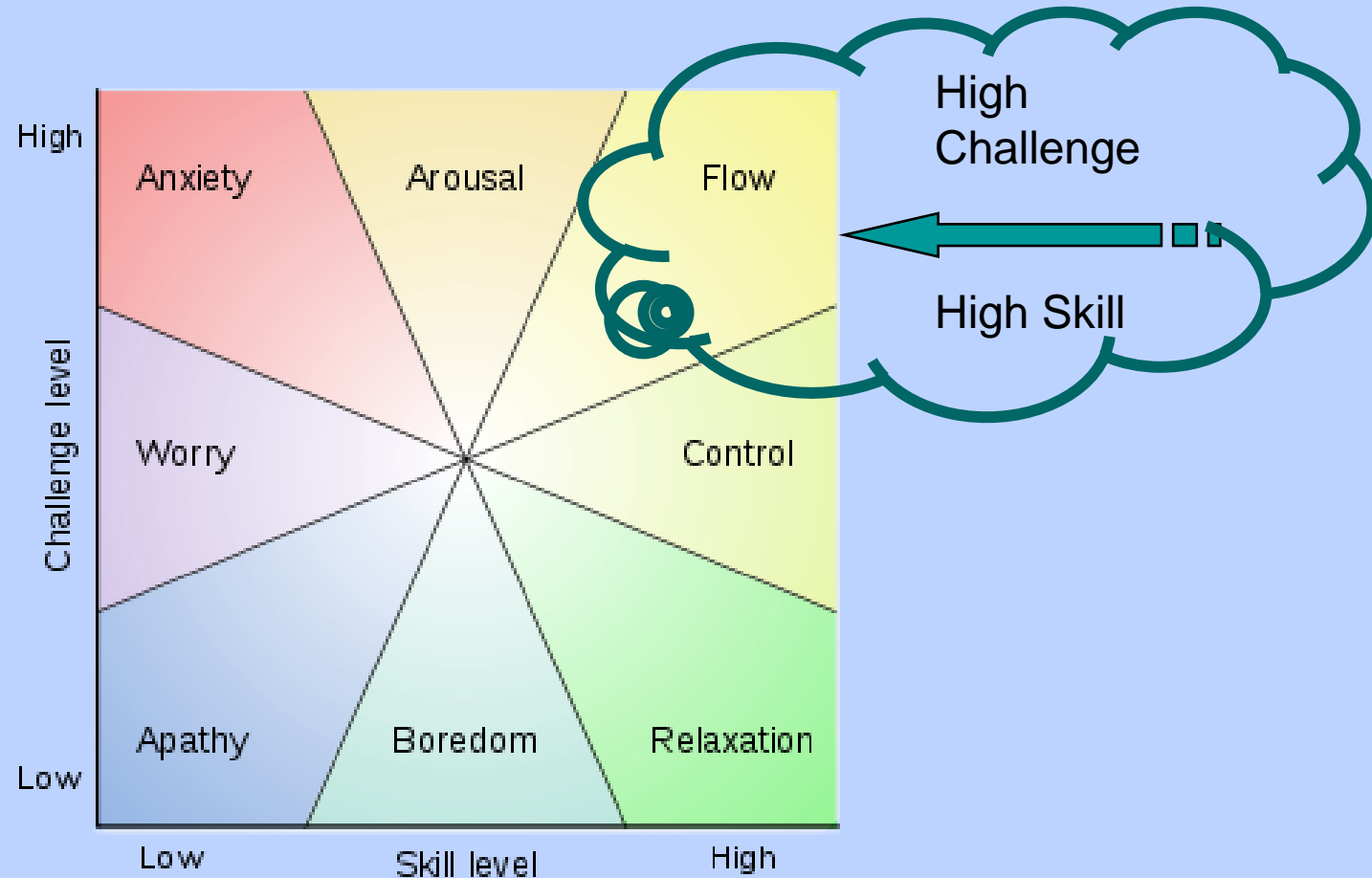
- What are your core strengths?
- How do you know?
- Psychometrics (Myers Briggs, Belbin . . . )
  - Careers website (tests / advice)
- Strengthsfinder 2 – Tom Rath & Gallup
  - 34 themes
  - 40 years of research
  - Over 10 million people

