

Where do I fit into the world beyond academy?

Workshop NextStep coaching-
Propel engineer career services

2th of april 2019

**Lic. Ir. Filip Bauwens and Dr.
Marion Liberloo**

**NEXT
STEP
COACHING**



We empower people to find career happiness

Our offer:

coaching & training

Our background:

- scientific research - engineering
- year long experience in professional HR, coaching and consulting.



Goal and agenda

- Getting acquainted
- Answering the right questions
- Market knowledge
- Self knowledge
- Career happiness



Get acquainted!

That's me!



Where do I fit into the world beyond academy?

1. Options? -> market knowledge

1. Who am I? -> self knowledge

1. What is a first step?

Market knowledge

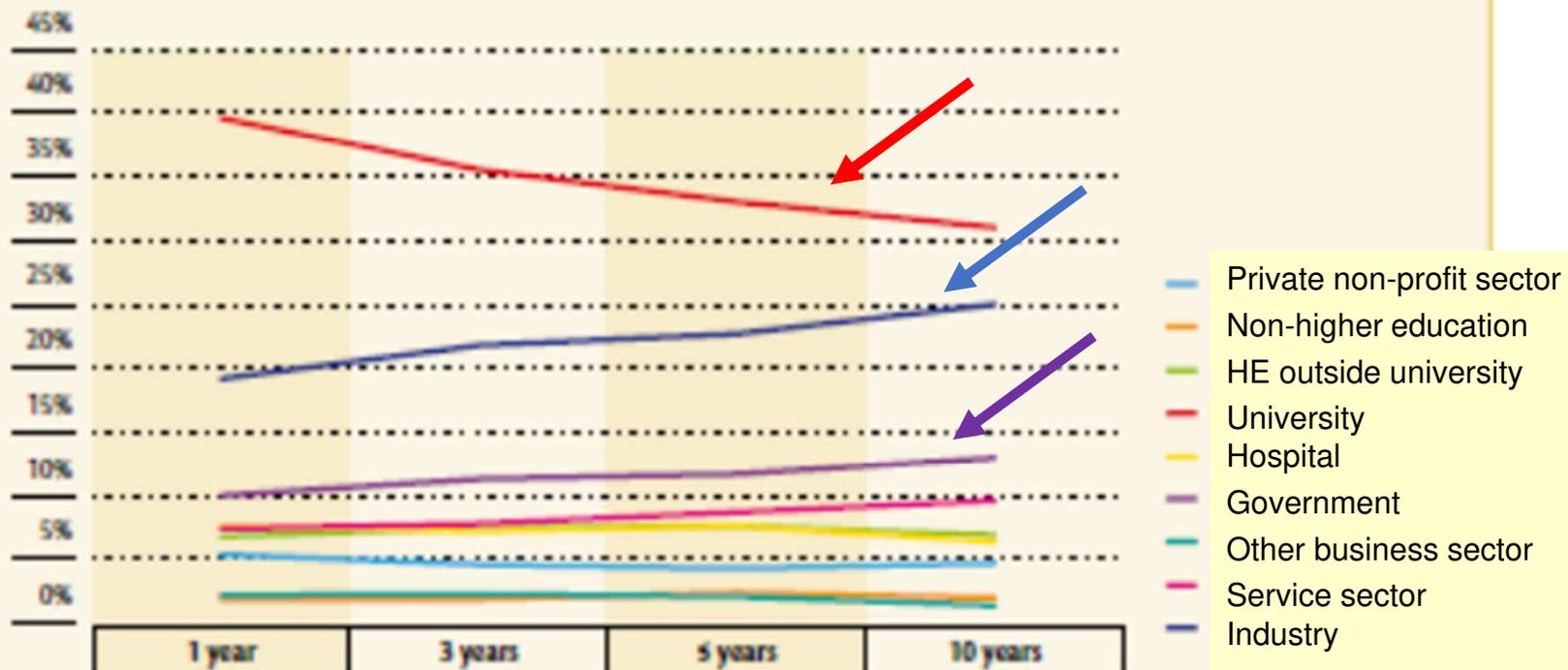
Are you disenchanted with the academic climate?

