Career Transitions Series

Expanding Your Professional Network into a New Area of Work

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ACRN Co-Chair

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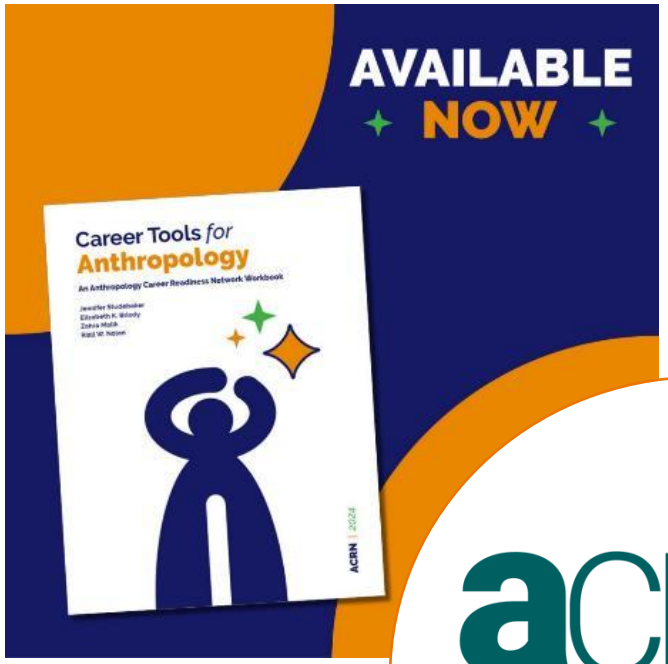
What is the Anthropology Career Readiness (ACRN) Network?

Our Mission

Prepare the next generation of anthropologists to meet tomorrow's challenges and opportunities

Our Resources

- "How-to" Tools for Job Seekers and Instructors including our 2024 Workbook: ***Career Tools for Anthropology***
- Speaker's Bureau
- World of Work Blog
- Client-based Class Projects
- Departmental Advisory Initiative and more!



acrn anthropology
CAREER READINESS NETWORK

ACRN Career Transition Webinars, on Fridays, 2:00-3:00 p.m. Eastern

Date	Event Title	Presenter
May 2	"Communal Care": A Listening Session	Jose Santos and Robert H. Winthrop
May 9	**Expanding Your Professional Network into a New Area of Work**	**Elizabeth K. Briody**
May 16	Speed Networking	Nazia Hussain
May 23	Understanding Domain Analysis to Target Your Job Search	Riall W. Nolan
June 6	Speed Networking	Melissa Vogel
June 13	Finding a Pivot Point: Assessing Your Career Journey in Anthropology	Suanna Selby Crowley

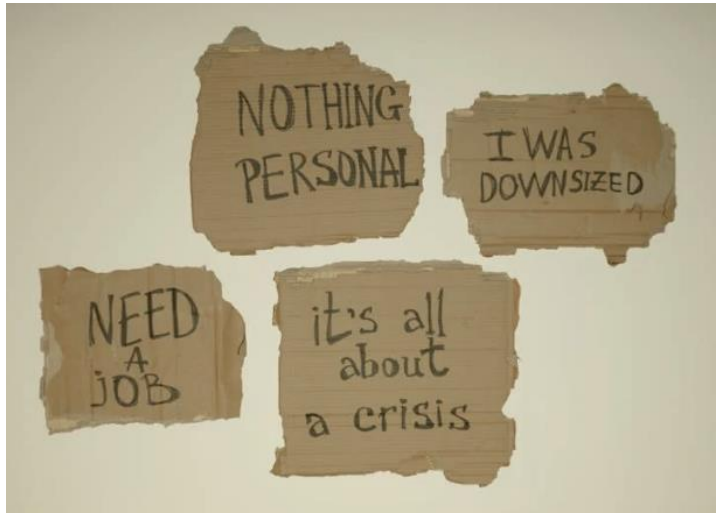
Outline

- Career Pivots
- Networking
- Domain Analysis (to be covered on May 23)
- Informational Interviews

Career Pivots

Career pivots are transitions from one domain of work to another

- Voluntary or involuntary?
- Immediately or with some advance warning?
- For cause or unrelated to your performance?
- Specific, credible explanation or ambiguous rationalization?
- With severance or no severance?



