Career Transitions Series

Finding a Pivot Point:
Assessing Your Career Journey in Anthropology

Facilitated by

Suanna Selby Crowley

June 13, 2025

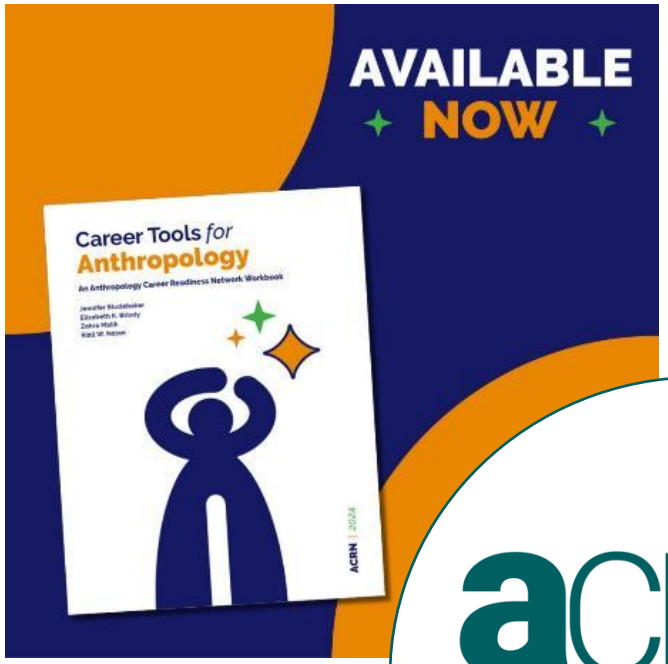
Anthropology Career Readiness Network (ACRN)

Our Mission

Helping to 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!



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Career Transitions Webinar Series
Fridays, 2:00-3:00 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**

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Finding the Documents from this ACRN Webinar Series

- **Email** to today's slide deck after the webinar
- **Slide decks** from the Series
  - Go to https://anthrocareerready.net
  - Click on "For Students" or "For Instructors"
  - Scroll down to "Conferences & Workshops"

An Anthropology Career Readiness Network Webinar

Finding a Pivot Point: Assessing Your Career Journey in Anthropology

Friday June 13

2 PM ET

Suanna Selby Crowley Presenting

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FINDING A PIVOT POINT

Assessing Your Career Journey in Anthropology

Suanna Selby Crowley, PhD, RPA

ACRN Career Transition Series

June 13, 2025

“We’re in business to grow with the world around us, our organizations, our families, and ourselves. That’s what happens when we pivot away from the status quo.
We grow.”

Adam Markel

Today's Conversation

- Defining Terms
- What's Next for You?
  - Personal Pivots
- Pivot Readiness
  - Pivot Quiz
  - Pivot Preparations
  - About LinkedIn
- Skills Mapping
- Taking the Leap
  - 'Ships
  - Job simulators
  - The New Hiring Process

verb:
the act of pivoting,
or turning on a fixed point
noun:
the place from which you turn

What’s next for you?

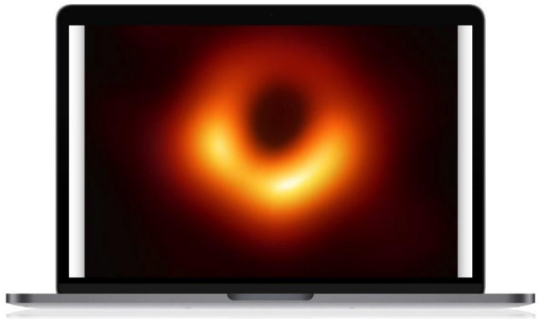
Average job changes over a lifetime 12
Gen Z job changes between 18-34 10
Average age for a career changes 39
Percentage of people looking for change 50

Personal Pivots

Anthropology & Archaeology

Advocacy & Policy

Fundraising & Grants



Sci Comm & Digital Media

Pivot Readiness

Pivot Quiz

- What goals and objectives can you articulate or have you set for yourself?
- Do you have a general or a specific idea of where you want to pivot to?
- Can you articulate your skills and share strength stories around them?
- Are you willing to start at or near the beginning of a career path?
- Are you willing or able to take a cut in pay?
- Are you willing or able to relocate or travel for a new line of work?
- Do you have time and resources to upskill or retrain?
- Are you willing to shift your free time to pursuing this goal?
- Have you built your circles of support – friends and family and colleagues?