From F. Muindi, J. Keller, Nature Biotechnology vol 33, nr 7, 2015

- Low rate of getting research funding
- A low availability of faculty positions
- A large insecurity on future planning
- A lack of management
- Social isolation
- Interested in other sectors, experiences

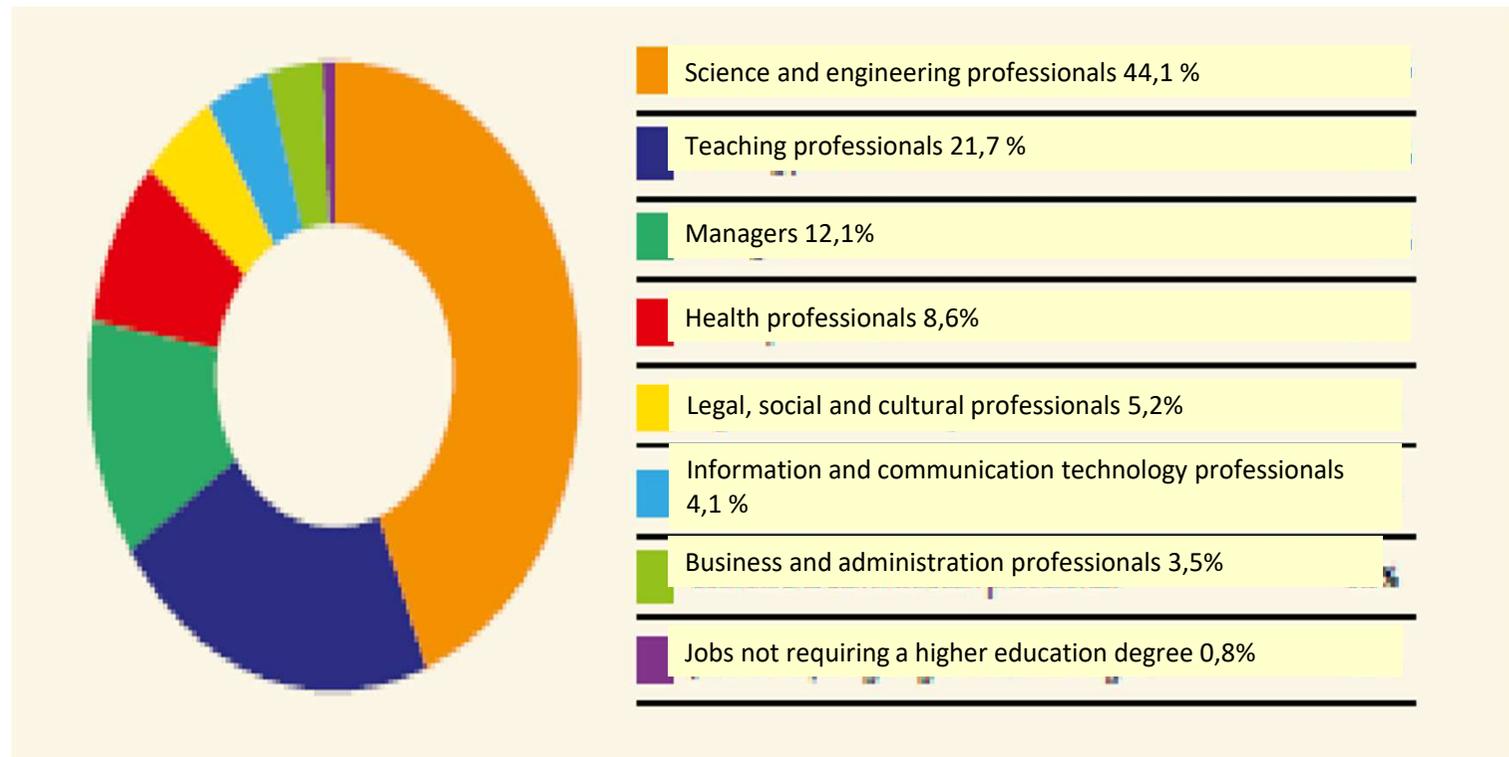
Market knowledge

Sector of employment of PhD graduates, 1 year (N= 2690), 3 yrs (N = 2679), 5 yrs (N=2300) and 10 yrs (N = 1332) after graduation