They are becoming more and more common

- On average, people will hold between 12-16 jobs (i.e., specific positions) in their lifetime
- They will also have between 3-7 careers (i.e., a new type of work) prior to retiring
- Younger people can expect more career changes than older people

Let's see a show of hands:
How many of you have experienced at least one career pivot?

For example, of the 69 blogposts on ACRN's World of Work Blog, 23% focus on career pivots

- How was I able to change my career track as an applied anthropologist?
- How has my PhD in Anthropology been useful across diverse occupations?
- What can the new workbook, *Career Tools for Anthropology*, do for me?
- How can anthropologists navigate careers in emerging technologies?
- How do PhDs in anthropology navigate non-academic careers in today's job market?
- From trowels to tech–how can an archaeologist work for a Fortune 100 company?
- Which tools have been relevant in my journey as an anthropologist delving into UX Research?
- How can I assess job fit?
- Why does an anthropologist become a project management professional?
- How can anthropologists prepare for careers in AI?
- How can applied anthropologists find employment with lateral job hunting?
- How can coaching inspire a positive direction in developing my career choices?
- How do you find your way to work you truly love? (Part 2)
- How do you find your way to work you truly love? (Part 1)
- How can I apply my anthropology experience to get the job I want?
- How can I increase my anthropological impact?

Job loss is neither simple nor straightforward

- Complicated feelings emerge: anger, regrets, sadness, uncertainty, fear
- Your professional identity shifts
- Psycho-somatic effects may occur
- Time may weigh heavy
- Your financial situation likely creates additional pressures

Career transitions have advantages over initial job market entry

You know

- **Who you are**—your values, interests, knowledge, capabilities, work ethic, work experiences, …
- **All the work-related skills you possess**—many of which are transferrable
- **How to present yourself professionally** in the best possible light

Additionally, you possess

- **An expansive professional network** that can be helpful in the job search
- **Access to career counselors, mentors, and colleagues** willing to help you
- **An ability to assess job positions** and whether they might be a good "fit" for you
- **Career insights** that enable you to solicit the information you need to make a decision
- **Helpful technology**, including AI tools (e.g., Salesforce, Google, LinkedIn)*

* https://www.wsj.com/tech/ai/ai-job-hunt-career-change-41f6bd4b

Still, transition success requires work

Networking

Networking is how anthropologists find jobs

A process of establishing and maintaining connections to communicate, gather and share information, build relationships, and get things done

Based on reciprocity

Social network

- Family, friends, neighbors
- Hobby groups, sport teams
- Religious community
- Social media acquaintances

Professional network

- University students, instructors, alumni
- Members of professional associations
- Anthropologists in industry, nonprofits, government
- Former work colleagues

Think about when to apply these four uses of professional networks during your job search

Connections

- to anthropologists working in your domain of interest
- to organizations that are nearby
- to colleagues from your earliest jobs

Information

- on current salaries for mid-career professionals
- on specific roles
- on typical work responsibilities
- on framing your key competencies

Advice

- about pursuing two different career paths simultaneously
- about additional training
- about a job offer

Access

- to the hiring manager through an internal referral
- to time on a person's calendar
- to a data set or electronic library

An in-person networking event is planned for next week. What is your goal for that event?

01

Meet three elected officials to identify volunteer opportunities in their offices

02

Interact with at least five attendees to learn how they made their most recent career transition

03

Seek out the speaker to introduce yourself and ask for a brief meeting

How are you going to prepare for this networking event?

Update your LinkedIn profile

Order new business cards

Learn about an individual expected to be there

- on LinkedIn, personal website
- via readings, podcasts, presentations
- by speaking with others

Learn about an organization co-sponsoring the event

- on organization's website
- via publicly-available documents
- by speaking with employees, stakeholders

Summary

- Similarities and differences in networks
- Why networks are useful
  - Connections
  - Information
  - Advice
  - Access
- Importance of having a networking goal
- Preparation for a networking event

Informational Interviews

Informational interviews position you to consider domains of work with which you are unfamiliar

An informal meeting to learn about an industry, organization, or role from a professional who can provide career insights and advice

Purposeful

- Establish a connection
- Gather information
- Obtain advice
- Gain access

What are some other benefits of informational interviews?

