

February 2014

# REFLECTIONS

*Personal Visioning and Career Mapping*

## Women's Leadership Reception

### CONTACT INFORMATION

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Find us on Facebook!

Our page is the Advancing Women Mentoring Program (IUPUI)!

Like us today and look for more updates from the AWMP Team!

March is quickly approaching, and that means Women's History Month is coming up! As part of the annual Women's History Month observance at IUPUI, the Women's History Month Committee recognizes female leaders, from across campus, at a leadership reception. The Annual Women's Leadership Reception held each spring recognizes the special contributions of IUPUI female faculty, staff, and students to the campus and greater community.

The 17th Annual Women's Leadership Reception will be held on March 26, 2014 from 2:30-4:30 in the Campus Center Theater.

Student applications are due by February 28th. Nominations are suggested but are not required for the application process.

Applications can be found at:

<http://studentaffairs.iupui.edu/involved/leadership-programs/student-recognition/women-awards/index.shtml>

Women faculty and staff can be nominated until 6 p.m. Monday, March 3, 2014. Criteria and a nomination form for the faculty and staff awards can be found here:

<http://ofw.iupui.edu/Recognition/Annual-Womens-Leadership-Awards>

# Step Into Your Future: The Basics for Career Development

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Many young college women can remember quite vividly the production and build-up to their high school prom or formal dance. The questions running through their heads might have included: "What type of dress should I buy?" "Can I dance all night in these shoes or should I go with a lower heel?" "How should I wear my hair?" All this thought, shopping, primping, and styling went into creating an unforgettable look for a special event. Chances are if you went into the mall or the hairdresser knowing your size, shape, and most becoming colors and clothing labels, then creating that look was much easier and fun than it might have been if you had no plan or given no thought to what looked good on you (as well as what didn't). Or maybe you had a savvy friend or relative who knew how to shop and help you find the right outfits and accessories, and you discovered how important the input of others can be in putting your best foot (hopefully in great shoes) forward.

Have you given as much thought to your future as you did to the last big party of your high school years? You will be there much longer than you were at the prom! Think about what YOU bring to college and to the world and what you want to develop and deepen in yourself during your time here.

As career professional staff in ACD, we use a developmental model called "STEP" to help students organize their exploration, eliminate information deficits, and move forward to their future. If you are interested in talking with one of us, I will have contact information at the end of this article.

## SELF-FOCUS

Just as knowing your size, budget, and personal style can help eliminate needless frustration when shopping for a dress to impress, knowing who YOU are and who YOU want to be can save you some time in exploring your future options. Not everyone looks like a VIP—but we all HAVE "VIPS" and here they are:

Values are elements you must have in your life, and since your career will influence the degree to which you can honor them, you need to be clear BEFORE settling on your path. Examples of values include high income, security, stability, prestige, upward mobility, leisure time, social responsibility, and more. Try to identify your top three or four.

Interests are activities that you enjoy doing—ideally, your career should incorporate enjoyable and even "passionate" activities (meaning you lose track of time doing them and they energize you to the point you can't wait to do them again!)

Personality traits include the way you get your energy, the kind of information you pay attention to and work with the best, how you make decisions, and how you approach time management. You want a good fit between your style of doing things and your particular workplace of choice whenever possible.

Skills are competencies you have developed, deepened, and mastered in such areas as working with people, information, ideas, or things. College is a great place to discover and uncover your skill areas. From there your coursework and your co-curricular activities become the setting for deepening and mastery.

**TARGET:** taking what you know about yourself and using that knowledge as a filter through which to select career goals and the educational and experiential paths to them. A word to the wise here: unless you choose a career that requires a license or certificate in order to enter or continue the occupation, you have more flexibility in your academic programs than you realize, so don't pigeonhole yourself too soon!

**EXPLORE:** as you make your list of career goals, you will want to make informed decisions about the best way to make them a reality. Seek out good information by talking to professionals, professors, or advisors in the field(s) you are considering. You can also look up information and facts on occupations and careers in the Occupational Outlook Handbook and O-Net Online. Consider job shadowing, research, internships, and student leadership as stepping stones to experience you can put on a resume as well. And let your mentor know what you have in mind, too. He or she may know of people and opportunities that you don't, and can connect you with them if you just speak up about your goals!

**PLAN:** in addition to short-term planning such as registering for next semester's courses, you should look at your long-term academic plan. How many semesters will it take to finish? If you need to add internships, graduate study, or other experience to be marketable, how and where can you get those into your life? Also, make sure you keep records of experiences and contacts you already have. Think about attending or even presenting at professional conferences (you can often go free or at a steep discount as a student). Do you have a LinkedIn profile as well as an account in your school's career services office job bank? If not, those are easy and free to set up.

