

The background of the entire graphic is a photograph of a large, multi-story building with a grid-like facade, possibly a library or academic building. The image is partially obscured by teal-colored geometric shapes: a large triangle in the top-left corner and a large triangle in the bottom-right corner. Three horizontal bars are overlaid on the image: a black bar at the top, a teal bar in the middle, and a black bar at the bottom.

UNIVERSITY OF ALBERTA

# CAREER PROGRESS SESH

Feat. Heath & Dustee (aka Heather Dyck and Dustin Edwards)

# PRESENTATION OUTLINE

## TOPICS TO COVER

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- Our Stories (aka why are we talking about careers?)
- The Career Path Bridge (feat. other metaphors)
- How do I know it's time to go?
- Group Fun!
- Wrapping it up



**WHAT'S YOUR REASON FOR BEING HERE TODAY?**

# Some Ground Rules

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## WE ARE HERE TO GROW

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Engaging in this presentation doesn't mean that you dislike your job or want to leave. Our purpose is to think about how you can leverage your current experiences when thinking about your future!

## COMMUNITY OF TRUST

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You may be in this session with others from your institution/area who may share personal information. You may even be here with your boss! Any information/thoughts/feelings shared should be kept confidential.

## "ACTIVE" PARTICIPATION

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We recognize and respect that all people engage in presentations/activities differently. We hope that you are "actively" taking part in this seminar in whatever way is most comfortable to you, and that you will make space for others to do the same.

## TAKE WHAT WORKS...

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...and leave the rest! We are by no means career professionals, but we are here to share our stories and the trajectory that our careers are currently on. We hope to facilitate your own career visioning and are here to help in whatever way we can .



# HEATH

## AKA HEATHER DYCK, STEWARDSHIP OFFICER OFFICE OF ADVANCEMENT

### Current role:

- manage philanthropic namings, gift acknowledgement programs, related policies

### •Growth path:

- Notorious B.Ed.
- Student Financial Support Office
  - Program Assistant
  - Development Coordinator
  - Student Awards Specialist
- Office of Advancement
  - Memorial and Tribute Giving Officer
  - Marketing Lead





# DUSTEE

## AKA DUSTIN EDWARDS, COORDINATOR, ENGINEERING CO-OP

### Current role:

- Work with Co-op students in Faculty of Engineering, develop positions, teach introduction to Co-op course, etc.

### Growth Path:

- BSc in Biological Sciences, MEd in Ed Policy Studies
- Student Financial Support
  - Covering mat leave, turned into 5 year stint
  - Undergraduate Awards, briefly Development Specialist, Student Engagement and Outreach Specialist
- Office of Alumni Relations, Student Engagement





# YOUR CAREER PATH BRIDGE

GOING FROM WHERE YOU ARE  
TO  
WHERE YOU WANT TO BE

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What is my growth goal? What skills have I learned from where I am at, and how can I use them towards my growth goal?



# SKILLSET

WHAT ARE THE TOOLS THAT WILL HELP YOU  
BUILD YOUR BRIDGE?

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# INITIATIVE

WHAT DOES IT LOOK LIKE?  
HOW CAN IT HELP?

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# APPROACH

HOW YOU DO WHAT YOU DO

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# CONNECTIONS

WHO CAN YOU REACH OUT TO AND ENGAGE WITH?

