



A Mid-Career Change? No Problems, Only Opportunities

Alaina G. Levine
Quantum Success Solutions

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Today's goals

The title 'Today's goals' is positioned at the top left. To its right, there are five circles arranged horizontally. The first circle is solid light purple. The second circle is white with a light purple outline. The third circle is solid light purple. The fourth circle is white with a light purple outline. The fifth circle is solid light purple.

- Understanding *why* and *what* I want to change, *now*
- Identifying opportunities right for me (the *what*)
- Creating a strategic plan (the *how*)
- Executing that plan professionally

Before you make any change...

- Recognize that I have made the choice...

Choice = Control = Power

I control my career

I make the decisions

I am in the driver's seat

Before you make any change...

Information Gathering Phase

- Understand *why* you want to make a change and *why now*...

Negative Stimuli

- Job tasks – boring, too challenging, not interested
- Work environment – toxic, lunatic boss, dysfunctional team
- Resources – lack thereof, broken equipment
- Salary – want a higher salary

Positive Stimuli

- Field – want to go into another discipline
- Position – want a higher appointment
- Geography – want/need to move to new location
- Industry – want to change organizations, or industry all together (academia → industry, volcanoes → cupcakes)

Before you make any change...

Information Gathering Phase

- Identify your **needs** and **wants** out of your next opportunity
 - I need more money
 - I need flexibility (for family, personal life)
 - I need to live in NYC (family, etc.)
 - I need certain benefits (health insurance)
 - I need time/resources to work on my research
 - I want to live in NYC
 - I want to bake cupcakes
 - I want to switch from econ geo to volcanology
 - I want to work in industry vs academia

Before you make any change... Information Gathering Phase

- Be careful about the economy...

Before you make any change...

- Do an analysis of what you love and loathe in your current and previous jobs

Skill and Interest Inventory Matrix

Job or Experience	Sci/Tech Skills	Biz Skills	Soft Skills	Characteristics	Love	Loathe
Job 1						
Job 2						
Volunteer exper.						
TAship						

Before you make any change...

Information Gathering Phase

- What else is influencing your change, Career Goal, Opp-selection?
 - Family
 - Environment
 - Physical and mental abilities

Although you are in the driver's seat, there are outside influencers which will impact your decision-making process

Information-Gathering Phase: Conduct your research

- Find out:
 - What skills are needed
 - **What opps exist**
 - **How people find out about opps**
 - What assignments are required
 - What are the entry points to these opps
 - Organizational/vocational culture
 - What kind of resume/application is required
 - Are there deadlines for the opps

Information-Gathering Phase: Conduct your research

- Talk to trusted contacts and mentors
- Find trade organizations
- Read related publications
- Network – social media and in person
- Ask for informational interviews
- Go to related conferences, attend talks, network, talk to speakers

Information-Gathering Phase: Conduct your research

- Gather info about regions, organizations
 - Are they hiring?
 - Did they just have a big lay-off?
 - Did they just get a huge loan from the government?
- Contact Chambers of Commerce, Regional Econ Dev organizations
- Read biz newspapers and regional pubs

Information-Gathering Phase: Finding the right opp for you

- Understanding your overall Career Goal(s)
- Knowing what you want out of the change
- Knowing what you need out of the change
- Linking your Career Goal to the opp →
How will this opp help me achieve my
Career Goal now and in the future

Information-Gathering Phase: Finding the right opp for you

- Conducting extensive research, interviews, and even visits
- Knowing how to find the right opp
- Knowing how to land the right opp (special skills, procedures, applications, references, etc.)
- Understanding the permanent consequences of this opp

Planning Phase



- Identify major goal and minor goals (based on needs, wants, loves and loathes)
 - Major goal: to get a job in industry
 - Minor goals: in NYC area, large company
- Decide on deadlines, timeline, and regular milestones
 - Goal deadline – 6 months
 - Timeline – month 1, week 1, day 1, etc.
 - Each day, week, month, what will I do to achieve my goal?

Planning Phase: Being Flexible

- Vital – include contingencies, Plan B, C, +
 - What if I don't get the job in 6 months?
 - When do/should I tell my current employer...
 - What if I get the job in less than 6 months but can't take it?
 - What if I get an offer in a different field?
 - What if my current lunatic boss finds out I am looking for a new job and fires me?

Not everything will go according to your Strategic Plan and Goal, so you must account for unforeseen consequences now

Planning Phase: Being Flexible

- Plan B, C, +
 - Expand search parameters
 - What else do I want out of this change?
 - What else do I need out of this change?
 - What other opps will fulfill my needs, wants and Career Goals?
 - What are the consequences?

You Land the Opp! Now what?

- Make your final decision – is this *right for me, right now?*
- Plan your exit strategy
- Don't burn bridges
- Stay connected with colleagues and your previous org, industry, field, etc.
- Keep your reputation stellar

In conclusion



- You are in control!
- Congratulations for realizing you need and want a change and doing something about it
- Identify needs, wants, loves, loathes, and Overall Career Goal
- Conduct extensive research before making any change
- Develop a Strategic Plan
- Have Flexibility and Contingencies
- Be professional and stay connected
- Good luck on your next adventure!

AGU Fall Meeting Career

Opportunities: <http://www.agu.org>

- Effective Resume/CV Writing
- Professional Leadership Skills for Scientists
- Career Opportunities Networking Lunch
- Effective Networking Strategies
- Negotiation Strategies and Tactics
- **One-on-One Career Consultations**



Alaina G. Levine
Quantum Success Solutions
alaina@alainalevine.com
www.alainalevine.com

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