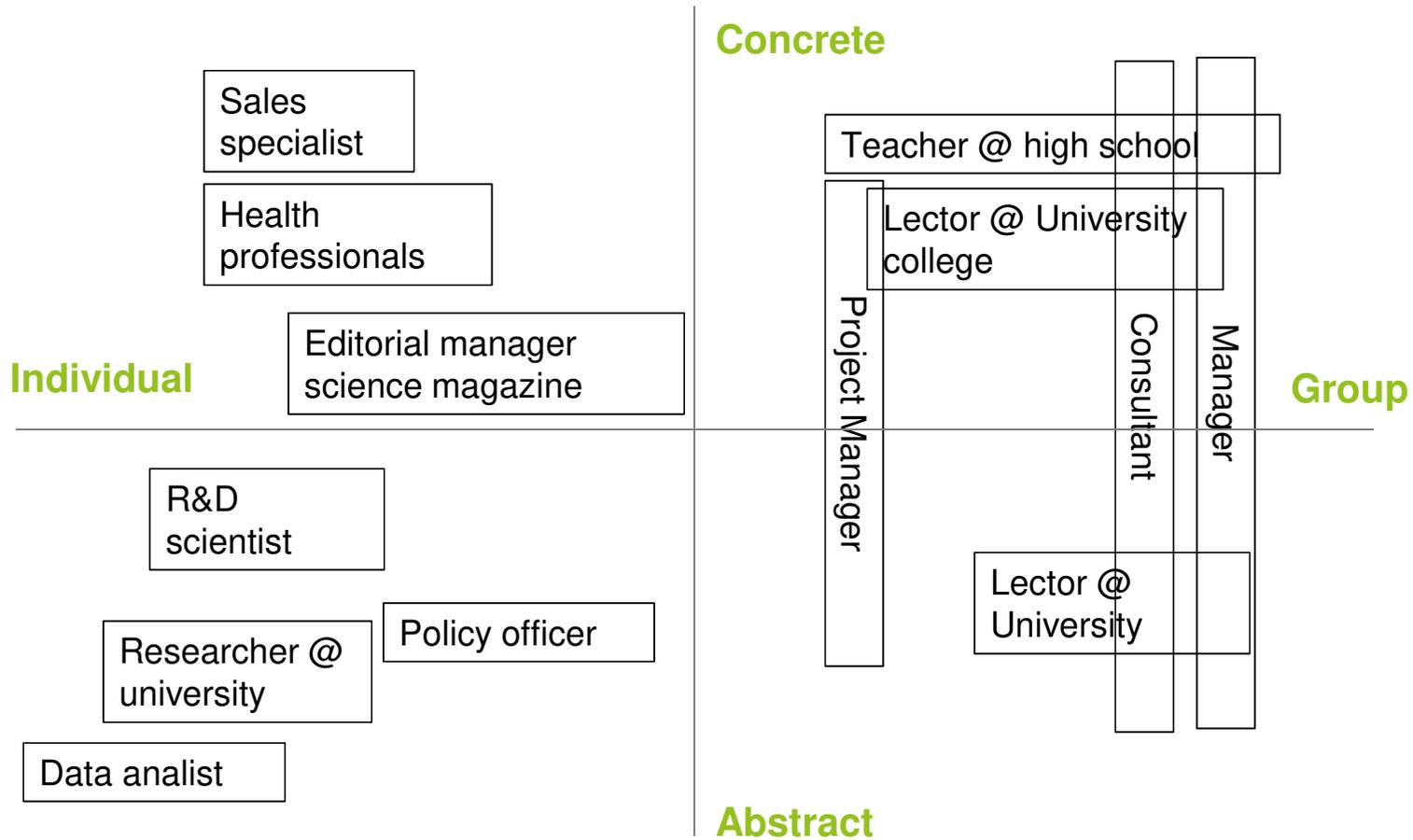
Source: Belgian Science policy office, CDH database 2010

Market knowledge



Source: Belgian Science Policy Office, CDH Database 2010

Market knowledge



3 tips for PHD holders

1. Build your network outside academy
2. Look further than research related jobs
3. Get to know yourself better and develop your interpersonal skills,



