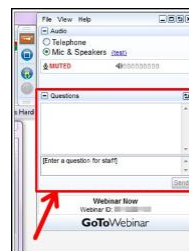


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What You Will Learn

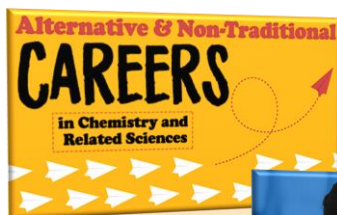
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MANAGING THE LIFE OF AN EARLY CAREER RESEARCHER

Featuring Dr. Anubhav Saxena

Editorial Advisory Board, C&EN and ACS Omega;
R&D President, Pidilite



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THIS ACS WEBINAR WILL BEGIN SHORTLY...

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Managing the Life of an Early Career Researcher



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R&D President, Pidilite



Dr. Deeksha Gupta
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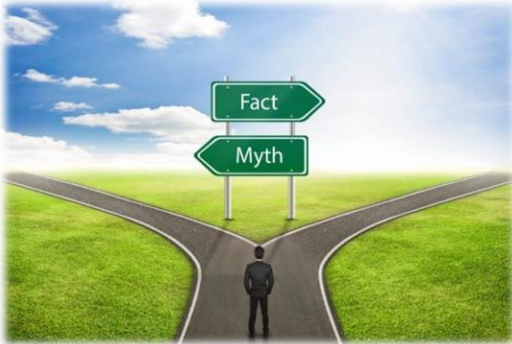
A career is a life-long Journey that is developed than chosen

12



CHALLENGES IN MANAGING EARLY CAREER

Myth vs. Reality



- **It's just a job** (Job vs. Career)
- **Picking a career is simple** (by seeing others)
 - Focus on Strength's based opportunity
- **My Degree will help me significantly in career and promotions** (Technical skills vs. Soft Skills and Attitude)

13



ROAD MAP FOR MANAGING EARLY CAREER CHALLENGES

R	O	A	D
Reflect	Objective	Accelerate	Deliver
Identify your strengths, opportunity and fulfilling career goal	Push boundaries & define SMART career objectives	Build a right attitude/unique skills and identify mentor for validation	Focus, collaboration and practise continuous learning mind-set to achieve objectives

14

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Which of the following do you believe is your **BEST** strength regarding managing your career?

- Reflect
- Objective
- Accelerate
- Deliver
- None of the above



** If your answer differs greatly from the choices above tell us in the chat!*

15



BRING CLARITY AND DIRECTION TO YOUR CAREER

R

Reflect

Identify your strengths, opportunity and fulfilling career goal

My Strength

- What am I good at?
- Is there something better I can do in comparison to others?
- What are the achievement in my life that makes me proud?

My Weakness

- What do I need to work on?
- What type of tasks that I ignore when I am not comfortable or confident in doing that?
- What do people think about my weakness?

“Competition makes you better, even if your competitor wins” - Carlos Slim Helu

16



SKILL ASSESSMENT



R

Reflect

Identify your strengths, opportunity and fulfilling career goal

- Test both technical and soft skills
- Focus on job Specific skills vs. Generic skill
- Use appropriate skill assessment tools #

ACS Tool: Chemidip.acs.org

17



SMART Goals

O

Objective

Push boundaries & define SMART career objectives

S	Specific	Make your goals specific and narrow for more effective planning.	
M	Measureable	Define what evidence will prove you're making progress and reevaluate when necessary.	
A	Attainable	Make sure you can reasonably accomplish your goal within a certain timeframe.	
R	Relevant	Your goals should align with your values and long-term objectives.	
T	Time-based	Set a realistic, ambitious end-date for task prioritization and motivation.	

18



MENTOR/MENTEE RELATIONSHIP TO ACCELERATE CAREER



A

Accelerate

Build a right attitude/unique skills and identify mentor for validation

Mentor

Availability/Communication	Be able to meet with mentee and participate in the research program activities.
Advisor/Facilitator	To help mentee to think, learn, and grow to his/her potential.
Advocacy	To support mentee in development of his/her profession and career.
Honesty	To provide honest and constructive feedback.
Role Model	To set example of values, ethics, and professional practices.
Networking	To help establish professional network with graduate students, peers, and colleagues within the University to enhance mentee's career potential.
Being Informed	Be aware of the College and University policies and practices, and advise mentee on the issues.

Mentee

Respect	To fully respect the mentor and appreciate his/her mentoring.
Commitment	To fully participate in the mentoring relationship and the research program activities.
Responsibility	To accept responsibility for his/her academic career development.
Honesty	To communicate honestly with the mentor(s).
Proactive	To take initiative in seeking help and feedback from the mentor.
Receptive	Be open and listen to mentor's advice and suggestions.
Follow through	To implement feedback and complete tasks.

"A mentor is someone who allows you to see the hope inside yourself" — Oprah Winfrey

19



ATTITUDE AND SKILL-SET TO ACCELERATE CAREER

A

Accelerate

Build a right attitude/unique skills and identify mentor for validation

Skills Assessment

Importance for Successful Career

Research conducted by Harvard University, the Carnegie Foundation and Stanford Research Center, has all concluded that **85% of job success comes from having well-developed soft skills and people skills,** and only 15% of job success comes from technical skills and knowledge (hard skills).



