

Counseling Approach and Procedure

Introduction	<ul style="list-style-type: none"> • Short introduction of myself, if not known • Duration of counseling (1 hour)
My approach	<ul style="list-style-type: none"> • There is no right or wrong way, but YOUR way • I can give <ul style="list-style-type: none"> (a) some ideas and hints to resources as well as (b) support in clarification about goals and decision making • Making decisions and acting is on YOUR side
Understanding the current situation (information from the request + additional clarification during the counseling)	<ul style="list-style-type: none"> • Date of PhD? • Contract situation? • Private issues to consider? (regional preferences, relationship,...) • Ambitions/long-term goals?
Previous activities/ approaches	
Question for counseling	
Potential topics (1) Introduction general topics/stages in job hunting for defining the question for counseling (2) more detailed information (subitems) regarding the question	<p>Guiding Questions</p> <ul style="list-style-type: none"> - What is expected of me? Am I competitive to stay in Academia? (Top 10 % of all grad students) - Does the academic career fit to me? (skills, interests, values) - Which are the most important success criteria in Science? <p>Recommendations</p> <ul style="list-style-type: none"> - Reflection on past experience and achievements - One-time mentoring by senior scientists/ <u>Reality check</u>: CV, own ideas and plans, get feedback and suggestions – Be prepared and precise! – Respect his/her time! - Elaboration of potential career paths (PlanB/C) <p>Different Kind of Goals</p> <ul style="list-style-type: none"> - Career advancement goals (to move forward your career) - Skill development goals (to improve valuable skills) - Project completion goals (to stay on top of the projects you are working on) <p>Topic “Your Network” 1) who is in and how close – 2) composition of the network – 3) its potential</p> <ul style="list-style-type: none"> - Size of your network? Diversity of your network? - Support for your next career steps? <p>Topic “Your Values”</p> <ul style="list-style-type: none"> - Norms and expectations in the (German) science system - Your working conditions: Do they fit to you? If not, can you change same? <p>Topic “Leadership Ambitions”</p> <ul style="list-style-type: none"> - What kind of leader do I (not) want to be? <p>3-Step-Approach</p> <ul style="list-style-type: none"> - Knowing yourself: self-assessment of skills, interests, values & career goals - MyIDP: http://myidp.sciencecareers.org/ - Knowing the job market: job search strategies & networking - Marketing yourself: communication – self-presentation <p>Furthermore: Improving Your Personal Effectiveness</p>
Conclusion	<ul style="list-style-type: none"> • Importance of goal setting and action planning • What do you take from the counseling? What will you do?