

# Advancing Your Career: Re-Envisioning Your Career Path and Professional Goals

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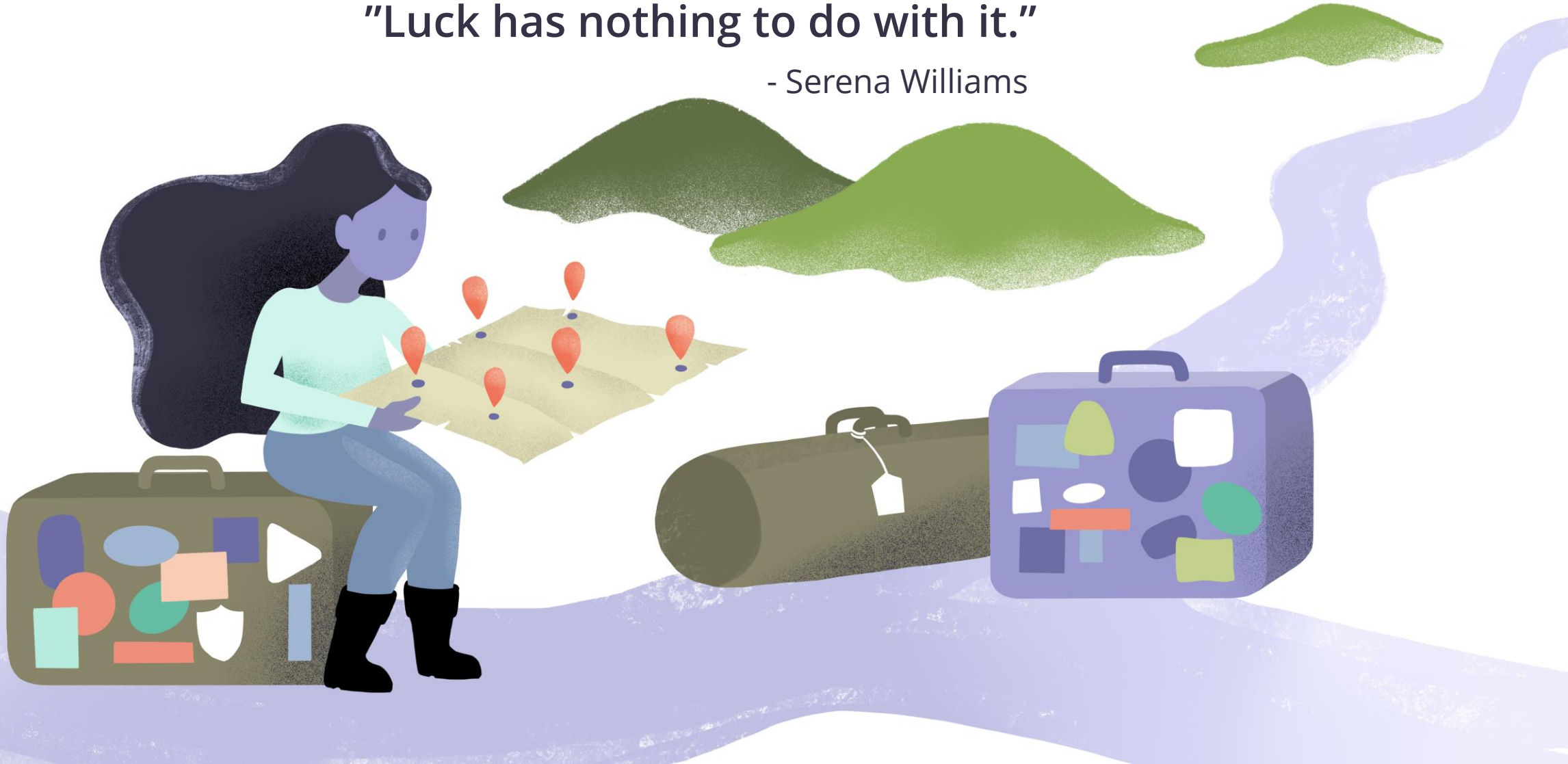


# Theme 1 - Where You've Been

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"Luck has nothing to do with it."