Build your network outside academy

- <http://www.beyondacademia.org/>
- Link to research and scientific institutes in Belgium:
<http://194.78.23.108/Doctoreren/Links.aspx>
- Survey on Careers of doctorate holders, 2010:
<https://www.belspo.be/belspo/ScienceConnection/012/CareersDoctorateHolders.pdf>

Build your network outside academy

LinkedIn Groups	
Science jobs	Bio careers
PhD careers outside academia	The science advisory board
PhD to consulting	The PhD forum
Data science central	NIH intramural science
Science, technology & innovation policy	Postdoc career development initiative
Life science talk	Peter fiske- put your science to WORK!
Research methods and data science	Beyond academia: non-academic careers for PhDs
Alternative PhD careers	Life Science professionals
MEdical science Liaison and medical affairs	Science writers
National postdoctoral association (NPA)	Life Science & medical device sales

Stepping out of the "ivory tower" is not easy

You are passionate about research and quitting is difficult

You do not know how to sell yourself to the market

You have no idea about the possibilities in the job market for PhD's

You're uncertain how you fit in the job market

You do not know how to write your C.V. beyond academe



Do you think knowledge
is the key to find the
perfect job?

You have a well-trained
mind and yes, knowledge is
important,
BUT.....



Look at this first: what do you think is the best way to present yourself to the market?



Do you see the difference?

- You have written 6 publications in international highly ranked journals
- You were a key note speaker at several international conferences
- You finished your PhD within 4 years
- You analysed samples in the lab
- You guided several students

- You are good at translating knowledge in understandable written forms of communication
- You are able to give oral presentations in English and interact with an audience
- You are target oriented and focused
- You are practical and accurate
- You have leadership skills

The secret to find
the perfect job is...

