

Digital marketing specialist

3D Application Engineer

App designer

Social Media Manager

Sustainability managers

Environmental consultant

Big Data Analist

Uber Driver

Put some food (for thought) in your career



Lotte De Leeuw, Talent Center, HR Department



Program

What is career development?

How is this relevant for me?

What are my career opportunities?

How to find my match?

And now?

- Further reading
- Talent Center
- Antwerp Doctoral School
- How to find us



What is career development?

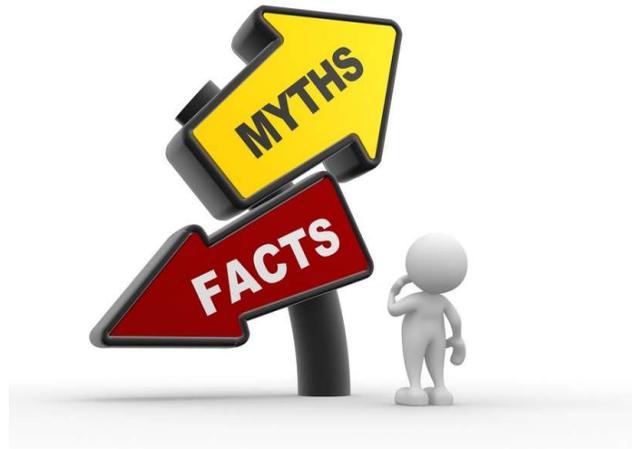
...the total constellation of psychological, sociological, educational, physical, economic, and chance factors that combine to influence the nature and significance of work in the total lifespan of any given individual

→ the process of managing life, learning and work over the lifespan

Source: the National Career Development Association

How is this relevant for me?

Let's start off with some facts (and some good news)

