Designing a Career

👋 It’s nice to see you SND!
I live in New York
Meet Rosie
some places. Done some things.
What this talk is
A framework to help you have meaningful discussions about your own growth
What this talk is not
A checklist
GROWTH IS PERSONAL, CHANGES OVER TIME, AND IS NEVER A STRAIGHT LINE
Authority
I want to be the best at my job that I can be

Principal
I also want to affect change and set strategy

Manager
I want to power others to achieve their goals
Never design until you understand the goals.
1. **5 minutes:** Write down everything you want in a job
2. Group together themes
3. Pick the top 3-5
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This is what you want!
EXERCISE

- Collaboration
- Holistic approaches
- Life/work balance
EXERCISE

- Consistency
- Working in silos
- Specialization
EXERCISE

- run a team at a smaller company
- work on innovation at a larger company
- teach?
Focus on maximizing your likes
HOW?
Focus on what you can control
**Yourself**
Experience, knowledge, and expertise

**Systems**
Level of ownership and engagement

**People**
Relationships with others
Easy
Cheap
Takes time
Quick, long
Cheap, expensive
Taxing
Impossible
Cheap
Important
move from learning and following to teaching and leading
Adopts the technology and tools of the organization

Specializes in the skills of the job and takes initiative to learn new ones

Evangelizes for their profession and introduces new skills to piers

Masters their craft and identifies opportunities and threats from trends and tides

Edifies others with deep knowledge and is seen as a thoughtful contributor to their industry
- **Understands** the organizational processes and systems
- **Enforces** organizational ideals, understanding the benefits and tradeoffs
- **Challenges** decisions while identifying methods for improvement
- **Evolves** the organization, listening to feedback, and guiding people through change
- **Leads** and defines the excellence of the systems
RANDOM THOUGHTS

IF YOU CAN'T CONTROL SOMETHING, START A DOCUMENT
RANDOM THOUGHTSSSSS

Documents make things official
Documents make things actionable
Documents make things trackable
Documents make you accountable
Documents can be shared
Documents can be revised
Documents lead to growth
Documents will change your career
- **Learns** from others and steps up when needed
- **Supports** others and helps them be successful
- **Mentors** others, creating discussion, and providing feedback
- **Coordinates** others through committees, direct ownership of projects, or setting strategy
- **Manages** career, expectations, performance, and levels of happiness
1. How well are you able to define requirements?
2. Can you be trusted to take on complex projects?
3. Can you grasp complex topics?
4. Can you solve problems that might be systematic in nature?
5. Can you contribute new ideas that are helpful?
1. Do you clearly communicate?
2. Do you share work regularly?
3. Do people enjoy working with you?
4. Are you empathetic and reasonable during conflicts?
5. Do you take feedback constructively?
1. Have you improved the quality of your team?
2. Have you offered guidance to others?
3. Have you taught others in the company?
4. Have you recruited people on to the team?
only you can control your goals
Break your goals down

1. Research
2. Learn
3. Develop
Wrap party

- Understand your goals
- Focus on what you can control
- Understand where you are
- Track your progress
- Set goals
LAST THOUGHTS

Take care of yourself
Thank you.

And I hope you have a great rest of your career.