*“The essence of knowledge
is self-knowledge“*

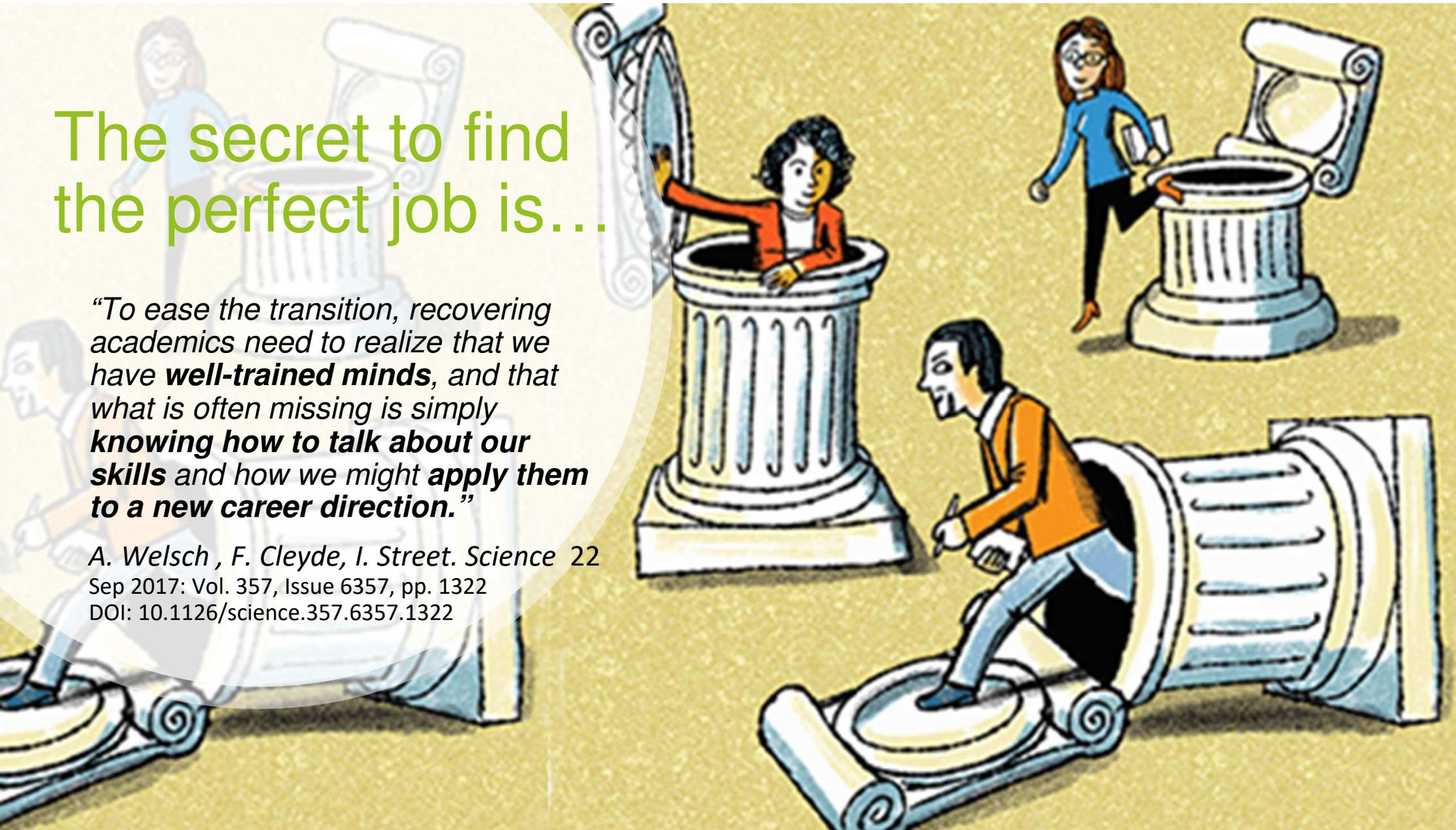
- Plato



The secret to find the perfect job is...

*“To ease the transition, recovering academics need to realize that we have **well-trained minds**, and that what is often missing is simply **knowing how to talk about our skills** and how we might **apply them to a new career direction.**”*

A. Welsch , F. Cleyde, I. Street. *Science* 22
Sep 2017: Vol. 357, Issue 6357, pp. 1322
DOI: 10.1126/science.357.6357.1322