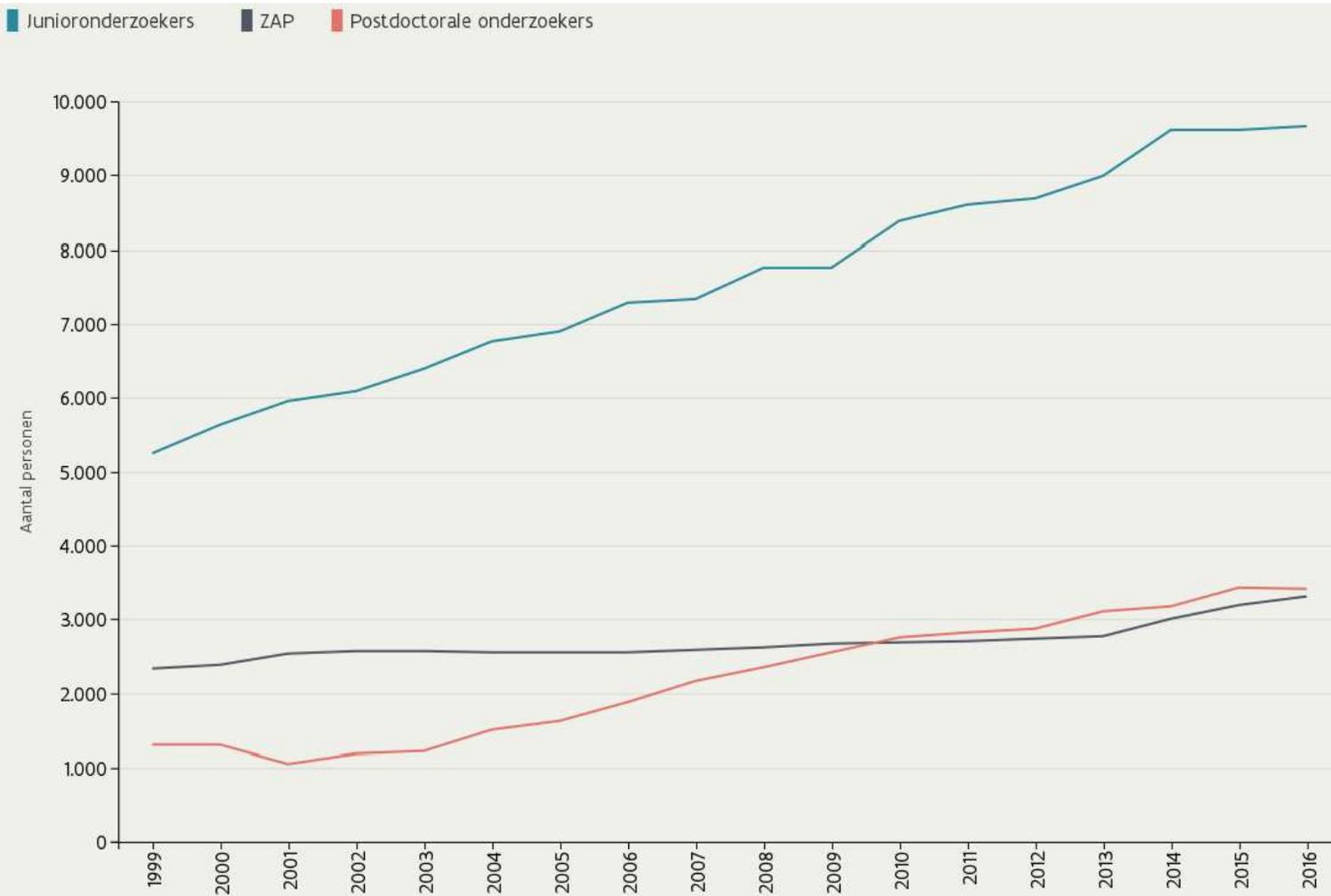


EUROPE 2020

A European strategy for smart, sustainable and inclusive growth

The aim is to make Europe...

"the most competitive and dynamic knowledge-based economy in the world, capable of sustainable economic growth with more and better jobs and greater social cohesion"



Evolution academic staff - Source: VLIR Personeelsstatistieken, Indicatorenboek 2017



Data 2017 (Flanders): 12% of doctorate holders establish an academic career as professor – source: ECOOM

What jobs do the PhD-holders you know, have now?





Career opportunities as a PhD-holder

They are not alternative careers, they are careers!

- Francis Collins, US National Institutes of Health



So a lot of options

But how do I find my perfect match?



So a lot of options

~~But how do I find my perfect match?~~

→ How do I find **one of** my perfect matches?

How to find your match?



THINKING

We spend most of our waking lives at work in occupations most often chosen by our inexperienced younger selves. And yet we rarely ask ourselves how we got there or what our jobs mean to us.

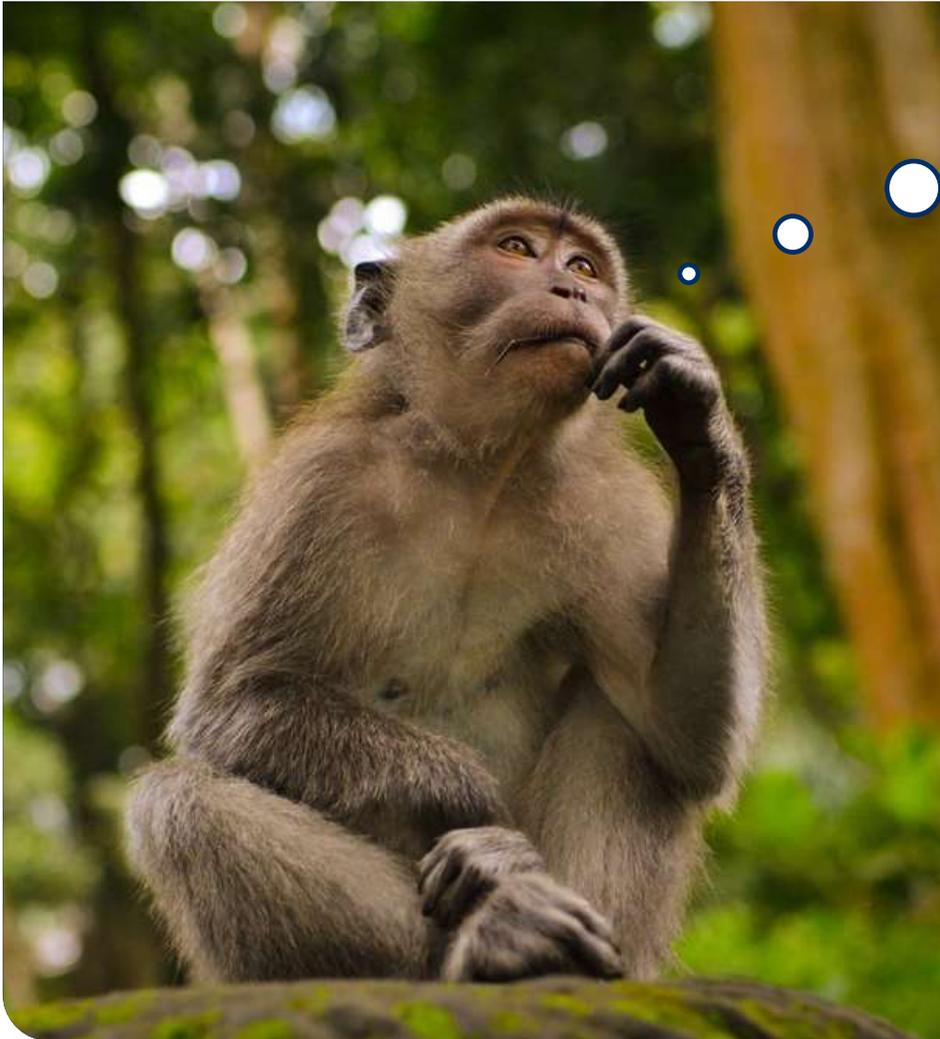
Alain De Botton, *The Pleasures and Sorrows of Work*



