

Chemistry:

A Solid Foundation for Alternative Careers

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What makes us seek career alternatives?

- ▶ Job stagnation or boredom – need change
- ▶ Hate the boss – want good people to work with
- ▶ Company unstable – may be laid off soon
- ▶ Already laid off
- ▶ Seeking advancement or new directions
- ▶ Better financial remuneration or benefits
- ▶ Relocation

... whatever our reasons, we pause to take inventory of what we have to offer before deciding where to go next



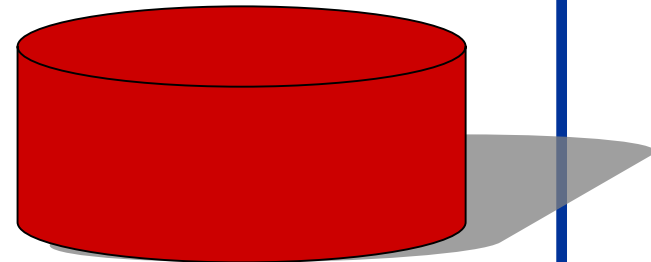
Personal / Leadership Inventory

- Core competencies
- Tendencies
- Learned behaviors & attitudes
- External projection
- Participation & involvement



Core Competencies

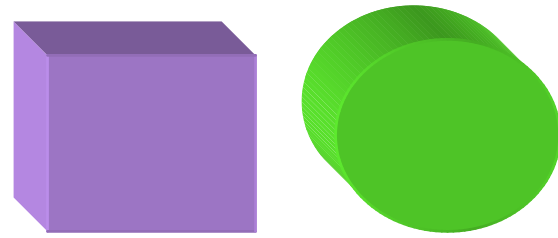
As chemists, we generally share a rich array of core competencies...



- ▶ Fast learners / intelligent
- ▶ Strong powers of observation
- ▶ Analytical
- ▶ Conceptual
- ▶ Structured
- ▶ Define and quantify problems
- ▶ Problem solvers
- ▶ Good with numbers
- ▶ Curious and inquisitive
- ▶ Writers and presenters
- ▶ Comfortable with technology tools
- ▶ Detail oriented / careful
- ▶ Process / procedure oriented
- ▶ Judicious – decisions are based on facts and data
- ▶ Persevering / patient



Tendencies



As individuals, we have our own inborn tendencies – let's get to know ourselves

- ▶ Gregarious or quiet?
 - ▶ Emotional or factual?
 - ▶ Organized or free-form?
 - ▶ Open-ended or decisive?
 - ▶ Optimistic or pessimistic?
 - ▶ Gut reactive or cerebral?
 - ▶ Visual or auditory or kinesthetic?
 - ▶ Easy going or regimented?
 - ▶ Approximate or precise?
 - ▶ Abstract or concrete?
 - ▶ Celebratory or stoic?
- ... **Our tendencies influence how we communicate, how we receive and process information, and how we react to people**



Learned Behavior & Attitudes



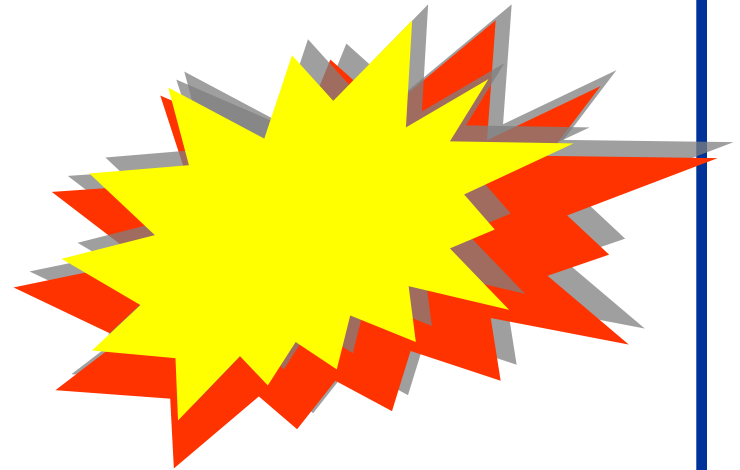
As educated chemists, we have no excuses and we own our choices!