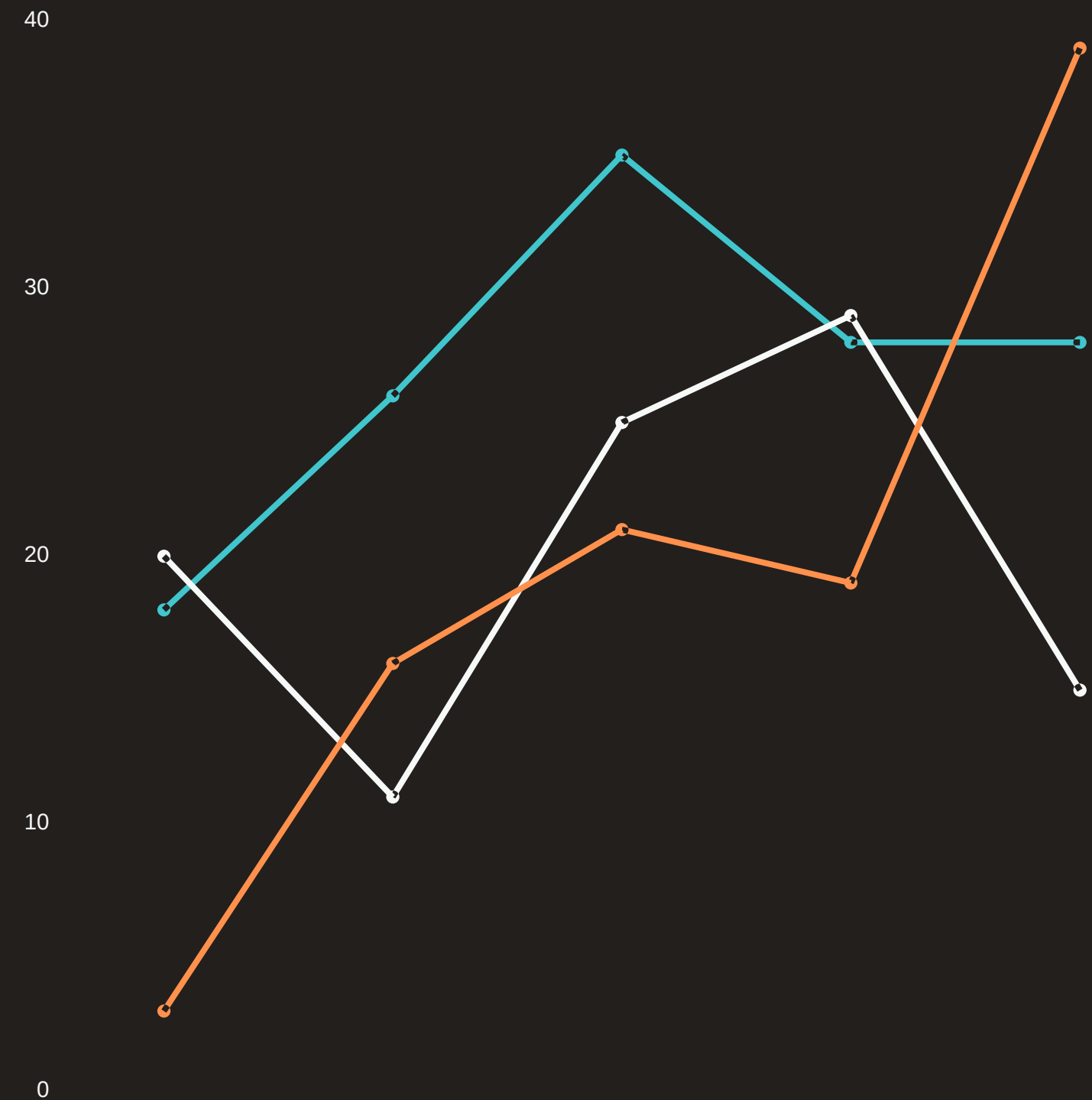
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# WHEN DO I KNOW IT'S TIME TO MOVE ON?

LEAVING IS A BIG CHOICE, SO HOW DO  
I KNOW IT'S TIME TO GO?



# The Four Horse-peoples of Stagnation

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OVER-DEFENDING  
STATUS QUO

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ZONED OUT  
REPETITION

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NOTHING  
NEW

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WHO CARES?  
DOESN'T MATTER

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# The Four Horse-peoples of Stagnation

## OVER-DEFENDING STATUS QUO

Status quo is not always bad. Sometimes it's the perfectly right path to be on. But sometimes it's not, and if you can't see that, it may be time to move forward.



## ZONED OUT REPETITION

Do the tasks that once made your brain spin and kept you engaged now make you want to take a nap? It may be time to move forward.



## NOTHING NEW

Speaking of tasks, when is the last time something challenged you? If you haven't had a task that felt new and invigorating for a while, it may be time to move forward.



## WHO CARES? DOESN'T MATTER

Having an "I don't care" or "it doesn't matter anyways" attitude can be really harmful to yourself and your team, and is a sign that it may be time to move forward.



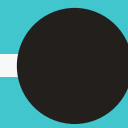


# LET'S BUILD A BRIDGE



## WHERE I AM

What characterizes your current situation? Think both of positives and negatives of the now.



## WHAT I HAVE

What are some of the skills in your tool kit that will help you along the way?



## WHAT I NEED

Are there skills, development opportunities, or experiences that are currently lacking that will help you build?