- Assess how well this type of work aligns with your interests and values
- Build your professional contacts, including through referrals to new interviewees
- Provide you with insights about aspects of the work people enjoy and find difficult
- Give you some control over your career pivot

Q: How do you find interviewees?
A: Through your "weak ties" *

- Contact a "good friend" whose friends may be willing to speak with you
- Contact your acquaintances—including former colleagues with whom you have lost touch—to seek an interview
  - ***NB:*** Your acquaintance's acquaintances are too distant from you to be helpful

* Granovetter, M.S. 1973. "The Strength of Weak Ties," *American Journal of Sociology* 78(6): 1360-80, May.

Send a simple request via email

- Ask for 15 min. of their time to do an informational interview
- Explain that
  - You lost your job in the federal government (in tech, etc.) and that you are exploring alternative career options
  - Person X "advised me to contact you"
  - You are seeking information and advice, ***not*** a job

Stick with open-ended questions to get the information you need; this is your meeting!

Interviewee's Work

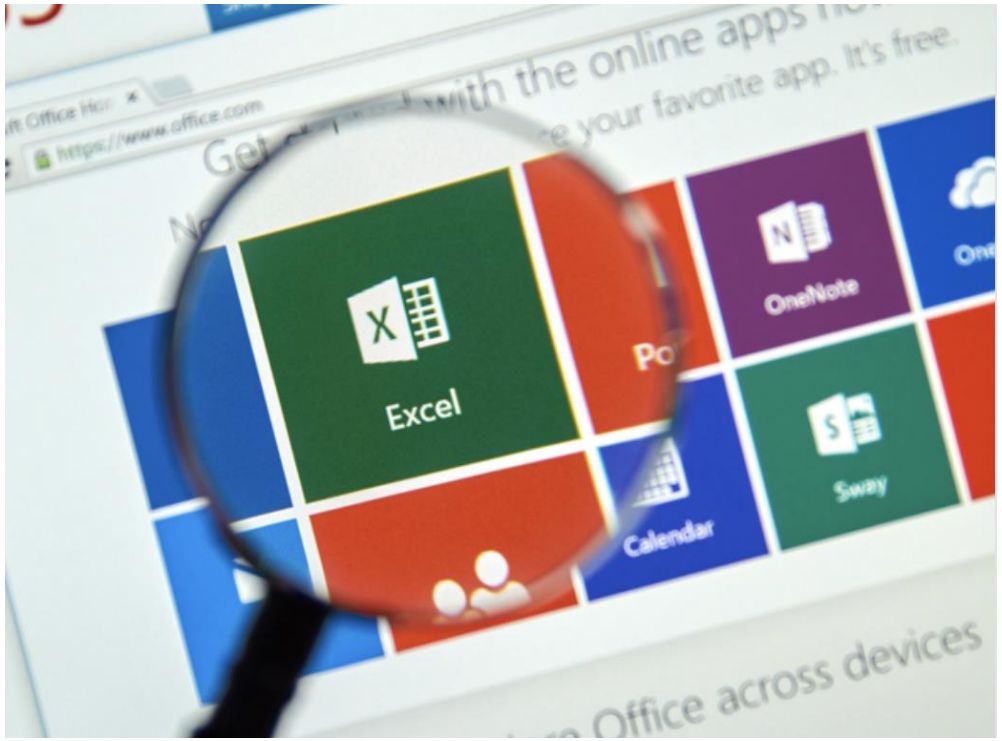
- How would you describe the work you do?
- What is a typical (or composite) day like for you?
- What do you enjoy best about your job?
- Which aspects of your job are the most challenging?

Career Advice

- What qualifications and certifications are useful in this industry?
- Given my background, what career advice would you have for me?
- How does your organization find the people it hires?
- Can you suggest others with a similar role that might be willing to speak with me?

Document what you learned

- Take notes during your interview
- Recall and jot down specific details immediately after
- Keep a spreadsheet for recall and/or for future discussions which includes
  - Contact name, email, and role
  - Date of interview
  - Advice
  - Referrals and any follow-up



Summary

- Benefits of informational interviews
- Finding interviewees through "weak ties"
- Contacting them
- Developing your questions to ask
- Capturing what you learned in notes, spreadsheet

EXERCISE

Practice your informational interview in breakout rooms

- **Goal:** Conduct an informational interview with a partner
- **Situation:** You have been terminated from your position and now wonder how you will manage to find a new position…somewhere, in some role
- **Task:**
  - Explain briefly about your job loss
  - Ask about your partner's current (or former) job
  - Identify what you learned about the process and yourself

Thank you
for attending this event in
ACRN's Career Transition Series!

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