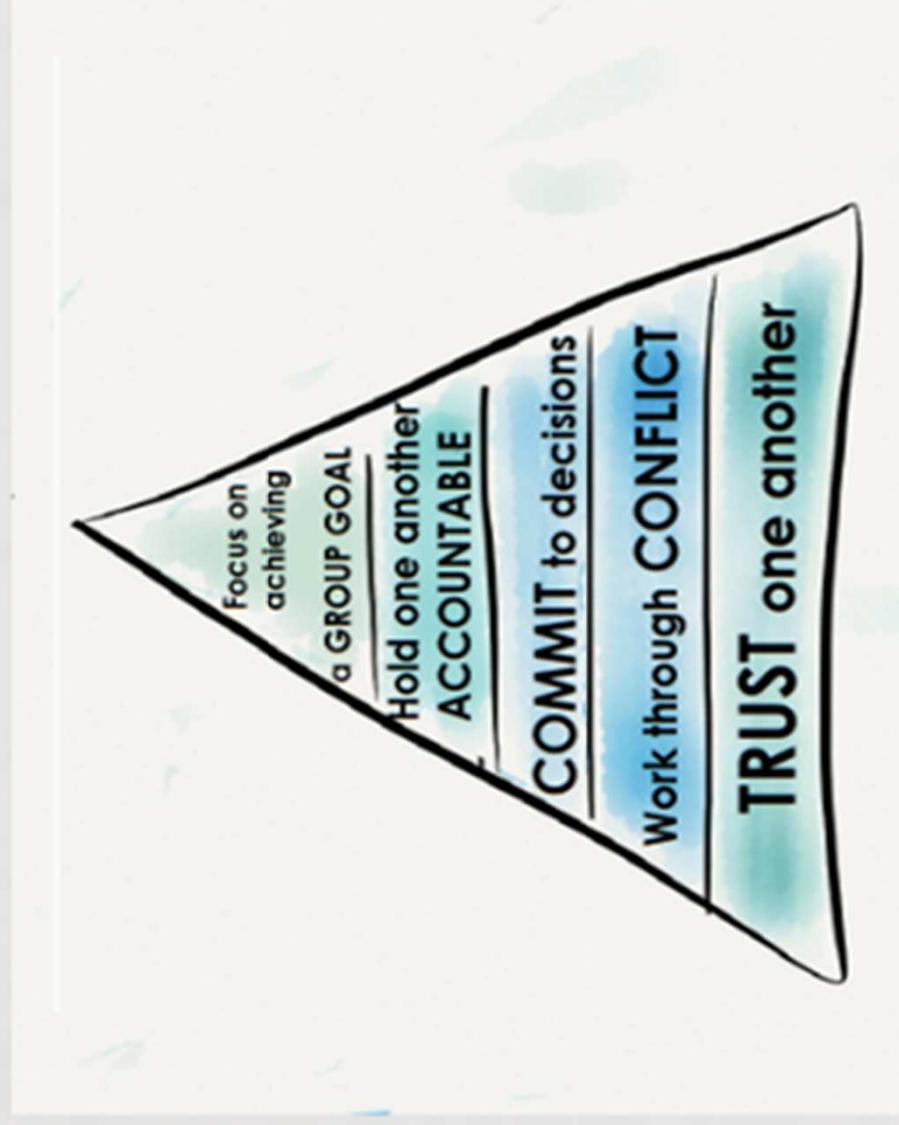


Why is self-knowledge so important?

Knowing yourself and showing this to a future employer creates **TRUST**. And trust results in connection and belief.



Trust lays the basis for future commitments and achievements



In his pyramid model, Patrick Lencioni describes the importance of trusting one another as the absolute basis for any collaboration.

Self knowledge

Research skills	Score 1-10	Communication skills	Score 1-10
Technical skills		Presentation skills	
Research skills		Teaching skills	
Specific scientific knowledge		Knowledge of languages	
Knowledge of data analysis/synthesis		Written communication skills	
Critical reflection		Networking skills	
		Negotiating skills	
Management skills		Personal effectiveness	
Project management		Taking the initiative	
Leadership skills		Being flexible	
Knowledge of intellectual property and patents		Being able to work under pressure	
Commercial skills		Time management skills	
Team skills		Being creative/innovation minded	
Being able to work in a team		Being able to work independently	
Being able to deal with diversity/interdisciplinarity		Being eager to learn	
Social skills			