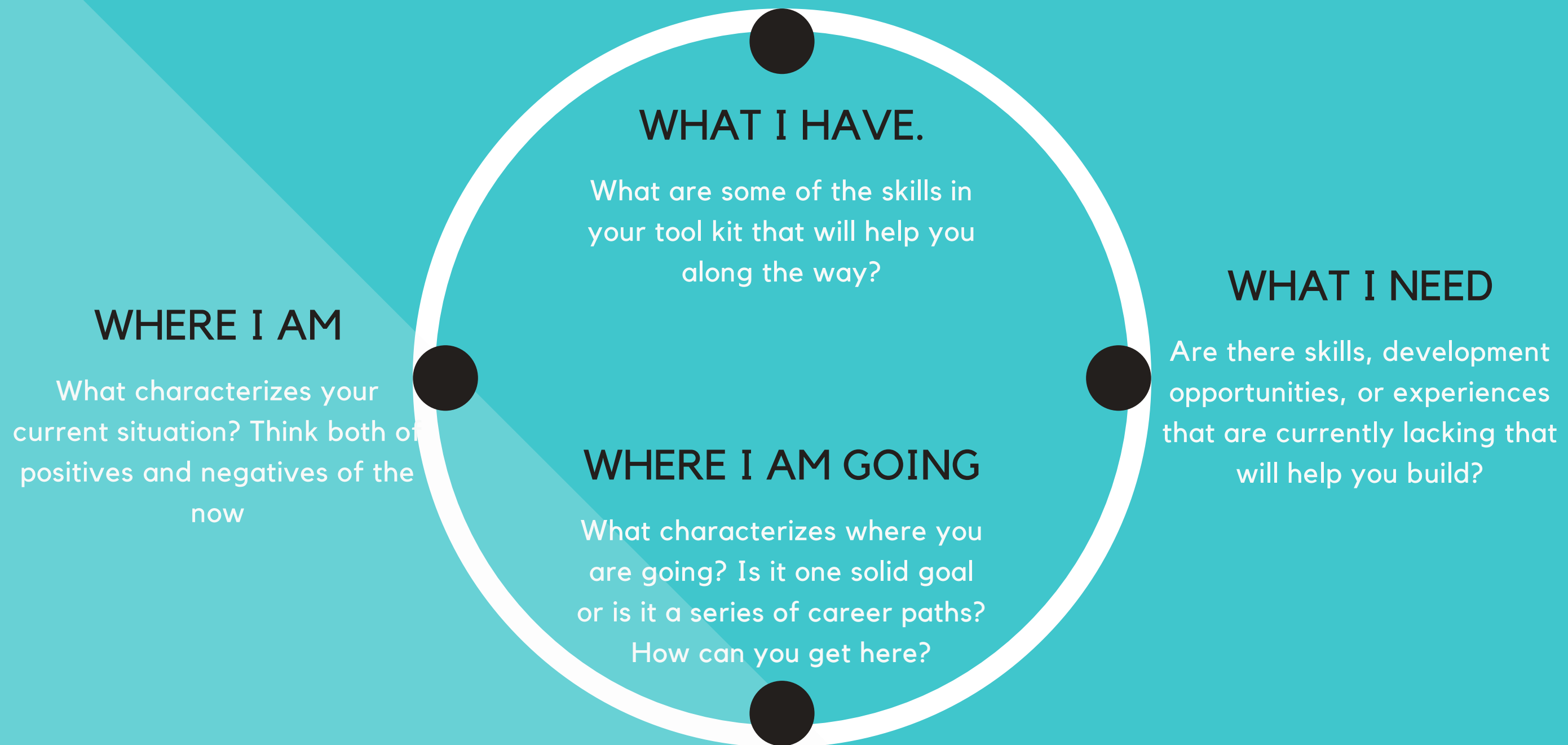
## WHERE I AM GOING

What characterizes where you are going? Is it one solid goal or is it a series of career paths? How can you get here?

# LET'S BUILD A BRIDGE (ALTERNATE)



# LET'S BUILD A BRIDGE (ALTERNATE, ALTERNATE)







**BE YOURSELF, COMMIT TO YOURSELF.**

**3 THINGS YOU WILL DO TO MOVE TOWARD YOUR GROWTH GOAL**

# RESOURCES

## A NON-COMPREHENSIVE LIST OF THINGS YOU CAN LOOK INTO FOR CAREER ADVICE!

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- ALIS – Albertan focused career website, but great information!
  - <https://alis.alberta.ca/plan-your-career/>
- The Muse – American website, but with really good articles about career progression
  - <https://www.themuse.com/>
- CASFAA Job Board – looking for a similar position but new institution, go here!
  - [https://www.casfaa.ca/cgi/page.cgi/job\\_board.html](https://www.casfaa.ca/cgi/page.cgi/job_board.html)
- Have you heard you'll change careers 15 times before retirement? Some resources to clear the air
  - U.S. Bureau of Labor Statistics (change job 12 times average)  
<https://www.bls.gov/news.release/pdf/nlsoy.pdf>
  - LinkedIn Study showing recent increase  
<https://blog.linkedin.com/2016/04/12/will-this-year-s-college-grads-job-hop-more-than-previous-grads>

# QUESTIONS & WRAP UP

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PARTING WORDS

In order to know where  
you're going, you have  
to know how you're  
growing .

- HEATH & DUSTEE