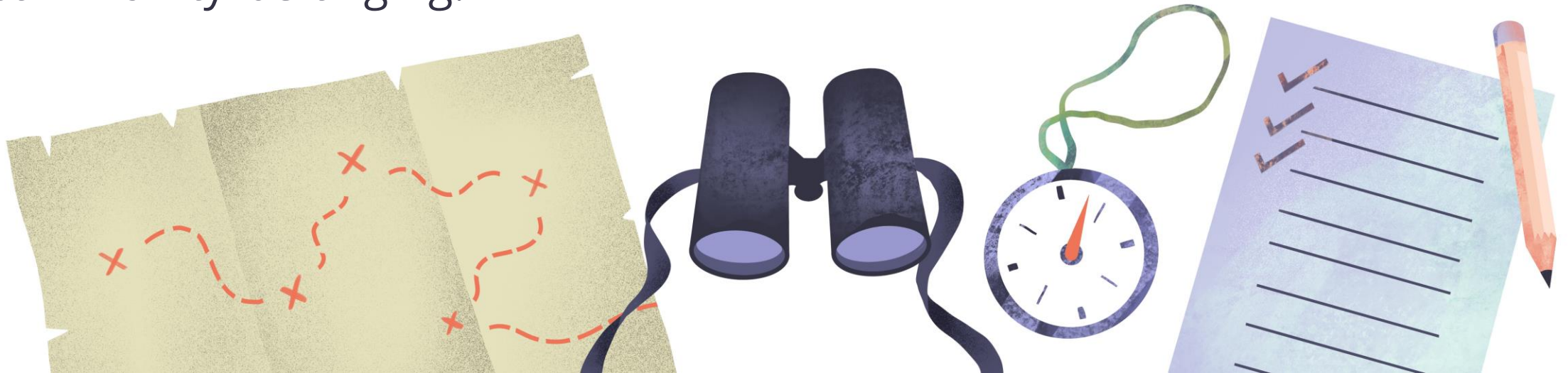
- Serena Williams



# Goals for Keynote

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- Help you identify, define and propose action steps that help you pursue a fulfilling career.
- Understand the power of investing in yourself; the time is always worth it. But you must approach PD with purpose and intent.
- Learn how to leverage PD engagement in promotion, merit, tenure, and other professional and personal advancement opportunities.
- Gain clarity about your contribution and role in creating a sense of community/belonging.

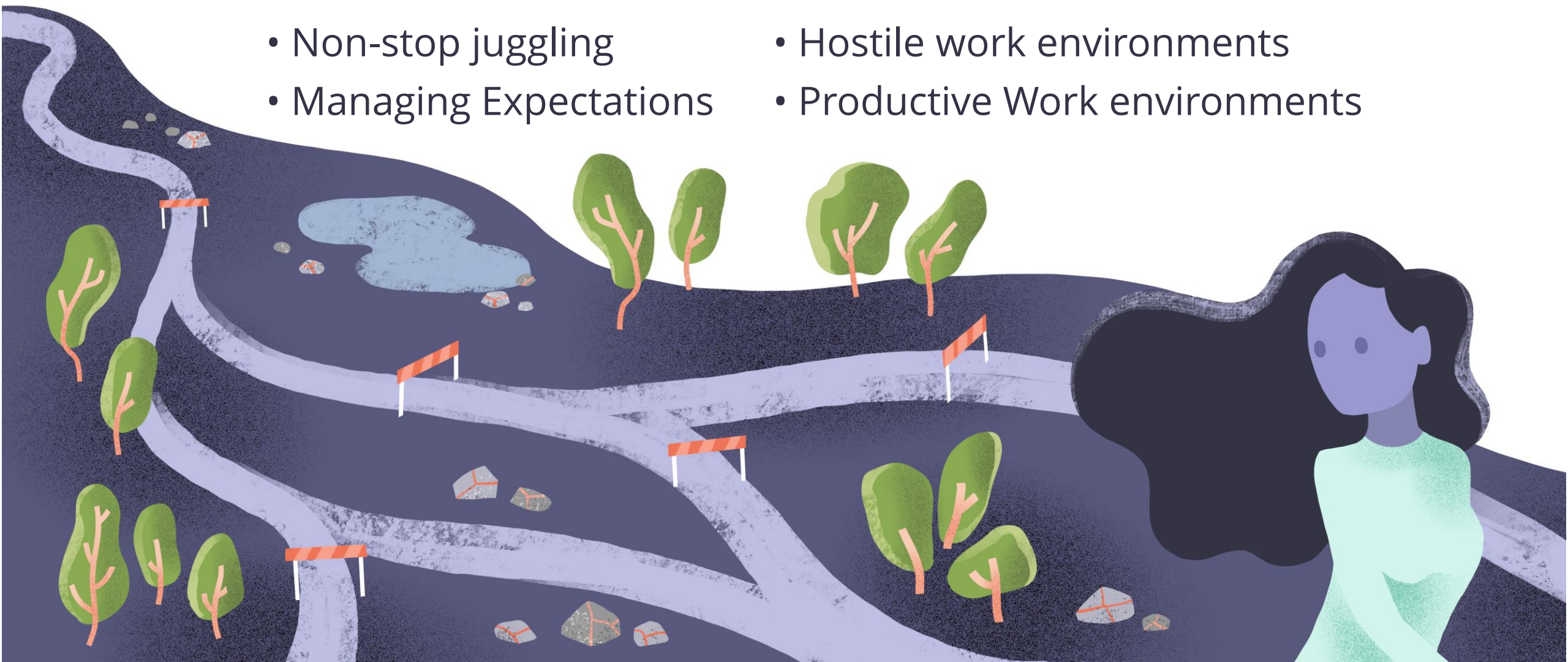




# Where I've Been

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- Overcommitted
- Non-stop juggling
- Managing Expectations
- Male-dominated fields
- Hostile work environments
- Productive Work environments



# I've Also Been

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- Wife
- Mother
- Mentor
- Tenure, Promotion, Advancement
- Administrative Roles
- Faculty, Campus Leader



# Take a Moment ...

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Write down the adjectives that describe where you've been  
and the roles you have 'acquired' along the way.

Which of those roles bring the greatest joy, sense of purpose, or meaning?