For more information or help with any part of this process, please contact us for an appointment at: 274-4856 or career1@iupui.edu

We would love to hear your story and help you with the next chapter!

Think like a queen. A queen is not afraid to fail. Failure is another steppingstone to greatness.

~Oprah Winfrey~

# Looking Within to Find Your Path

By Kathleen S. Grove, Director, IUPUI Office for Women

Your vision will become clear only when you look into your heart.  
Who looks outside, dreams; who looks inside, awakens.  
—C.G. Jung

This is a bit of an odd quote for a man who spent his life studying dreams...the noted psychiatrist and author, Carl Jung. In fact, he theorized that analysis of dreams could lead one to understand the unconscious mind and its motives. However, in this context, I think he is saying that a true path for one's life is best discovered through knowing and discovering yourself and not by looking outward and asking the world for the answer.

That is the message of dozens of self-help books that encourage us to take the time to understand ourselves and reflect on our life's purpose. Two of my favorites are *The Path: Creating Your Mission Statement for Work and for Life* by Laurie Beth Jones and *What Color Is Your Parachute* by Richard N. Bolles. Likewise, that is the value of self-assessment tests and exercises that can be taken at career services offices. Assessments such as the Myers Briggs Personality Inventory and the Strong Interest Inventory can help us understand our preferred way of processing our experiences or our most cherished interests. Books such as *Strengthsfinder* by Tom Rath even give us access to an online test and assessment and helps up focus on what we do well.

Discovering who we are and what is meaningful to us may also be impacted by our gender identity as well. Women in general either due to biology or social conditioning have a strong relationship orientation. This was described by Dr. Jean Baker Miller, a leading theorist on women's development, as such: "If we observe women's lives carefully...we discover that an inner sense of connection to others is the central organizing feature of women's development...women's sense of self and of worth is most often grounded in the ability to make and maintain relationships."

Of course, there are variations in individual identity and motivations and important social identities beyond gender, such as ethnicity, age, class and religion, which may impact our values. However, current research shows that women still highly value relationship above other goals:

"Data from the Occupational Information Network, or O\* NET, show that in male-dominated occupations, values linked to job satisfaction are achievement, independence, work conditions, and support. In female-dominated occupations, the most important values determining job satisfaction are relationships, achievement, and, to a lesser degree, independence. ... The big difference comes in relationships; a value accorded a high importance by workers in 75 percent of all female-dominated occupations. "

How this value plays out in the work force, in career choices, in earnings and in the unpaid labor of caring for our families, children and elders is well documented in the recently released Shriver Report, noted in this article. According to US Census Bureau data, women continue to perform twice as much dependent care as men yet have less access to paid sick leave, family leave and job flexibility. Occupations are still largely sex-segregated with 43.6 percent of women working in just 20 job titles while men work in a much larger array of occupations. And women continue to be the majority of workers in the lowest paid occupations.

None of this is to say that we need to change our values. Rather we need to create businesses and public policies that incorporate the value of relationships and the "ethic of care" as much as we value the bottom-line and productivity and achievement. Interestingly, many of the leadership gurus are saying this same thing. Simon Sinek, who has one of the most watched Ted Talk videos and has written best-selling books on leadership, has just released a book titled, *Leaders Eat Last*. In it, he profiles the success of the US Marine Corps and his conclusion is that the bonds of caring and empathy are what allows the Corp to succeed in life and death situations:

"These exceptional organizations all have cultures in which the leaders provide cover from above and the people on the ground look out for each other. This is the reason they are willing to push hard and take the kinds of risks they do. And the way any organization can achieve this is with empathy. "

So knowing one's strengths, values, and mission will help us choose our path in life and taking the time to explore these and reflect upon them will be time well spent. Or in the words of Carl Jung: "The privilege of a lifetime is to become who you truly are."

1 The Healing Connection, How Women Form Relationships in Therapy and in Life, Jean B. Miller and Irene Stiver, Beacon Press, 1997  
2 Shriver, Maria (2014-01-11). *The Shriver Report: A Woman's Nation Pushes Back from the Brink* (Kindle Locations 2767-2768). RosettaBooks. Kindle Edition.  
3 Shriver, Maria (2014-01-11). *The Shriver Report: A Woman's Nation Pushes Back from the Brink* (Kindle Location 891). RosettaBooks. Kindle Edition.  
4 Sinek, Simon, *Leaders Eat Last: Why Some Teams Pull Together and Others Don't*, Penguin/Portfolio, New York, 2014, p. 8



**Advancing Women Mentoring Program**  
Authentic. Engaging. Empowering.