# Be more of who you are

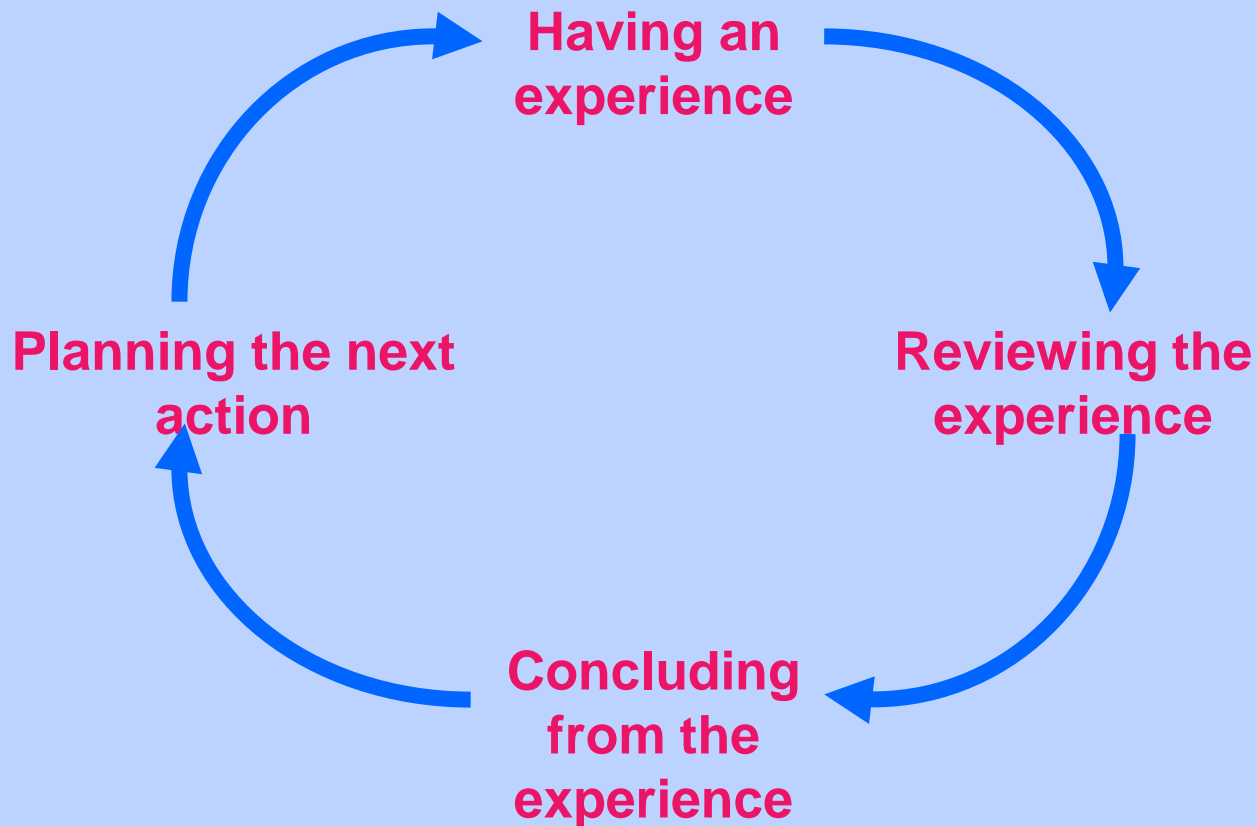
- Play to your strengths
- Plug the gaps with other people
- Find opportunities to practice your strengths
- Experience (and build on) the state of 'Flow' - Mihály Csíkszentmihályi
- Fully immersed in a feeling of:
  - energized focus
  - full involvement
  - success



# The state of 'flow'



# Experiential Learning



# Actively seek input

- Ask for feedback
- Foster a culture of open reviews
- Get involved
- Gather evidence
- Look for appropriate mentor(s)

# Mentors many roles

- Classic mentor (sage)
- Role models
- Teachers
- Advisers (specialism / market)
- Coaches
- Counsellors
- 'Buddies'
- Leaders

# Mentoring contract

- Clarity on what you do and do not want from them
- Clarity on what they can and cannot do for you
- Two way benefit
- Avoid dependency!

# Finding a mentor

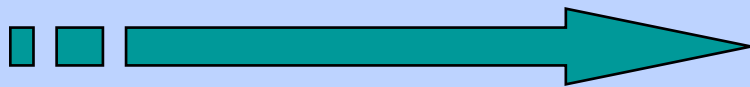
- What different types of mentor might you need?
- Where / how can you find them?

# Mentoring schemes available

- Alumni and peer to peer schemes
- B-Seen / Talent Pool
- Work placements
- . . . . awaiting funding decisions

# Standing out from the crowd

- Play to your strengths
- Find new experiences
- Seek feedback / learn and apply
- Gather evidence of successes



**FLOW**



# “Intense feelings of enjoyment”



**Concentration Is Key**





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