- ▶ Discipline
- ▶ Organization
- ▶ Time management
- ▶ Confidence
- ▶ Focus / concentration
- ▶ Can-do attitude
- ▶ Assuming positive intent
- ▶ Impulsiveness
- ▶ Honesty and ethics
- ▶ Flexibility / response to change
- ▶ Tolerance
- ▶ Humor



External Projection

As chemists, we have a strong sense of professionalism – so just live it

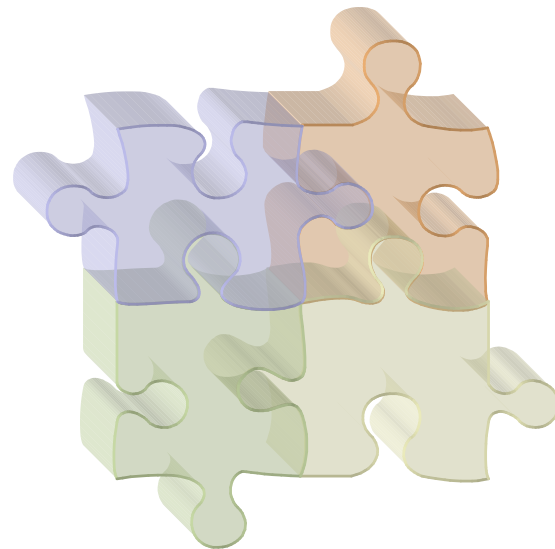


- ▶ Smile or frown
- ▶ Greeting and acknowledging staff
- ▶ Notice everyone
- ▶ Social graces
- ▶ Political savvy
- ▶ Social choices
- ▶ Dress for success
- ▶ Expressing praise
- ▶ Modesty
- ▶ Office / work area appearance
- ▶ Lead organized meetings
- ▶ Show up prepared
- ▶ Punctual
- ▶ Attentive
- ▶ Avoid being judgmental
- ▶ Avoid martyrdom



Participation & Involvement

As chemists, we have a solid sense of community



- ▶ Volunteerism
- ▶ Accepting speaking engagements
- ▶ Coaching
- ▶ Mentoring
- ▶ Willingness to help others at work
- ▶ Taking initiative
- ▶ Referring and connecting people
- ▶ Seeking out interactions with peers - networking
- ▶ Going the extra mile
- ▶ Listening and encouraging
- ▶ When opportunity knocks... open the door



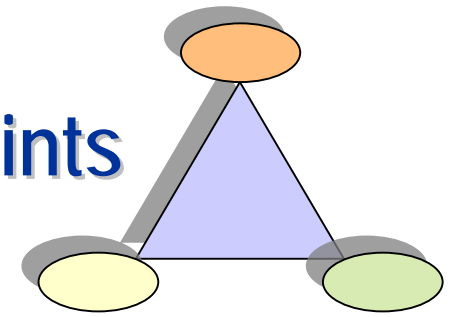
Inventory Results



- ▶ Core competencies and professional participation will come through on your resume
- ▶ Mastery of tendencies will arm you with the ability to have rapport during interviews
- ▶ Attitude and professional behavior will be evident the minute you start interacting
- ▶ External projections will feed those all important first impressions
- ▶ Participation and involvement may have already connected you with the current opportunity - networking



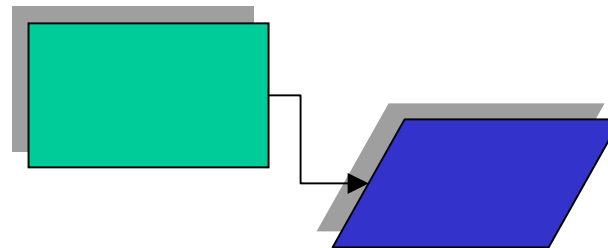
Find the Possible Transition Points



- ▶ Look for cross-over in specialty knowledge
- ▶ Look for common market knowledge
- ▶ Look for skill and task match-ups
- ▶ Look for discipline overlap
- ▶ Look for parallel experiences
- ▶ Look at companies/organizations who serve your current employer
- ▶ Look at companies/organizations your employer serves
- ▶ Look at companies/organizations who are like your current employer



Examples



Lab work, research & graduate teaching

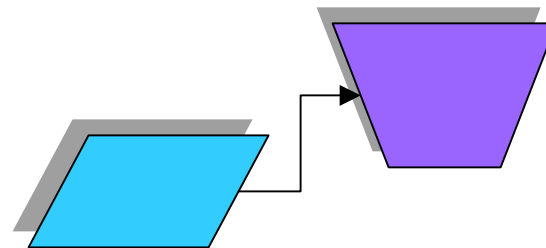
To

Chemical society staff position developing
continuing education via computers

- ▶ Discipline: chemistry
- ▶ Experiences: teaching vs. continuing education
- ▶ Degrees: sufficient credentials
- ▶ Skills: technical writing skills
- ▶ Community: professional society chapter leader



