

Managing your Career:

Build a Meaningful Career by
Design

EnPoint 



Flow

- Developing a career management mindset
- Creating your career your strategy
- Reflecting as you go
- Q & A & Action setting!

Kenya Education for Employment Program (KEFEP)

- Initiative focused on strengthening and (STEM education);
- Funded by the Canadian government;
- Works partner with Colleges and Institutes Canada (CICan) members;
- NSCC International has led several KEFEP projects;
- "KEFEP 2" goal is to improve program marketing and branding;
- December 2019 focused on women in STEM.

Before we dive in...



Managing your career

Foundational EnPoint career principles

1. It is your career (Shocking right 😊)
2. You're the archer, arrow maker, and target decider
3. Aim to start, not for perfection
4. You're not alone
5. Learn from the journey



Principle #1: It is your career

- You are the only one responsible for and capable of designing the career you want
- Be the master of your destiny - *vs. going with the “flow”*
- Adopt an internal locus of control
- Yours to lose or gain- by inaction and action.
- Don't lose site of what you want to do, achieve, or see change in the world



Principle #1 cont'd

Starting your career

- Figuring out your “what, why, and how”
- Know yourself: interests, strengths, things you’re willing to learn, etc.
- Master responding to constructive feedback

Once hired

- Prove you were the right pick
- Manage up
- Continue managing out

“People don’t buy WHAT you do, they buy WHY you do it.”

– Simon Sinek, Start with Why



Principle #2: You are the archer, arrow maker, and target decider



- Strategy, strategy, strategy
- Goal setting for real life
- Enable action
- Follow-through



Principle #2 cont'd: Creating your strategy



- Start with “what do you want to do” (see *Career Kickstarter™ worksheet*)
- Who are the companies in “x” community that you’d love to work with?
- Find them
 - Where do they network?
 - What coffee shop is closest to their office?
 - What causes do they support? (Volunteer strategically)
 - Who are the key decision makers; HR, CEO, etc.?
 - Research them
 - Sign -up for newsletters, etc.

Principle #2 cont'd: Setting & acting on your goals



<https://www.brainpop.com/english/studyandreadingskills/settinggoals/>

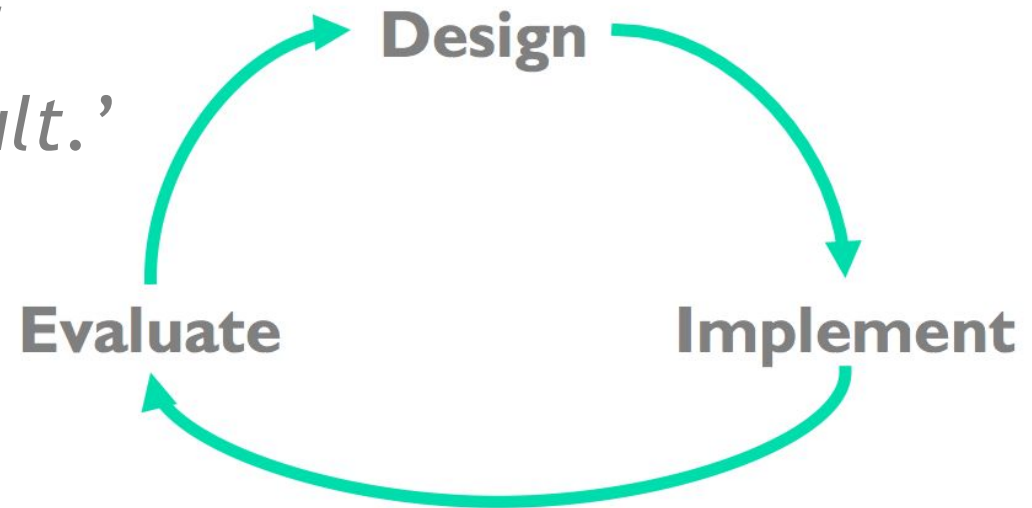


<https://kidengage.com/blog/2019/01/fun-and-engaging-goal-setting-activities-for-children/>

Principle #3: Aim to start, not for perfection

- Apply an iterative approach
- Don't get paralyzed by "perfect"
- Remember the definition of insanity: *'doing the same thing over and over again and expecting a different result.'*

Leads us into our next....



Principle #4: You're not alone

Facts

- Building a career you love is hard
- You're going to have some “not so great” days
- You may fall into the goal setting trap

Also a fact (if you act)

- You may know the song “lean on me”?
It applies here too!



Principle #4 cont'd: You're not alone



- Create a support network - just for you
- Engage team-mates, professors, community members
- Learn from a mentor / mentors
- Build relationships in your community of practice/ field
 - Share learnings
 - Mentor someone
 - Volunteer



Principle #5: Learn from the journey

- Self-reflection is key
 - For you, now as you grow
 - In career management overall
- What steps are you taking to remember your learnings?
- What are you iterating on?



Putting it all Together



Avoiding common pitfalls

- Forgetting the 5 principles
- Trying to get it 'perfect'
- Not creating a plan at all let alone bite-size steps
- Relying on others to do for you
- Starting later than necessary
- Being too hard on yourself or having unrealistic expectations
- Thinking the grass is greener on the other side
- Losing site of the big picture or yourself



Inspired Actions

1. What is the **first action** you need to take?
 - to start or advance your career plan
2. What do you need to be successful in that plan?
 - Skills, knowledge, networks, etc.
3. Who can help you achieve this?
 - Professors, mentors, peers, etc.

“Continuous effort—not strength or intelligence—is the key to unlocking our potential.”
—Winston Churchill



Thank you!

Questions/Comments

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