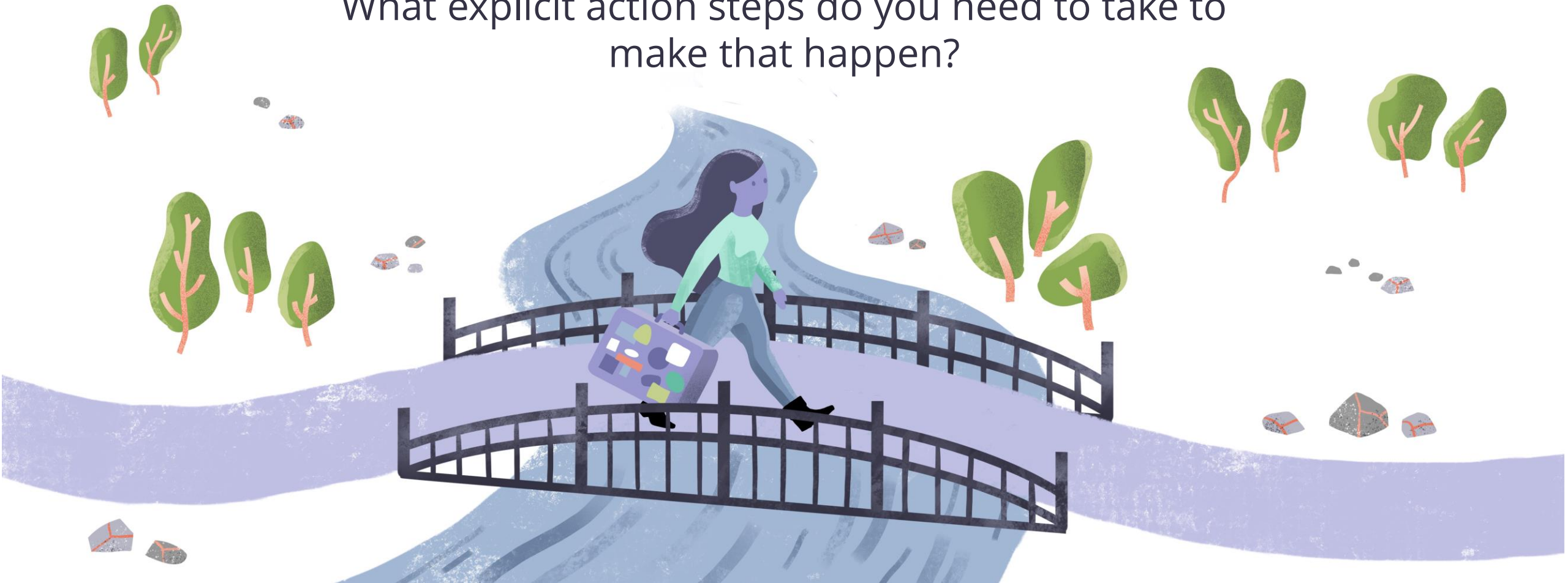


# Action Item

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What is one positive from the past year that you can carry into this next academic year?

What explicit action steps do you need to take to make that happen?

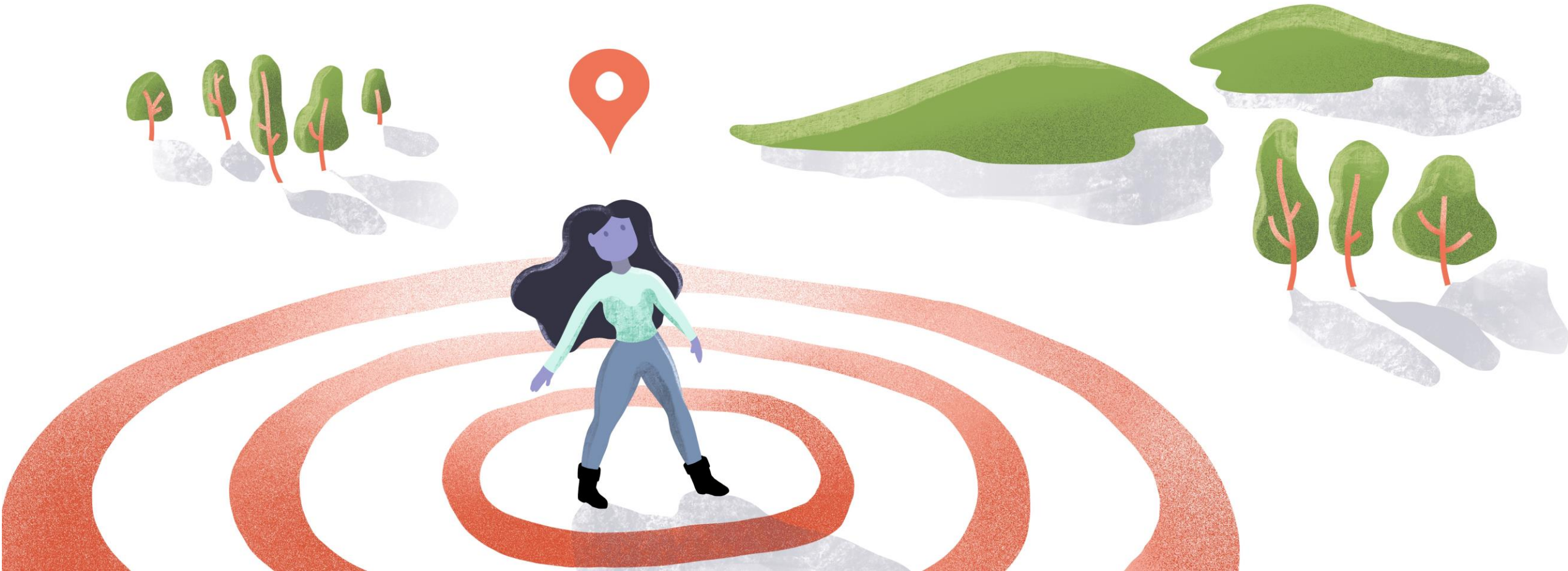


## Theme 2 – Where You Are

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"Women are evaluated on their performance;  
men get evaluated on their potential."