DOING

By far the biggest mistake people make when trying to change careers is to delay taking the first step until they have settled on the destination...

Herminia Ibarra, *Working Identity*



Who am I?
What am I good at?
What do I want?

- What drives me in life?
- What are my ambitions & (career) values?
- What are my strengths?
- What are my learning opportunities?
- What gives me energy?
- What drains my energy?
- What makes me lose track of time?
- What do I love to do?
- What do I enjoy in my work environment?
- What are my passions?
- If I could solve 1 problem in the world, it would be...
- ...



We spend most of our waking lives at work in occupations most often chosen by our inexperienced younger selves. And yet we rarely ask ourselves how we got there or what our jobs mean to us.

→ So: how did you get there? What decisions (either consciously or not) led you to this point?

- **Alain De Botton, The Pleasures and Sorrows of Work**

What transferable skills do you obtain throughout your PhD?





Make your skills explicit!

- Analytical skills (raising the relevant questions, being critical)
- Being creative and innovative
- Independent, responsible, passionate worker ('your own boss')
- Planning (short and long term deadlines, time management)
- Communication and language skills (written, oral)
- Presentation skills (in front of large audiences)
- Project management (applying for and management of funding), team management, ...
- Explaining complex problems in simple, understandable language
- Networking skills
- Competitive environment (can deal with stress, tensions)
- Coaching and motivating skills
- Organization skills
-

What is the added value of a PhD-degree

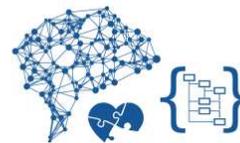
Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



92,6% Employment rate for PhD-holders

→ This is higher than the numbers for Bachelors and Masters

- <https://www.vario.be/sites/default/files/documents/studiereeks27.pdf>



Translate your PhD

Your PhD (+ postdoc) \neq YOU

= Steps in your professional & personal development

= Threads in your career

= Skills in your backpack



If people could learn something about you that isn't obvious from your current job, it would be that...

