Have Questions?

Type them into questions box!

“Why am I muted?”
Don’t worry. Everyone is muted except the presenter and host.
Thank you and enjoy the show.

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ACS visits campuses across the world offering FREE seminars on how to be published, find a job, network and use essential tools like SciFinder. ACS on Campus presents seminars and workshops focused on how to:

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- Find a job
- Effectively use research tools like SciFinder® and ACS ChemWorx
- Communicate your science
- Write grant proposals
- Build industry partnerships
- Prepare for a changing employment landscape

http://acsoncampus.acs.org
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ACS Efforts and Resources on COVID-19

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Browse [ACS Resources](http://acs.org/) and [Initiatives](http://acs.org/)!
ACS Career Navigator: Your Home for Career Services

Whether you are just starting your journey, transitioning jobs, or looking to brush up or learn new skills, the ACS Career Navigator has the resources to point you in the right direction.

We have a collection of career resources to support you during this global pandemic:

- Professional Education
- Virtual Career Consultants
- ACS Leadership Development System
- Career Navigator LIVE!
- ChemIDP
- College to Career
- ACS Webinars
- Virtual Classrooms

Visit [www.ACS.org/COVID19-Network](http://www.ACS.org/COVID19-Network) to learn more!

What is ChemIDP?

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Through immersive, self-paced activities, users explore potential careers, determine specific skills needed for success, and develop plans to achieve professional goals.

ChemIDP tracks user progress and input, providing tips and strategies to complete goals and guide career exploration.

[www.acs.org/chemidp](http://www.acs.org/chemidp)
Free Upcoming ACS Webinars!

**Friday Rebroadcast**

Friday, July 24, 2020 at 2-3pm ET
Speaker: Alya Yekini, Blue Therapeutics
Moderator: Jane Ailich, University of Florida

What You’ll Learn
- What are the stats, scientific issues, and policy ramifications driving the opioid crisis.
- What are the body’s pain pathways and where are the potential clinical targets.
- What solutions are medicinal chemists working on.
Co-produced with ACS Division of Medicinal Chemistry

**Register for Free!**

**Green Cards for Scientific Researchers**

Wednesday, July 29, 2020 at 2-3pm ET
Speaker: Brian Getts, Getts & Schatz, P.C.

What You’ll Learn
- How to time the filing of your green card application.
- How to maximize your chances of approval in the EB-1/NIW categories.
- Why you should not worry about Trump’s June 2020 order.
Co-produced with ACS Career Navigator

**Register for Free!**

**Nature’s Dirty Little SECRET**

Thursday, July 30, 2020 at 3-4pm ET
Speaker: Bill Wiest, Emory University
Moderator: Christina Duque, Emory University School of Medicine

What You’ll Learn
- How to apply the concept of chiralized total synthesis to antibiotic development.
- Potential applications for narrow-spectrum antibiotics.
- Natural product target identification using proteomics methods.
Co-produced with ACS Division of Medicinal Chemistry, American Association of Pharmaceutical Scientists, and ACS Publications

**Register for Free!**

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Individual Development Plans

Co-produced with ACS Graduate & Postdoctoral Scholars Office

Understanding Yourself to Thrive Personally and Professionally

THIS ACS WEBINAR WILL BEGIN SHORTLY...
Overview

1. Individual Development Plans for your future
   - What are they?
   - How are they used?
   - How do they work?

2. Gaining self-awareness
   - Why is self-awareness so important?
   - Why is self-awareness so difficult?
   - How can we gain self-awareness?
**Individual Development Plan (IDP) and Process**

**IDP Process** is a set of activities or interventions (whether cognitive or behavioral) that one engages in to create an informed plan for one’s holistic personal and professional development, toward achievement of long-term goals. The IDP process involves the core components of self-assessment, contextual exploration, decision making, and goal setting and facilitates identity formation.

**IDP** is documentation and/or articulation of one’s engagement with the individual development process (IDP Process), including a strategy or action plan for accomplishing future goals. Its purpose is to assist one in holistic personal and professional development considering one’s unique contexts.

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**Diagram of the IDP Process**

Collaborative study on IDP efficacy

I3IDP.org

Impact, Indicators and Instruments for IDPs grant NSF-1806607 - C.Y. Kuniyoshi, J.C. Schlatterer, C. Fuhrmann
Engaging in the IDP Process

Impacts of Individuals

Examples of Outcomes:

- Understand the importance of self-awareness in their career planning and personal and professional development.
- Better understanding of the career paths that are available and the steps they need to take to prepare for their planned career.
- Helps build and inform mentor-mentee relationships and conversations.

Individual Development Plan (IDP) Tools

<table>
<thead>
<tr>
<th>Tool</th>
<th>Launch Date</th>
<th>Launch Organizations</th>
<th>Target Audience</th>
</tr>
</thead>
<tbody>
<tr>
<td>myIDP ScienceCareers</td>
<td>2012</td>
<td>AAAS, UCSF, FASEB partnerships</td>
<td>STEM, particularly biomedical scientists</td>
</tr>
<tr>
<td>ChemIDP</td>
<td>2015</td>
<td>ACS</td>
<td>undergrads- postdocs in the chemical sciences</td>
</tr>
<tr>
<td>IMAGINE PHD</td>
<td>Launched in 2017</td>
<td>GCC</td>
<td>Humanities &amp; social scientists</td>
</tr>
<tr>
<td>University specific IDPs</td>
<td>E.g., Stony Brook University, Stanford University, University of Minnesota, University of Wisconsin, Oregon State University, Iowa State University, etc.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Which Individual Development Plans, if any, have you used?
(Select all that apply)
• ChemIDP
• myIDP
• ImaginePhD
• university-specific IDP
• none of the above

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

Overview

1. Individual Development Plans for your future
   o What are they?
   o How are they used?
   o How do they work?

2. Gaining self-awareness
   o Why is self-awareness so important?
   o Why is self-awareness so difficult?
   o How can we gain self-awareness?
Why is self-awareness so important?

