

“LIFE AFTER CGU”

CAREER & PROFESSIONAL DEVELOPMENT AND DRUCKER CAREER STRATEGY OFFICE



CAREER & PROFESSIONAL DEVELOPMENT



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Director



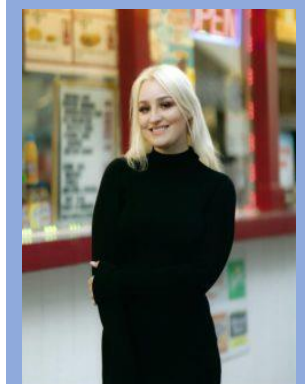
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Associate Director



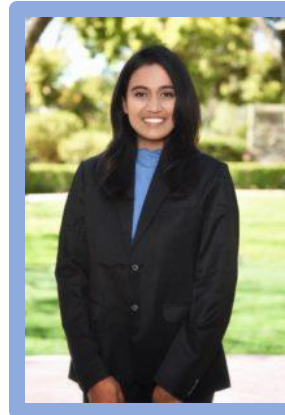
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DRUCKER CAREER STRATEGY OFFICE



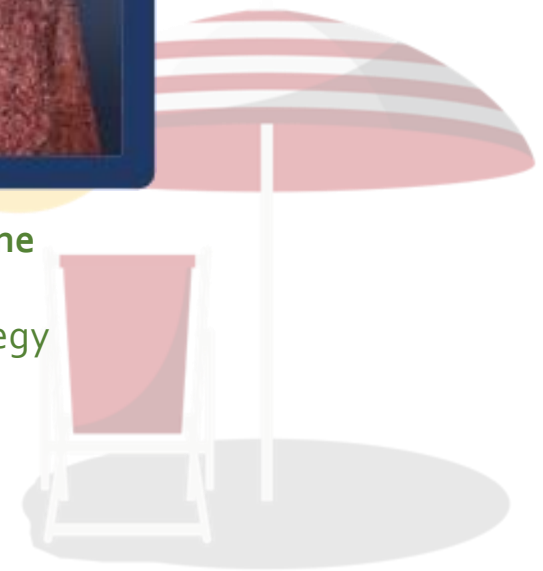
Cindy Peck
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Don't make your life an afterthought.
It is essential to navigate your
academic and career simultaneously.



STEPS TO ENHANCE YOUR CAREER JOURNEY

Career Exploration

Explore Your Career Journey

Document Review

Showcase Experiences and Accomplishments

Networking and Branding

Network, Connect, Build Rapport

Offer Negotiation and Financial Literacy

Understanding the Details of an Offer

Career Search Strategies and Techniques

Strategize Your Search

Career Assessments

Understanding You and Your Career

Interviewing

Articulate Your Accomplishments

Employer and Industry Engagement

Build and Maintain Relationship

CAREER PROGRAM & EVENTS

LinkedIn

Business Etiquette

Personal Board of Directors

Resume, CV's & Cover Letter

Interview Strategies and Techniques

Emotional Intelligence



CAREER PROGRAM & EVENTS

Networking | Brand Management

Clifton Strengths and Assessments

International CPT/OPT Support

Professional Networking

Offer Negotiation

Career Change | Succession



CAREER READINESS COMPETENCIES

Career readiness is a foundation from which to demonstrate requisite core competencies that broadly prepare the college educated for success in the workplace and lifelong career management.

CRITICAL THINKING



Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.

COMMUNICATION



Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.

TEAMWORK



Build and maintain collaborative relationships to work effectively toward goals. Appreciate diverse viewpoints and shared responsibilities.

TECHNOLOGY



Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

LEADERSHIP



Recognize and capitalize on personal and team strengths to achieve organizational goals.

PROFESSIONALISM



Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the community and workplace.

CAREER & SELF DEVELOPMENT



Proactively develop oneself and career via personal and professional learning, awareness of strengths and weaknesses, navigate career and build network.

EQUITY & INCLUSION



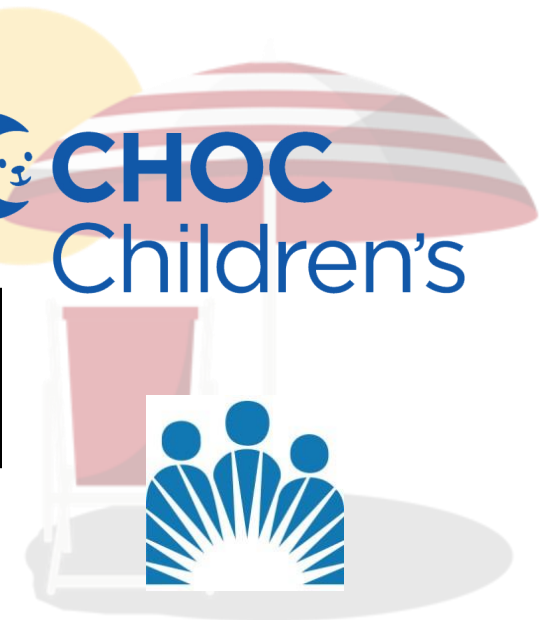
Demonstrate awareness, attitude, knowledge, and skills to equitably engage different cultures. Challenge anti-racist practices in systems, structures, and policies.