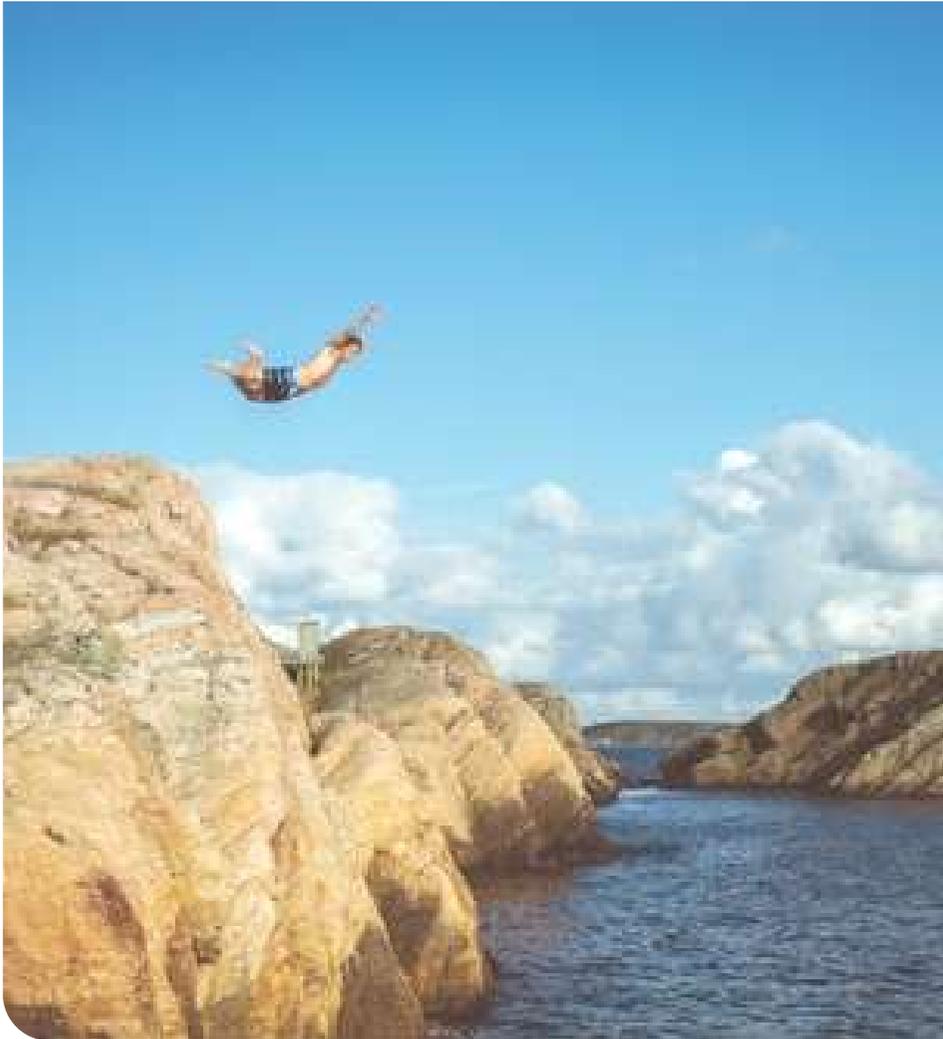
- **100 Questions, a Toolkit for Careers, School of Life**

A scenic landscape featuring a winding asphalt road on a hillside. A person is running on the road, moving away from the viewer. The background shows a valley with a town, a bright sunset, and several birds flying in the sky. The sky is a mix of blue and orange.

The secret to getting
ahead is getting started.

