

Beyond Traditional Career Activities in FYS: Engaging Students in Networking



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Agenda

Why Networking Matters

Strategies and Activities

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Are Students Engaged in Career Exploration?



Not much, they take a “serial” approach to academics and careers, placing greater importance on assignments and current work

Greenbank and Hepworth (2008)

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Current Practices

Career is one of least emphasized topics in FYS

- 29.3% of two-year colleges
- 13.1% of four-year colleges

Academic planning or major exploration

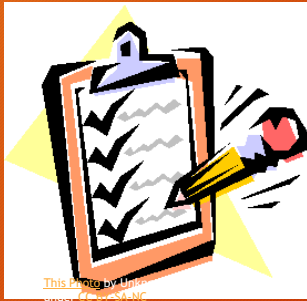
- 21.2% identified this as an objective

Young & Hopp (2014); Young & Skidmore (2017)

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Traditional Career Activities in FYS

Self-Assessment



Career Information



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Career Exploration Process: Parson and Holland

Self-assessment

Values/passion, Skills/abilities, and Interests



Information about careers

Websites, Informational interviews



Choose a Career

Match Self-assessment with Career Information

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Exploring Interests is Not Enough



Behrens & Nauta (2013)

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Exploring Interests is Not Enough

SDS group:

- Identified more career alternatives



But, NO differences on:

- Career exploration
- Decision making self-efficacy
- Career indecision
- Seeking career counseling

Behrens & Nauta (2013)

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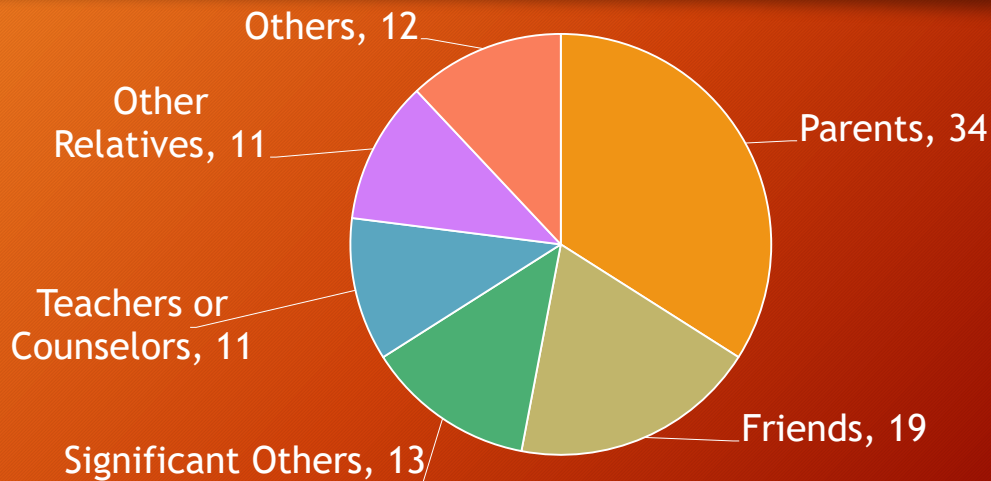
Activity: Turn and Talk - Career Decisions

How did you decide on your career?



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Relationships and Career Decisions



n = 58 young adults

Phillips, Christopher-Sisk, & Gravino, (2001)

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What about Networking?

85% of jobs
are filled by
networking
(Adler, 2016)



dastornews.com

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Defining Networking

What You Know

Who You Know

Who Knows You

Harrington (2019)

Mutually beneficial relationships



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(Addams, Woodbury, and Addams, 2010)

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Start Early: Relationships and Skills Take Time to Develop



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Violorio (2011)

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Krumboltz: Happenstance



<http://www.ittranslates.com/industry-solutions/education/>

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Re-thinking Self-Assessment



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Assessments?



Actions!

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Self-Assessment and Co-curricular and Experiential Learning Opportunities

Internships/Cooperative
Education

Clubs

Job shadow

Sports

On-campus and off-
campus jobs

Service Learning

Leadership activities &
opportunities

Volunteering

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Reflecting on Actions

What did you enjoy the most about this activity?

What did you enjoy the least?