- Douglas McCracken



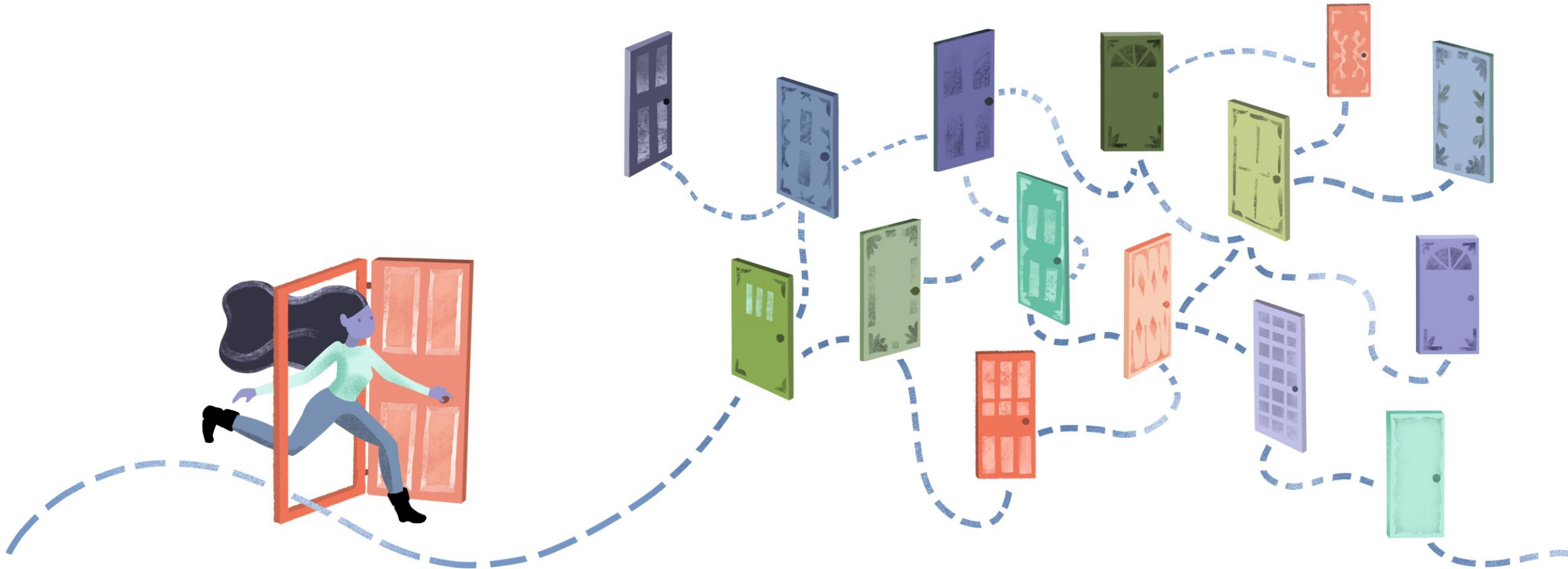


# Pareto Principle

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**Roughly 80% of consequences come from 20% of the causes.**

In work/life this means 20% of your activities will account for 80% of your results.

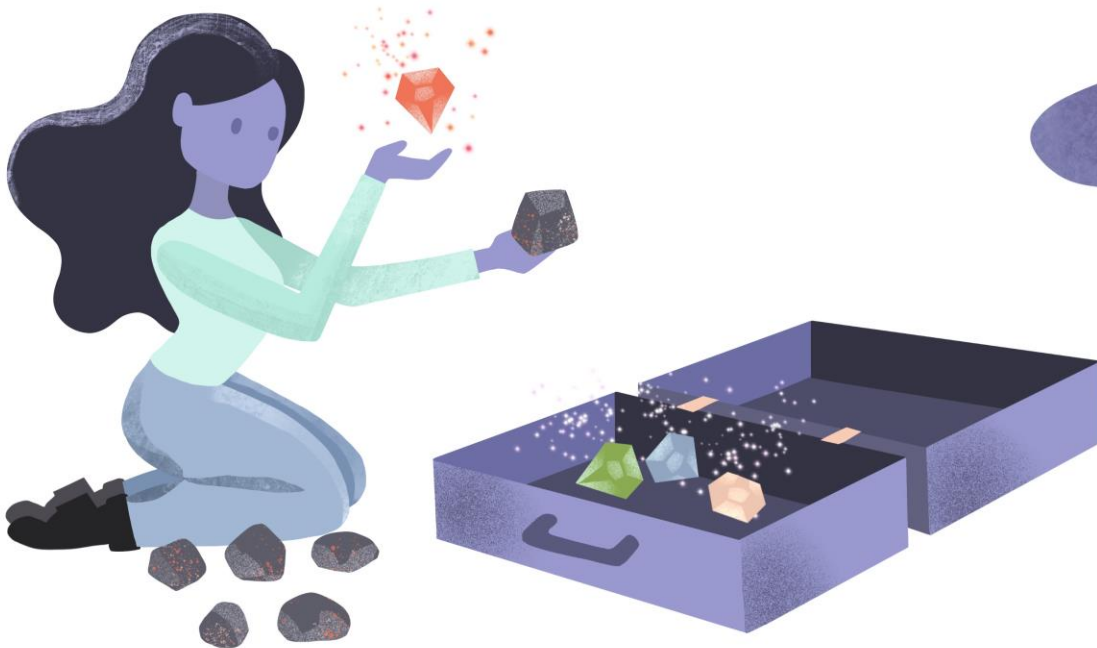


# Pareto Principle

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**Roughly 80% of consequences come from 20% of the causes.**