Mark Twain

quote fancy



Doing

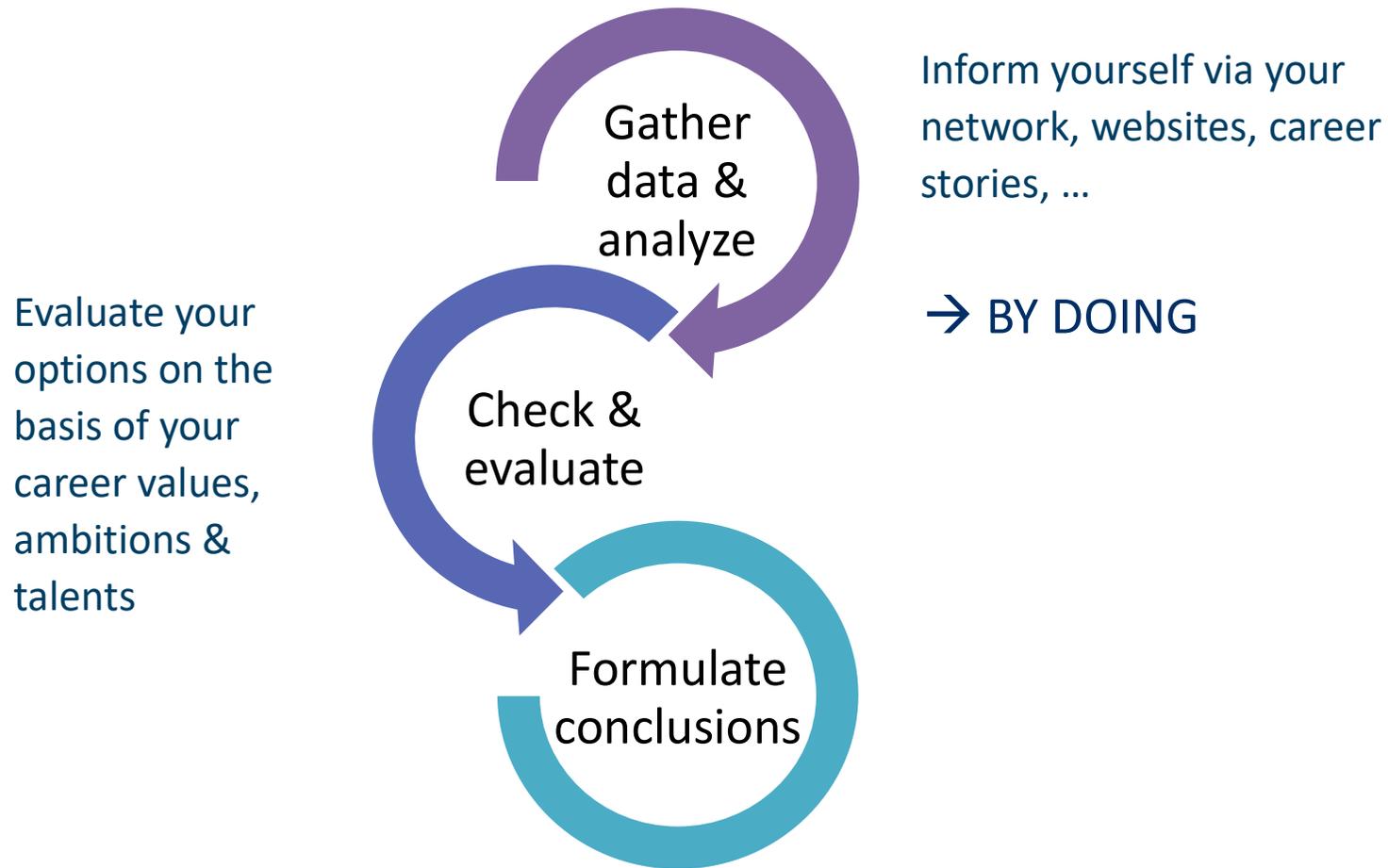
- Radical sabbaticals
- Branching projects
- Conversational research



