Discover Your Unique Edge to Land the Job You Always Want

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Welcome!

Presentation outline

- Introduction
- Career development models and concepts
- What is your edge?
- Networking styles that work for you based on your edge
- What is Networking?
- Self assessment tests and trainings at People & Culture
- Networking styles that work for you based on your personalities, traits and work styles
- How would you plan for your career development?
- Achieve Together at UC Berkeley
- Self-discovery and re-discovery
- Q&A

Who am I?

- Surgical Robotics / Digital Health Program Manager
- Co-chair for the Career Development Committee at the Berkeley Staff Assembly
- Bona fide business strategist for two early start-ups in Silicon Valley
- Administrator of a private family foundation
- Volunteers for The Mom Project and Catch a Fire

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The TOP Model

Old Soldiers
The organization gets good results (but you feel used up)

Fully Engaged
You take initiative and are fully involved in and enthusiastic about your work (but you aren't any good at it)
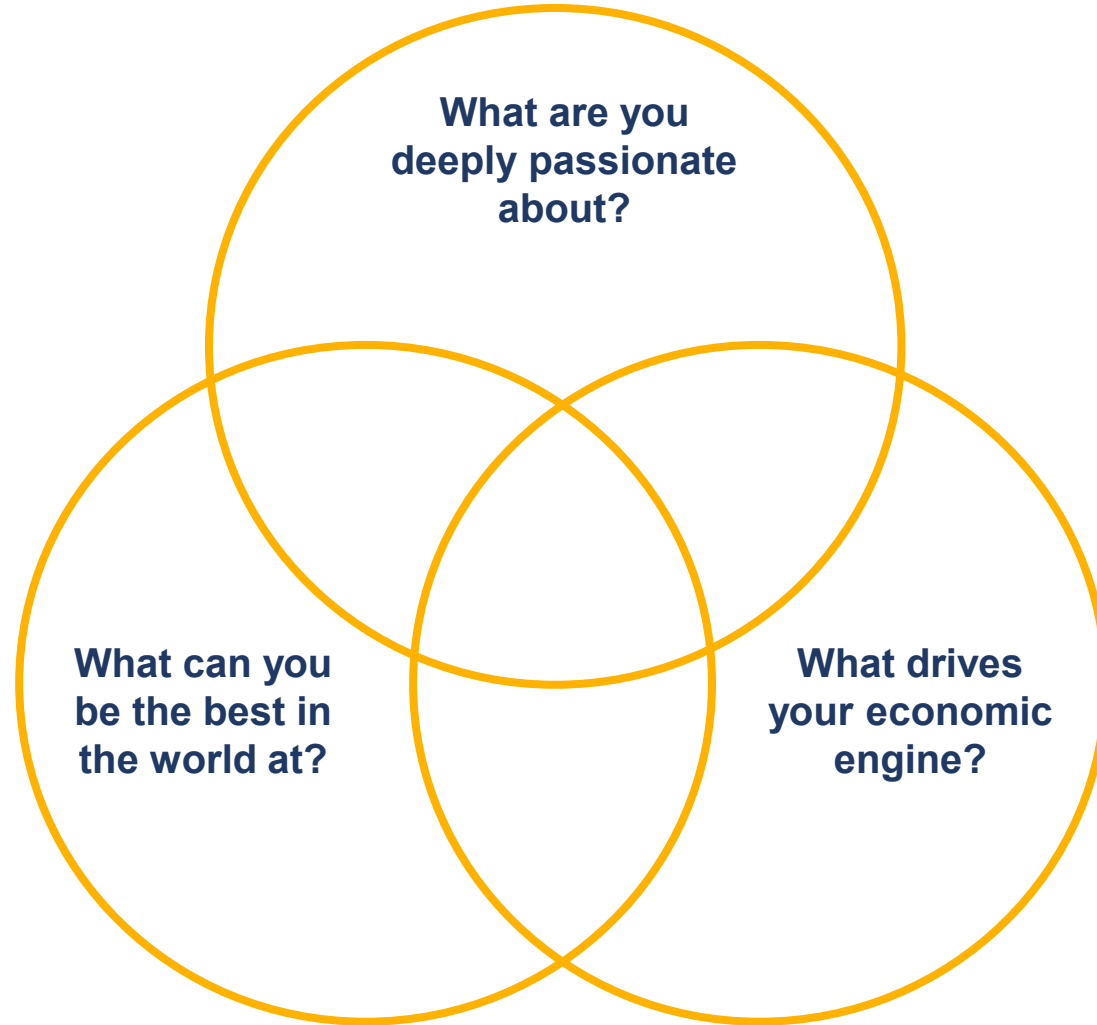
What the World Needs

Opportunity

Talent

Passion

What You're Good At

What You Love

"Happy Monkey"
You can't wait to get started, you're doing what you love to do (but the organization gets no benefit)

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The TOPs Model

- Create an inventory of your talents and what you absolutely love to do and looks at opportunities to do more of that.

- List out your talents –

  - Includes everything you are good at, whether they're natural gifts or skills you acquired over time.

- List your passions –

  - These are the things that most excite you and that you love to do

- Look at your two lists. Do they overlap at all?

- Do you have the **opportunity** to use your **talents** and pursue your **passions**?

Hedgehog Model

What are you deeply passionate about?

What can you be the best in the world at?

What drives your economic engine?