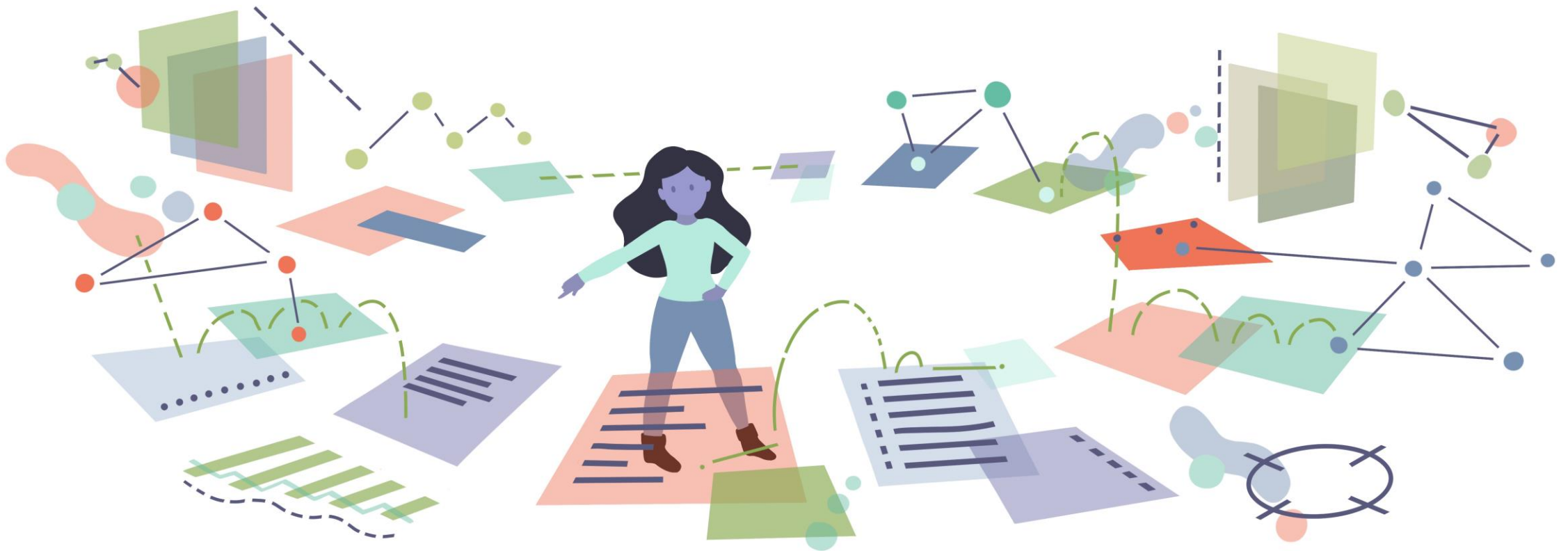
**Ask yourself:** What activities do I engage in that produce the greatest/majority of my results for which I am most proud? The goal is to begin to identify where you are finding the most joy and associated outcomes of that engagement.



# Year in Review

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**Step 1:** Looking back on the past year, what events stand out to you (focus on the positive first), consider this your highlight reel.