Self knowledge



Self knowledge

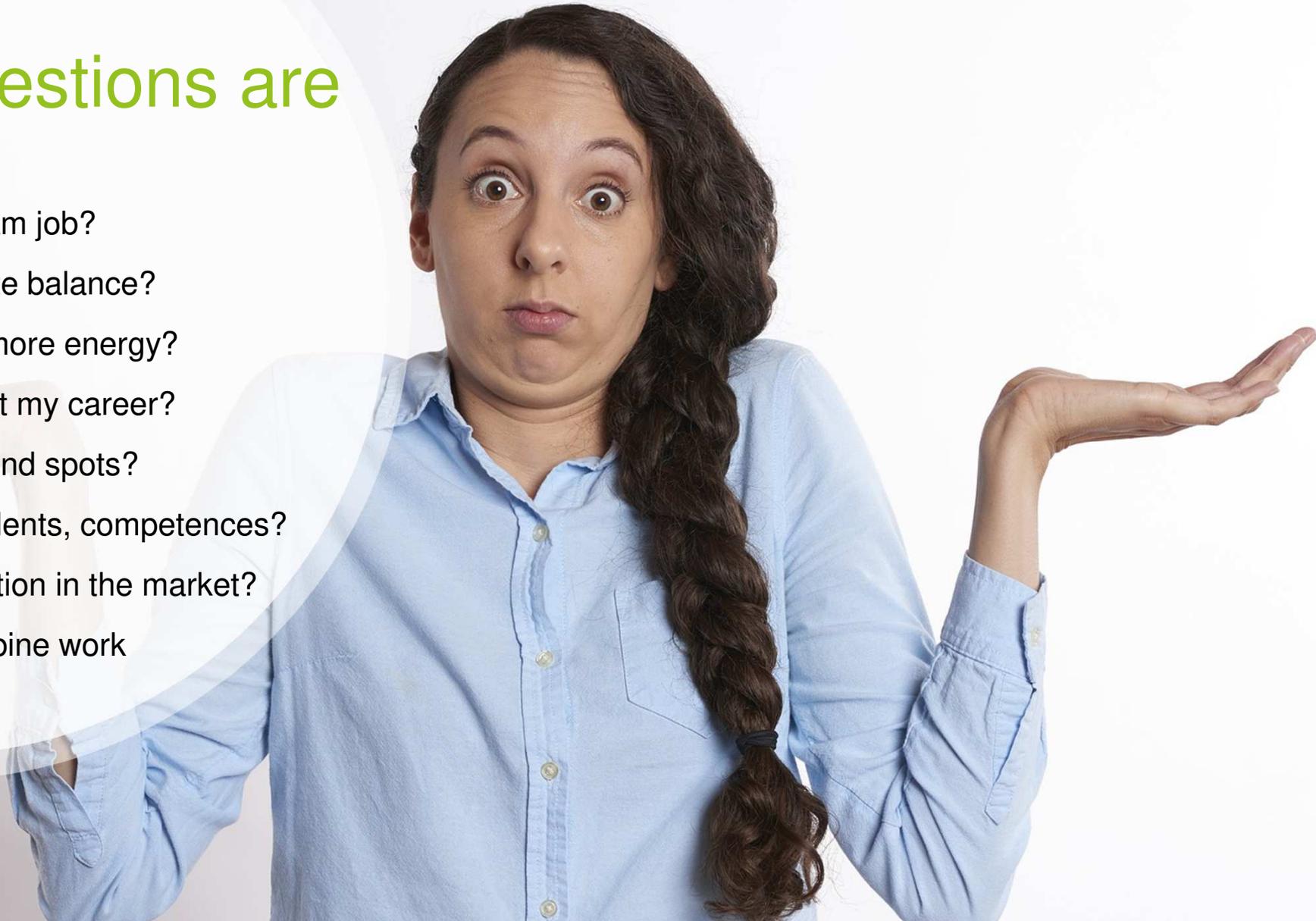


NextStep career
coaching

THE ONLY WAY
— To do —
* **Great work** *
===== |s| =====
To love
— What you do —

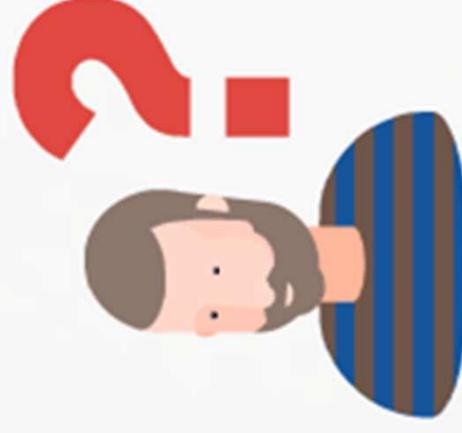
Your questions are capital

- What's my dream job?
- How can I create balance?
- How can I get more energy?
- How can I direct my career?
- What are my blind spots?
- What are my talents, competences?
- What's my position in the market?
- How can I combine work and play?



So if we need to increase our self-knowledge, how can we do this?

We are so much used to ourselves and our own behavior, that it is difficult to see our own talents, strengths, pitfalls and challenges.



Career coaching gives you the possibility to stand out from the crowd

A professional job coach, experienced in coaching high potentials offers you a neutral sounding board and helps you to increase your self-

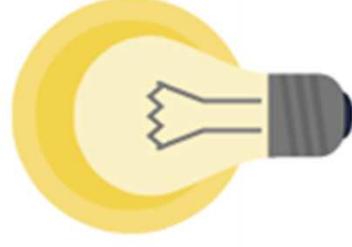


knowledge



If you have self-knowledge you will know..

- how to handle things to get more energy from your job*
- for which type of job to apply*
- how to write your CV*
- how to sell yourself*



So what are you waiting for..?

What to expect?

Clarity

Personal development plan

Criteria for a dream job

Self-managing ability

Inspiration

Energy



Our approach



Discover

Foc
us



Me
et

Prom
ote



Self knowledge

What do I want?

What can I do?

What are my
talents??



Develop Focus

What makes me unique?

What is my connection to the job market?

How do I create a 1 minute speech?

What are my strengths/weaknesses?

Which functions would suit me?