JOB OUTLOOK: ATTRIBUTES EMPLOYERS ARE SEEKING

ATTRIBUTE	% OF RESPONDENTS SEEKING FOR CLASS OF 2022	% OF RESPONDENTS SEEKING FOR CLASS OF 2021
Problem-solving skills	85.5%	79.0%
Analytical/quantitative skills	78.6%	76.1%
Ability to work in a team	76.3%	81.0%
Communication skills (written)	73.3%	72.7%
Initiative	72.5%	67.8%
Strong work ethic	71.0%	65.4%
Technical skills	64.9%	67.8%
Flexibility/adaptability	63.4%	65.9%
Detail-oriented	62.6%	56.1%
Leadership	60.3%	67.8%
Communication skills (verbal)	58.8%	73.2%
Interpersonal skills (relates well to others)	56.5%	57.6%

<https://www.nacweb.org/talent-acquisition/candidate-selection/problem-solving-skills-top-attributes-employers-seeking-on-resumes/>

EMPLOYER ENGAGEMENT



EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

CLIFTON STRENGTHS

4 DOMAINS OF STRENGTHS

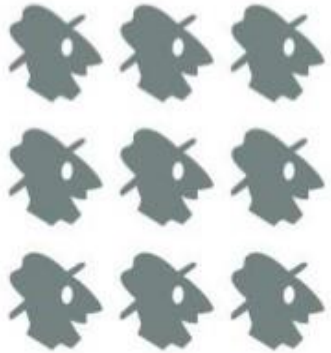
Business Etiquette



WHY NETWORK?

- Create a wider support network
- Increase visibility
- Foster impactful connections that lead to enhanced career opportunities
- Improve communication skills in professional and interpersonal settings
- Help one gain a better understanding of the demands, norms, and expectations of their respective field
- Create a context where new ideas and innovations are likely to be cultivated

Emotional Intelligence Statistic



90%

of top performers
have high EQ

EQ is responsible for

58%

of your job
performance



\$29,000

People with high EQ
make \$29,000 more
annually than their
low EQ counterparts

By Dr. Travis Bradberry

DO EMPLOYERS CARE ABOUT EMOTIONAL INTELLIGENCE?

EMOTIONAL INTELLIGENCE IS
AN IMPORTANT FACTOR FOR HIRING
AND MANAGING EMPLOYEES



71%

of employers say they
value EI over IQ in their
employees



59%

of employers would not
hire someone with a high
IQ but low EI

(Source: 2011 CareerBuilder Survey)

How LinkedIn Works



Your Contacts' Contacts' Contacts

Your Contacts' Contacts

Your Contacts



STAR Interview Method

S

Situation

Introduce the situation to set the scene and provide context.

T

Task

Describe the task. What needed to be done and why?

A

Action

Explain the action you took.

R

Result

Describe the result in terms of benefits realized.

The STAR Method is a tool for answering tough behavioral interview questions.



SALARY NEGOTIATION

Base Salary

- Market value
- Experience
- Education
- Range
- Cost of living
- Walk-away number
- Taxes

(location based remote considerations)

Pay Date

- Bi-weekly | Monthly
- On specific date or designated time

Additional Considerations

- Relocation costs

Exempt | Nonexempt

- Wage and hour regulations
- Overtime
- Breaks
- Minimum wage

Professional Branding for Scholars of Color



DIFFERENCES BETWEEN CULTURES

How do you adjust your digital profile when entering the US?

CULTURAL CONTEXT

FIGURE 1.1. COMMUNICATING



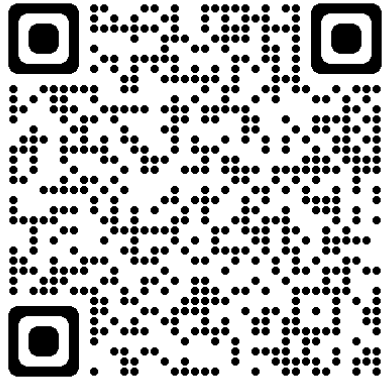
TopCV® presents

How do CVs differ from country to country?

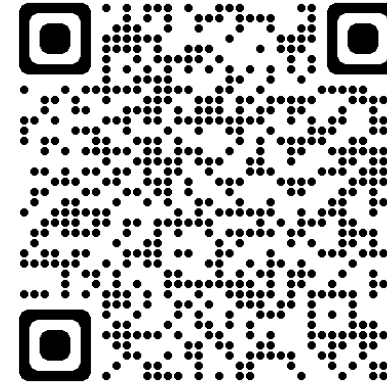


Question	Answer	Where?
What do I call it?	CV (Curriculum Vitae)	UK and EU countries
	Resume	US, Australia, Germany, Asian countries
Page length?	2 pages for most professionals, A4 paper	Most countries, including EU countries and the UK
	2 pages for most professionals, letter paper	US, Canada
Personal information?	General location, mobile number, email address, LinkedIn profile	UK, US, Australia
	Nationality, civil status, birthdate, gender, maiden name, marital status (often)	EU countries
Photo?	No	UK, US, Africa, Israel, Australia, Canada, Mexico
	Yes	EU countries, Latin America, Southeast Asia, Middle East
Personal statement?	Yes	Everywhere
Language skills?	Yes	Everywhere

THANK YOU!



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