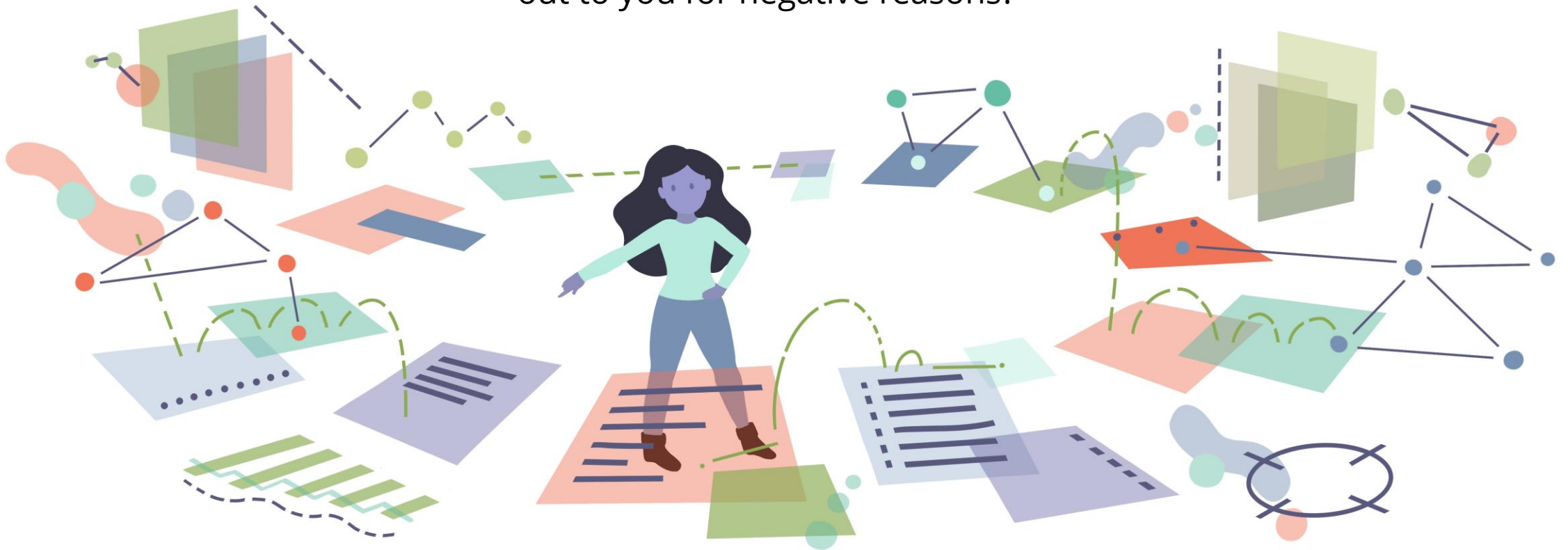


# Year in Review

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**Step 1:** Looking back on the past year, what events stand out to you (focus on the positive first), consider this your highlight reel.

**Step 2:** Looking back on the past year, what events stand out to you for negative reasons?



# Action Item

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Based on the trends identified, what changes can you make now?

Write down one step you can take immediately following this keynote;  
write down one action step you can take over the next month.



## Theme 3 – Where Do You Want to Be?

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"People don't take opportunities because the timing is bad, the financial side insecure. Too many people are overanalyzing. Sometimes you just have to go for it."

- Michelle Zatlyn





# What I Do Want / What I Don't Want

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# The Usual Suspects

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Often when we think about where we want to be, this question evokes the 'usual suspects' in academe such as:

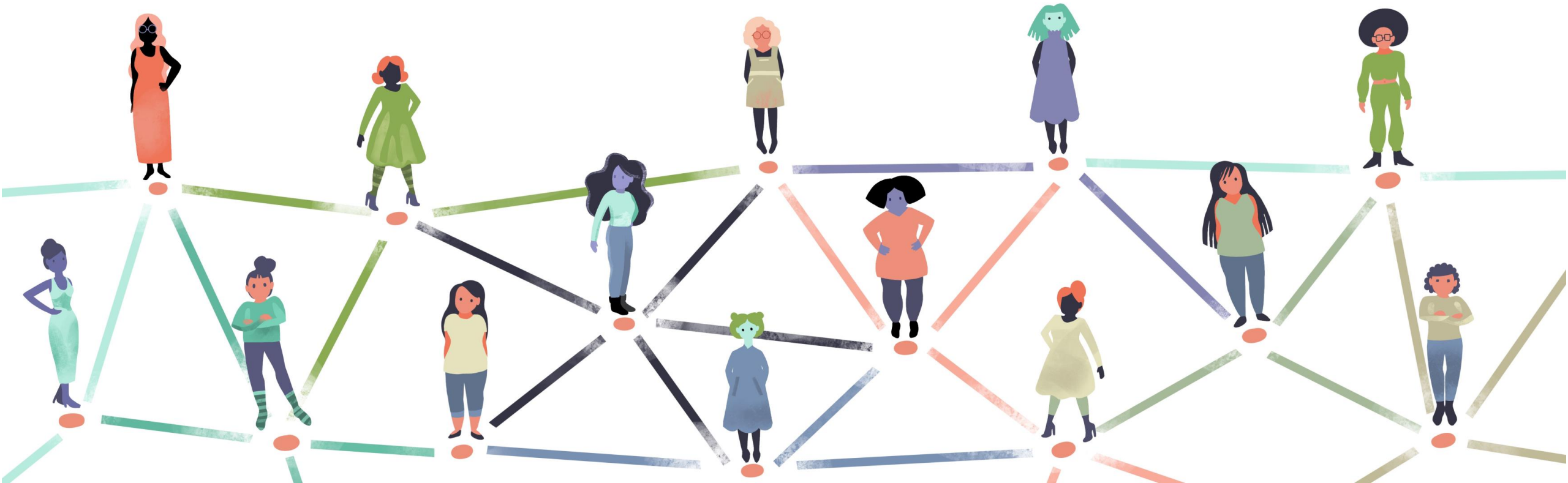
- Advance to full professor?
- Pursue an administrative position?
- Develop as a leader (formal/informal)



# Instead, Ask Yourself ...

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- What do I want my contribution to be?
- Why this question?
- What does my contribution look like across all my roles and responsibilities?





# Next, Ask Yourself ...

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What does that look like? Why this question?

- How do I do that?
- How do I help people advance in their careers through my \_\_\_\_\_?
- Why is a focus on contribution so important?



# Pull Out a Pen and Paper ...

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Write down what you want your contribution to be.

- What does my contribution look like across all my roles and responsibilities?
- What actions do I need to take in the short, medium and long term to get closer to working in service to my contribution regularly?



# Action Item

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Identify and register for 2-3 PD programs that will work in service to your contribution.