Strategic & Organizational Implications
•

Hedgehog Concept

- The Hedgehog Model is a corporate leadership concept outlined in Jim Collins' 2001 book called Good to Great.

- The idea stems from an ancient Greek poem in which a cunning fox tries and continually fails to eat a hedgehog who is always able to escape at the last moment by rolling into a ball.

- Collins describes how companies who are more like the hedgehog are more likely to succeed, because they focus on one thing and do that one thing well.

Create your own opportunity!

What is Networking?

- No "one size fits all" when it comes to networkg

- Try a few different networking strategies / tactics to discover what best suit you.

- I am an introvert, I prefer to network one-on-one over coffee, whassap, facebook, and so on. To identify the right people who can help you achieve your career development goals.

- Join a business organization or industry-specific association

- Look for skill-based volunteer (SBV) opportunities where you can leverage your professional skills for a worthy cause

- Search for networking opportunities at work

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Reference

What is my competitive edge

- Adaptability Skill
  - The ability to **adjust** your emotions, thoughts and behaviors to changing situations and conditions, being open to **changes**, new ideas, **challenges** and approaches.
- To adjust – Be resilient
- To change - Read and act on signals of change
- To grow – Learn, adjust take on challenges

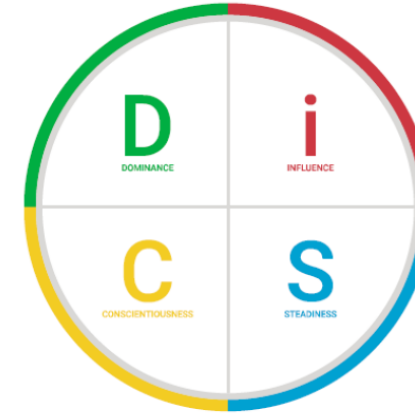# Training and assessment at People & Culture

OVERVIEW OF THE DiSC MODEL

Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic

Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

YOUR HIGHEST THEMES

Artistic, Enterprising, Social

THEME	CODE	STANDARD SCORE & INTEREST LEVEL	STD SCORE
Artistic	A	VERY HIGH	66
Enterprising	E	VERY HIGH	64
Social	S	HIGH	62
Investigative	I	HIGH	58
Conventional	C	MODERATE	54
Realistic	R	MODERATE	47

I — Introversion
Focusing attention on the inner world of ideas and impressions

N — Intuition
Taking in information by seeing patterns and the big picture, with a focus on future possibilities

F — Feeling
Making decisions mostly on the basis of values and subjective, people-centered concerns

P — Perceiving
Taking a flexible, spontaneous approach to life, liking to keep options open

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How would you plan for your career development?

Skills in demand in 2020+

Problem-Solving
As machines are able to solve daily, repetitious challenges, human workers will increasingly focus their efforts on long-term, complex problems.

Critical Thinking
Workers of the future will need to demonstrate their ability to think logically and explain their reasoning to others.

Creativity
Machine learning algorithms are good at spotting trends in data, but not great at extrapolating new conclusions – that's likely to remain the domain of human workers for a long time.
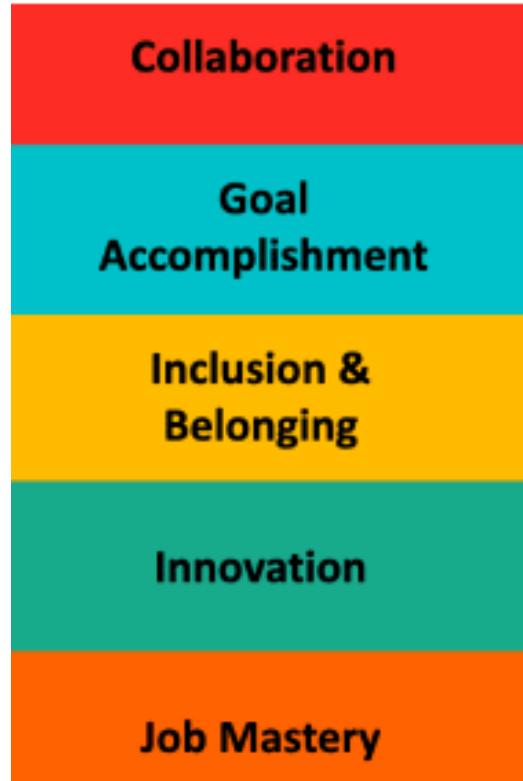
Collaboration
Whether in person or online, employees will continue to work in teams. The ability to collaborate well with other people from a range of backgrounds is an essential skill.

People Management
Organizations will continue to need strong leaders who can motivate employees and inspire creativity.

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Reference

Achieve Together

Collaboration

Goal Accomplishment

Inclusion & Belonging

Innovation

Job Mastery

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How to apply adaptability skills at work (to create opportunity to grow)

- If there are changes to processes, procedures or operational practices, yo can ask for clarification from teammates and managers to help you better plan for transitions.

- You might request opportunities to work on tasks that may be new to you or offer to take on responsibilities that require creative approaches.

- If sharing your ideas with your colleagues is something that makes you anxious, you could set a goal to contribute to team meetings and collaborations.

- Try getting all aspects of your work organized, such as documents, required paperwork, projects and other work information, so you are prepared in case there are transitions within your job.

Self-discovery and re-discovery

- Giving back to communities
- Giving back to UC Berkeley
- Support a cause meaningful to you

Q&A