Self-awareness is the starting point for any personal or professional development.

It’s critical to gain metacognitive skills to understand how you communicate, make decisions, manage change, respond to stress and conflict, and work in teams.

Why is self-awareness so difficult?

Dunning & Kruger, “Unskilled and Unaware of it”, 1999

“We are All Confident Idiots” Dunning, 2014
Why is self-awareness so difficult?

As the humorist Josh Billings once put it:

“It ain’t what you don’t know that gets you into trouble. It’s what you know for sure that just ain’t so.”

How can we gain self-awareness?

Some self-assessment tools
- Myers-Briggs
- StrengthsFinder
- Etc.

Essentially, all models are wrong, but some are useful.

George E.P. Box, British mathematician

Some self-assessment exercises
- IDP’s: Individual Development Plans
- Seven Success Stories
  - from “What Color is Your Parachute?”
- Values affirmation exercise
Seven Success Stories

● Write down seven stories of you succeeding
  ○ when you believed you did something well, that were fulfilling and exciting, for which you were praised, etc
● Think broadly from any arena: professional, personal, hobbies, etc
● Talk to close friends to confirm your stories and fill gaps
● Look for patterns from the multiple stories
  ○ What circumstances keep popping up?
  ○ How did you define “success” in these stories?
  ○ How did you handle challenges and failures?

My (Steve’s) common themes

● working in a college or university
  ○ in an academic, learning environment
● helping others personally and serving students
  ○ I personally felt like I grew significantly in grad school, and seem to gravitate toward grad students
  ○ working to create equitable systems and pursue social justice
● using my administrative and communication skills
  ○ developing new strategies to solve tough problems
  ○ gathering people to contribute and collaborate
Seven Success Stories

- This exercise won’t necessarily tell you which specific job to pursue
- This helps you to see your preferred circumstances and aspects (internal & external), your values and motivation (how you define success)
- Writing these stories helps give you wording for your cover letters and emails to prospective employers
- Verbally sharing these stories with friends helps you prepare for job interviews
- To learn more: https://getfive.com/blog/assessment-tools-guide/

Values affirmation exercise

- Events that threaten self-integrity arouse stress and self-protective defenses that can hamper performance and growth
- However, a self-affirmation intervention can curb these negative outcomes
- Self-affirmation interventions typically have people write about 2-3 core personal values, after being given a list of possible values
  https://pdfs.semanticscholar.org/7f63/234b95d814caed6e3c543a3f3ed76ec6e2.pdf
Why is self-awareness so important?

It’s vital in adapting to new situations
- “What Got You Here, Won't Get You There”
- by Marshall Goldsmith

It’s vital in managing up
- 2 key steps in managing up
  - assessing yourself and your boss accurately
  - applying that assessment strategically

Resources & References

**IDP’s**
- ChemIDP
- myIDP
- ImaginePhD

**Activity:** Seven Success Stories

**Book:** What Color is Your Parachute? by R Bolles

**StrengthsFinder self-assessment:**
- Start with book: “Strengths Based Leadership”

**Myers Briggs self-assessment**
- [https://www.myersbriggs.org/](https://www.myersbriggs.org/)
- Find certified consultant and do Step I and Step II
- Book: “Please Understand Me II” by D Keirsey
Resources & References

Different approaches to career planning:

- Planned happenstance theory
- Design approach

What’s your next step?

Reflect and identify one step or goal that you will pursue in the next week that will help you move forward.

Share one step in the poll or chat box:

- Use one of the IDP websites
- Try the Seven Success Stories exercise
- Try the values affirmation exercise
- Take the Myers-Briggs or StrengthsFinder self-assessment
- Look up and read one of the articles or books
* Other (type in chat box)
Thanks for your participation!

What questions do you have?

Free Upcoming ACS Webinars!

**The Opioid Crisis**

*The Quest for Superior Analgesia Without Addiction*

**Friday Rebroadcast**

Friday, July 24, 2020 at 2-3pm ET
Speaker: Ajoy Vemulapalli, BioT International
Moderator: Jane Albright, University of Florida

What You WILL Learn
- What are the stats, scientific issues, and policy ramifications driving the opioid crisis?
- What are the body’s pain pathways and where are the potential clinical targets?
- What solutions are medicinal chemists working on

Co-produced with: ACS Division of Medicinal Chemistry

**Green Cards for Scientific Researchers**

Trump’s June 2020 Immigration Order Explained

Wednesday, July 29, 2020 at 2-3pm ET
Speaker: Brian Gettum, Gettum & Schatz, P.C.

What You WILL Learn
- How to time the filing of your green card application
- How to maximize your chances of approval in the EB-1/I-1400 categories
- Why you should not worry about Trump’s June 2020 order

Co-produced with: ACS Career Navigator

**Nature’s Dirty Little SECRET**

The Enzymatic Syntheses of Biomimetic Natural Products as Targeted Antibacterial Agents

Thursday, July 30, 2020 at 2-3pm ET
Speaker: Bill Wears, Emory University
Moderator: Cassandra Duane, Emory University School of Medicine

What You WILL Learn
- How to apply the concept of diverted total synthesis to antibiotic development
- Potential applications for narrow-spectrum antibiotics
- Natural product target identification using proteomic methods

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Co-produced with: ACS Division of Medical Chemistry

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