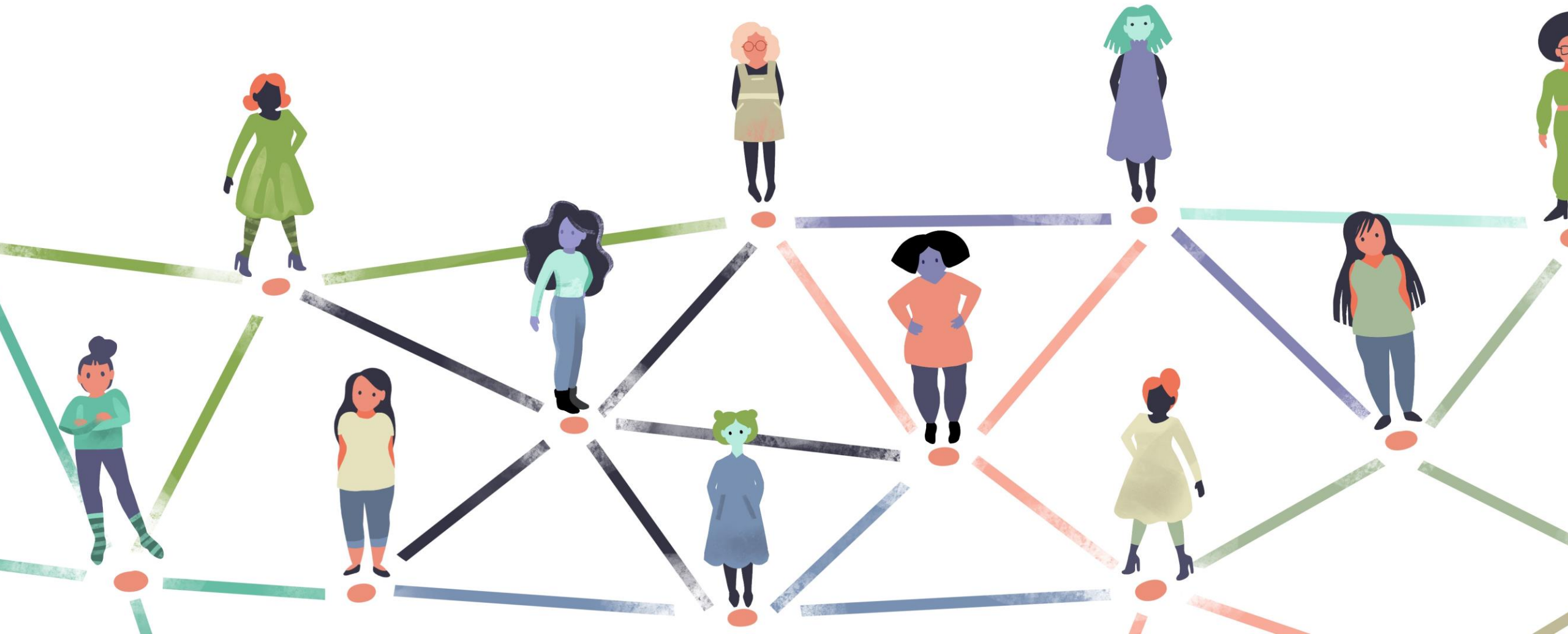
- Map out your purpose for attending.
- Be clear on what you hope to gain.
- Ask yourself how you will contribute to the experiences of others who attend.





# Q &A

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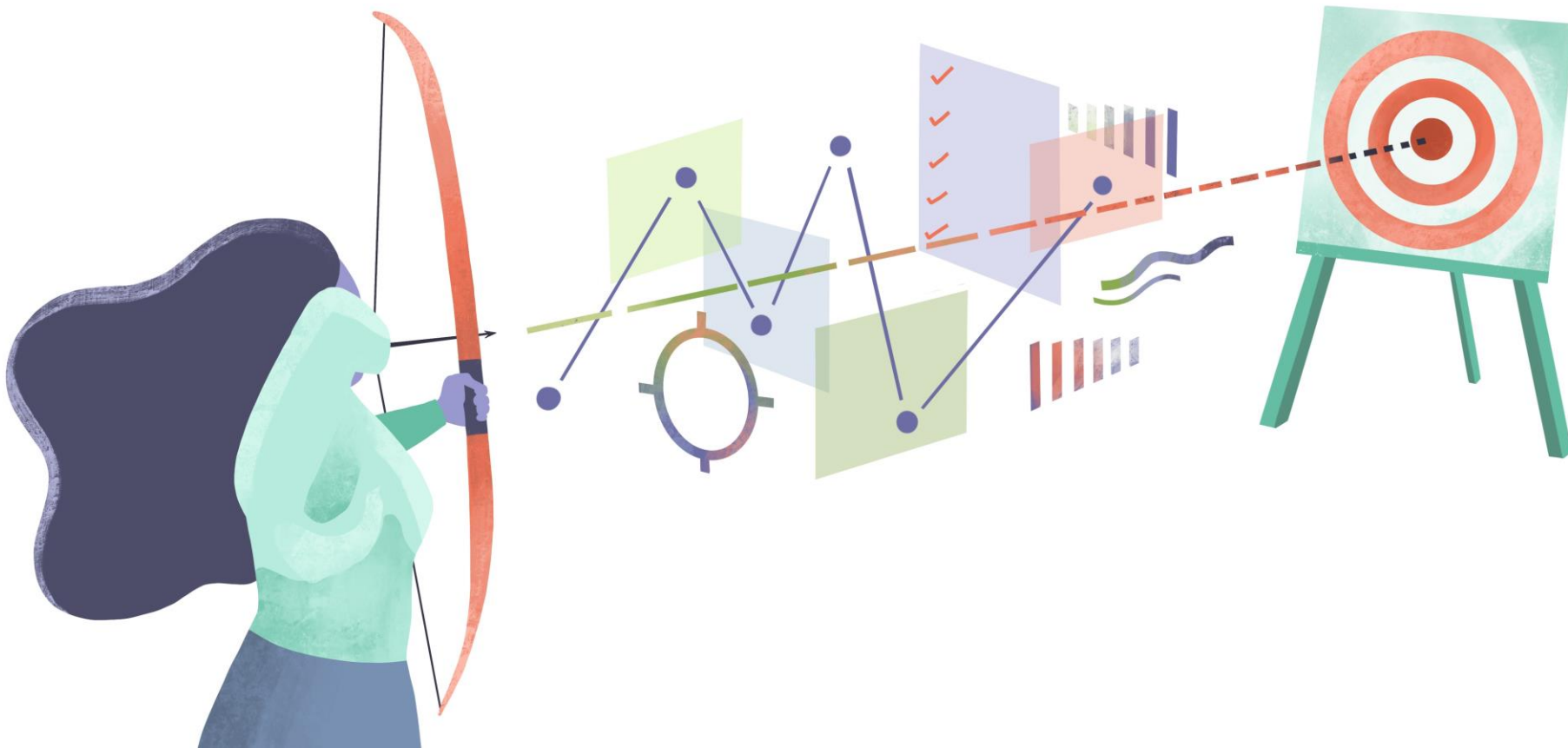
# 10 Minute Break