20



A

Accelerate

Build a right attitude/unique skills and identify mentor for validation

Top 5 Soft Skills For All Jobs

- 1 INTERPERSONAL SKILLS
- 2 PRESENTATION SKILLS
- 3 LEADERSHIP SKILLS
- 4 CRITICAL AND FORWARD-THINKING SKILLS
- 5 TIME AND DISTRACTION MANAGEMENT SKILLS

Attitude



HAVE CONVICTION



THINK BIG

“Attitude is a little thing that makes a big difference” — Winston Churchill

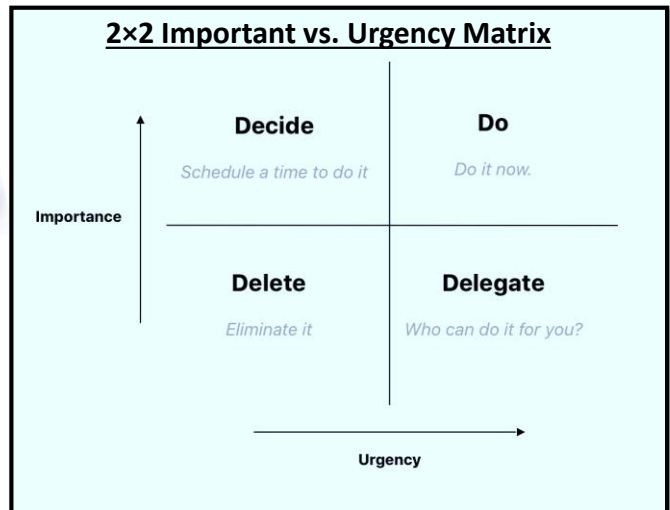


D

Deliver

Focus, collaboration and practise continuous learning mind-set to achieve objectives

IMPORTANCE OF FOCUS TO ACCELERATE CAREER



“The successful warrior is the average man, with laser-like focus.” — Bruce Lee



HOW TO DEVELOP COLLABORATIVE MIND-SET?

D

Deliver

Focus, collaboration and practise continuous learning mind-set to achieve objectives



Collaboration Model



“Talent wins games, but teamwork and intelligence win championships.” – Michael Jordan

23



DEVELOP CONTINUOUS LEARNING MIND-SET

D

Deliver

Focus, collaboration and practise continuous learning mind-set to achieve objectives



“A person who never made a mistake never tried anything new.” — Albert Einstein

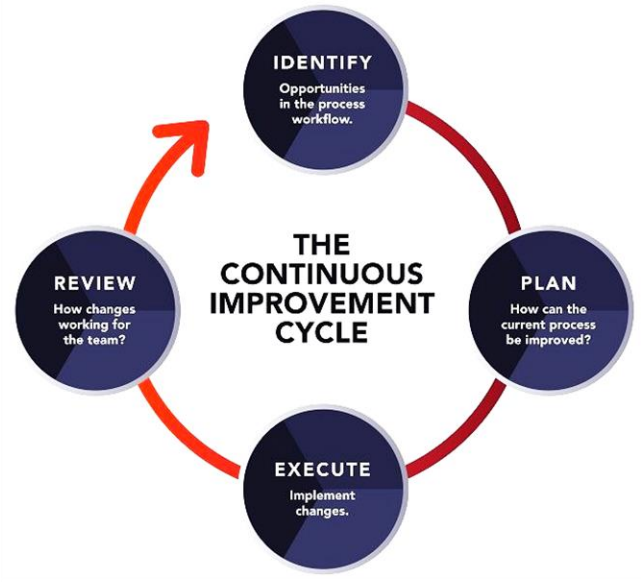
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D

Deliver

Focus, collaboration and practise continuous learning mind-set to achieve objectives



“Continuous learning is the minimum requirement for success in any field.” – Brian Tracy

25

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Which of the following do you believe you need to improve MOST?

- Reflect
- Objective
- Accelerate
- Deliver
- None of the above



** If your answer differs greatly from the choices above tell us in the chat!*

26



SUMMARY

You are responsible for your career

Take Ownership of Everything You Do

- ❑ Always focus on your strengths and continuous learnings
- ❑ Career is long journey - Practice patience and perseverance
- ❑ Respect mentor and leverage effectively- Learn from feedback quickly
- ❑ Keep a positive attitude and gratitude



CONTACT DETAILS



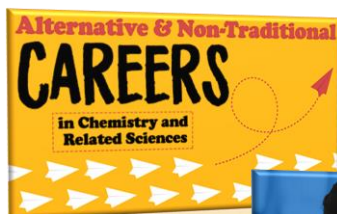
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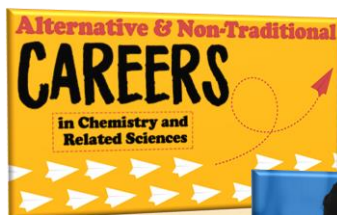


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