Was the work/activity meaningful to you?

When you have a great experience/day, what made it great?

When you have a bad experience/day, what made it bad?

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Recognizing Skills and abilities



Leadership
Problem-solving
Teamwork
thinking
Communication
Professionalism
Critical
Relationships

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Exploring Transferable Skills: Top 10 Skills Employers Want Matching Exercise

Here are the 10 skills employers say they seek, in order of importance:

1. Ability to work in a team
2. Ability to make decisions and solve problems
3. Ability to plan, organize and prioritize work
4. Ability to communicate verbally with people inside and outside an organization
5. Ability to obtain and process information
6. Ability to analyze quantitative data
7. Technical knowledge related to the job
8. Proficiency with computer software programs
9. Ability to create and/or edit written reports
10. Ability to sell and influence others

Suggested Sequence - Humanities Program A.A. Degree English Option

The following sequence is an example of how this degree can be completed in two years. This sequence is based on completion of all Foundational Studies requirements and prerequisites and presumes a Fall Term start date. An individual's program may vary depending on transfer institution, career objectives, or individual needs. See a counselor for other options and to monitor your progress.

Semester 1 - Fall Term

- Career Studies Credits: 3
- Mathematics/Science/Technological Competency Credits: 3-4 ⁽¹⁾
- ENGL 121 - English Composition: The Writing Process Credits: 3
- Humanities Credits: 3
- Mathematics Credits: 3 ⁽¹⁾

Total credits: 15-16

Semester 2 - Spring Term

- Career Studies Credits: 3
- ENGL 122 - English Composition: Writing and Research Credits: 3
- Mathematics or Science Credits: 3-4 ⁽¹⁾
- History Credits: 3
- Social Sciences Credits: 3

Total credits: 15-16

Semester 3 - Fall Term

- Career Studies Credits: 3
- SPCH115 - Public Speaking Credits: 3
- Humanities Credits: 3

<https://www.forbes.com/sites/susanadams/2013/10/11/the-10-skills-employers-most-want-in-20-something-employees/#252c206a6330>

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Importance of Growth Mindset (Dweck)



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Abilities

The Power of

YET

-Carol Dweck

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Elevator Speech

- Keep it simple and short
- Focus on one or two key accomplishments
- Be creative and use your imagination
- Know your audience



[The SNAAP Approach](#)

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Elevator Speech

Introduce Yourself

- Name, Smile, Handshake

Hook

- Interesting fact or very brief story

Accomplishment

- Example action you took that resulted in successful outcome

Ask

- Information about internship fair, follow up conversation

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Power of Vulnerability

“Vulnerability is about showing up and being seen. It’s tough to do that when we’re terrified about what people might see or think.”

- Brene Brown

- Knowing and sharing interests, values, and goals
- True vulnerability versus *using* vulnerability
- Vulnerability versus oversharing



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Activity: Mock Career Fair

Employers: You are seeking qualified candidates for an internship or part time position in your company.

Students: You are seeking an internship or part time position to gain more experience. This is your first time at a career fair.

CA = Cashier

CH = Childcare

V = Volunteer

H = Host or Hostess

P = Pizza Delivery Person

CP = Club President

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Activity: Turn and Talk - Career Information

- What is one piece of information you wish you knew about your career field before starting it?
- Where could you have found this information?



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Informational Interviews



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Sample Informational Interview Questions:

- What are the job tasks?
- What is a typical day like?
- What is your favorite part of this position?
- What is the most challenging part of this position?
- What was your career journey? How did you get to this position?
- What advice do you have for someone who wants to enter this field?

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Activity Time: 6 Degrees

Let's assume you want to do an informational interview with _____

1. Does anyone at your table know a _____?
2. Does anyone at your table know someone who might know a _____?
3. If not, how can you find a _____?

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Online Networking: Linked In

Linked in

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Social Media Audit Exercise

- Remove overshares
- Know your audience
- Build a brand



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Maintaining Relationships: Power of Thank You

thank you!

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Networking Action Plan

Identify two actions you will take to maintain a connection you made in today's workshop.



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Please remember to submit your evaluation on Guidebook!

Slides available at www.scholarlyteaching.org

#FYE20

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