# Tips & Strategies

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- Leveraging PD in promotion, merit, bonus, career advancement
- Taking control of your schedule
- Purpose, scope, evidence of impact framework





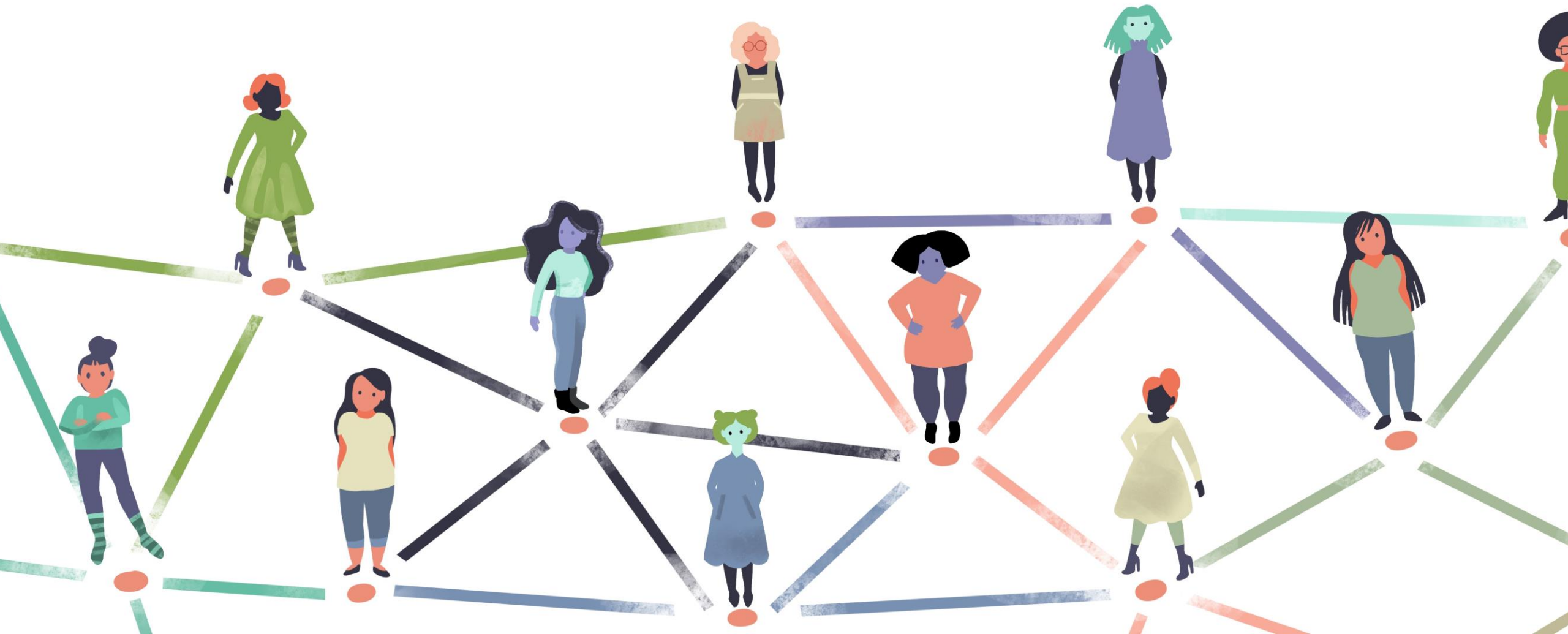
# Takeaways

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# Q &A

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# Thank you!!

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