Examples



Chemical society staff position developing
continuing education via computers

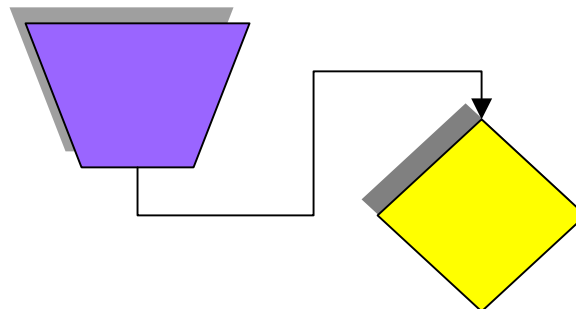
To

Managing peer review for chemical journals
and deploying computer-assisted tracking system

- ▶ Discipline: chemistry
- ▶ Same organization: different division
 - ▶ Core competencies demonstrated
 - ▶ Attitude and behavior -- management material
 - ▶ External projection – also management possibilities



Examples

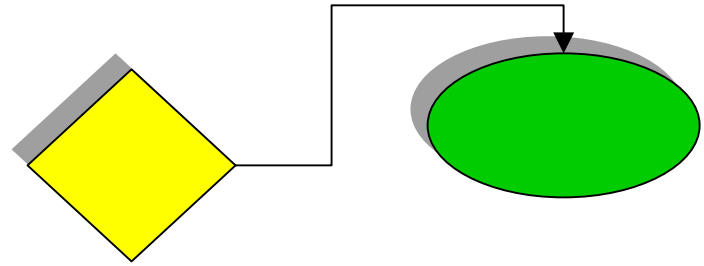


Managing peer review for chemical journals
To
Directing publications for a physics society

- ▶ Like organizations
- ▶ Experiences
 - ▶ Scientific society governance & society publishing
- ▶ Skills/Edu: management & some business courses
- ▶ Community: engaged in publishing societies
 - ▶ Reputation wrt core competencies, external projection, attitude and behaviors, professional participation



Examples



Directing publications for a physics society

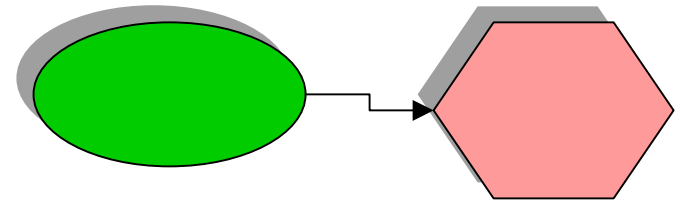
To

Product mgt/marketing in a research journal
production company

-
- ▶ Company serving my current employer
 - ▶ Market knowledge: scholarly publishing (customer base)
 - ▶ Experiences: journal production management
 - ▶ Skills: business and marketing functions
 - ▶ Community
 - ▶ Deeply engaged in related professional societies
 - ▶ Volunteer at White House Office of Science & Technol. Policy



Examples



Product mgt/marketing in a research journal
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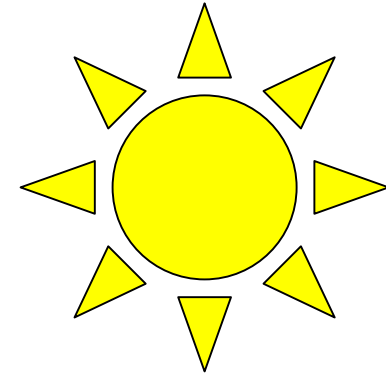
To

Leading web application development & deployment

- ▶ Market: knowledge of scholarly publishing
- ▶ Experiences: journal production technology
- ▶ Same company: different division
 - ▶ Core competencies demonstrated – managing projects
 - ▶ External projection, attitudes/behaviors, and awareness of tendencies – leadership material
 - ▶ Community – continued involvement



Chemistry: A Great Start



- ▶ Solid foundation
- ▶ Build your awareness of self and others
- ▶ Control your attitude and behavior
- ▶ Manage your projected image
- ▶ Be involved, help others & take risks
- ▶ Look for career connectors

Thank you !