Promote Yourself

Selection office

Curriculum

LinkedIn

Networking events

Job boards

Motivation letter

Job alerts



Meet the market

Job interview

How to negotiate



Authentic selling points

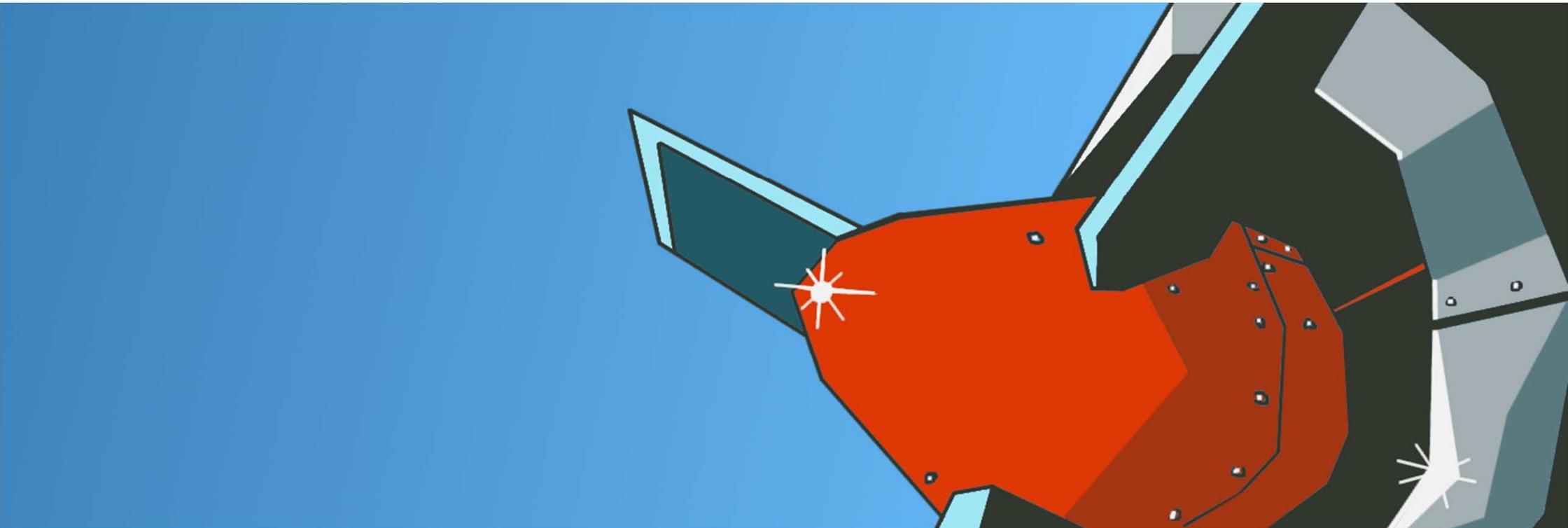
1. Personal experience in academia and “stepping out of the ivory tower”
2. Combination of reflective, creative, cognitive and physical formats
3. A warm, involved and in-depth approach (a systemic set-up)
4. Experience-based tools based on international models that work

PRPEL

Founding company

For and by engineers

Experienced engineers & coaches (&





NextStep coaching team

Experienced coaches who assist you
with
drive,
passion
a fresh approach
& solid tools.

Practicalities

- Make an appointment with your job coach for a free introduction interview (30')
- Order a career cheque at the VDAB site
<https://www.vdab.be/loopbaanbegeleiding>
- Live and work in Flanders for at least 1 year and you get

4 hrs of coaching
for 40€



LOOPBAANCHEQUE

VERKRIJGBAAR VIA
[VDAB.BE/LOOPBAANCHEQUES](https://www.vdab.be/loopbaancheques)

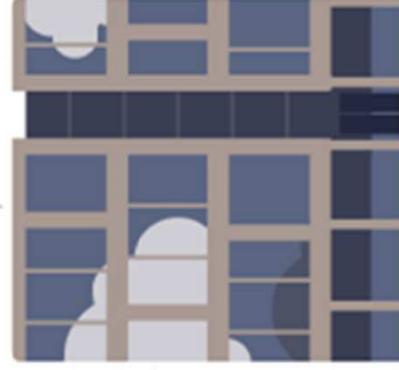


What does it cost?

The Flemish government supports the development of careers of employees and subsidizes a large part of your career guidance.

For 80 € you get 8 hours of coaching (real value is 1100 €).

Vlaamse
overheid



For career happiness



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What is your next step beyond academy?

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See you soon!



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