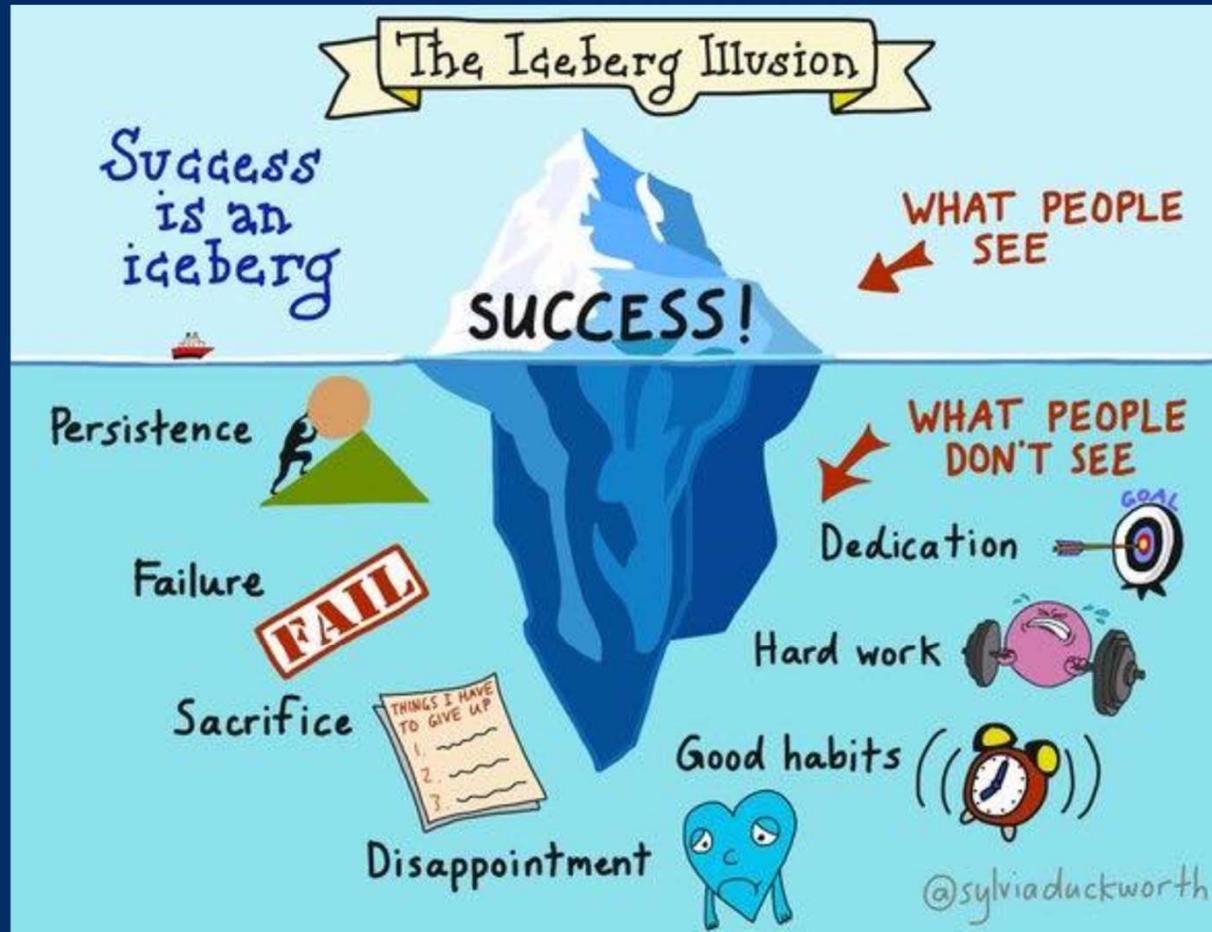
Think of three people that you might want to reach out to, people who are doing something that inspires you or who are working at a company that you like, how can you contact them and what questions would you like to ask them?

- **100 Questions, a Toolkit for Careers, School of Life**

Good news: you are trained to do this



Luck is no accident



Further reading

- PhD career stories: <https://www.vitae.ac.uk/researcher-careers/researcher-career-stories>)
- Career paths for PhDs: <https://www.jobs.ac.uk/media/pdf/careers/resources/10-career-paths-for-phds.pdf>
- <https://fromphdtolife.com/resources/transition-q-as/>
- PhD Career Guide: <http://www.phdcareerguide.com/>
- PhD's at work: <http://phdsatwork.com/>
- <https://www.jobs.ac.uk/careers-advice/job-profiles>
- <https://versatilephd.com/>
- <http://en.phdcentre.eu/inhoud/uploads/2018/02/Which-grass-is-greener-Digital-edition.pdf>
- Working Identity: Unconventional Strategies for Reinventing Your Career – Herminia Ibarra
- How to find fulfilling work – Roman Krznaric, The School of Life



Talent Center

- Internal career center (2017), HR departement
- Focus on career development early-career researchers
- 3 pillars:
 - Career coaching
 - Training
 - Networking

1. Career coaching

Collective workshops for postdocs

Individual career coaching for PhD students & postdocs

2. Training (postdocs)

Projectmanagement

Grow your self-leadership

Creativity, pitching

Resilience

Effective professional networking

...

3. Networking

Career sessions → Next one: 'the one with the professors'

Talent Forum, "Is there a doctor in the room?"

Mentua: beyond Academia (Mentoring for Postdocs)

Courses

- **Sollicitatietechnieken (NL)**
- **Grow your future career**
- **Write an effective non-academic cv and cover letter**
- **Inside a company (NEW!!)**
- **My Personal Development Plan as a PhD (NEW!!)**

→ **Enroll via SisA Selfservice**

→ **Contact: DoctoralEducation@uantwerpen.be**

How to find us

Pintra > My subsites > HR department > Training programmes > Talent Center

Or: [This Link](#)

Also: Talentcenter@uantwerp.be



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What are you going to do today that your future (work) self is going to thank you for?