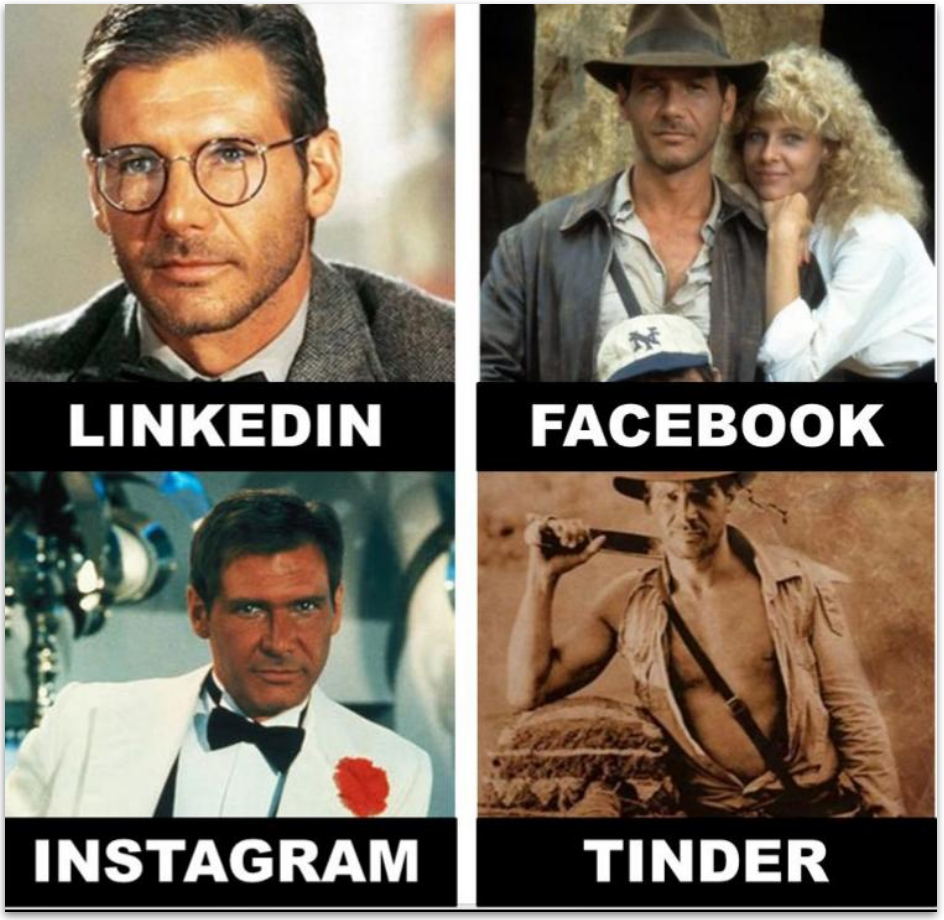
Pivot Preparations

Explore the Field, Roles, Positions

- Learn the vocabulary.
  - Set Google Alerts, search on LinkedIn, Indeed, Idealist, Glassdoor, etc.
  - Conduct keyword searches on social media.
  - Follow companies and organizations (press releases, social media, white papers).
- Go after new experiences.
  - Volunteering through nonprofits.
  - Board service.
  - Committee and project work (ACRN, NAPA, etc.).
- Get your credentials together.
  - Resume, CV, LinkedIn, portfolio, cover letter.
  - Elevator pitch *and* **Intro**.
  - Craft strength stories.
- Fire up the network.
  - Informational interviews.
  - LinkedIn & social media.
  - Events.
  - Privy council.

About LinkedIn

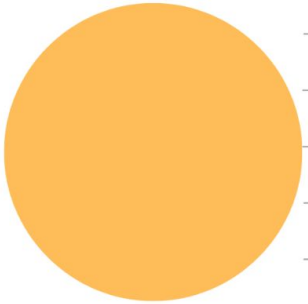
- Start today.
- Fill out your profile.
- Keep it professional.
- Create a content calendar.
  - Consider posting every two weeks.
  - Sundays of non-holiday weeks.
- Experiment with content.
  - Thank you posts.
  - Blog-style posts.
  - Graphics, video.
- Use hashtags strategically.
- Mention colleagues, orgs, content providers.
- Curate your authentic voice.

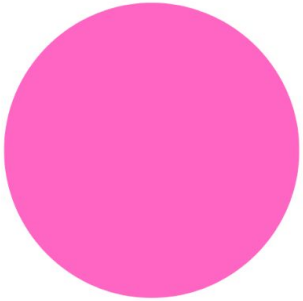


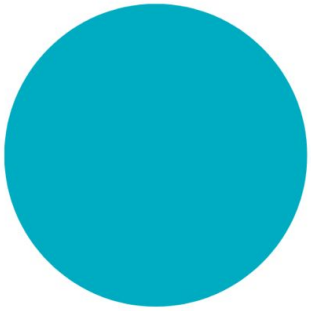
Skills Mapping

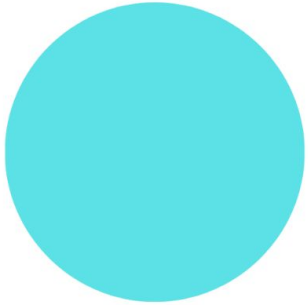
Career Skills Map: What Can I Offer?

Each circle is a job or role.
Each line is a skill, responsibility, or value.









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Career Skills Map: What Can I Offer?

Each circle is a job or role.
Each line is a skill, responsibility, or value.

Museum Research Assistant & Supervisor

- Project management
- People management
- Presentation skills
- Public speaking
- Research design

Graduate TA

- Curriculum design
- Presentation skills
- Public speaking
- Time management
- Grant writing
- Mentoring

Consulting Archaeologist/ Geoarchaeologist

- International research
- Project management
- Research design
- Budgeting
- Client relations
- Public speaking

Museum Director of Development & Public Outreach

- Frontline fundraising & budgets
- Program design & delivery
- Digital media
- Public speaking
- Nonprofit administration
- People Management

Entrepreneur

- Client relations
- Business development
- Program design & delivery
- Project management
- Program administration
- Public relations
- Crisis management
- Advocacy
- Donor relations
- Mentoring

Principal Investigator

- Project management
- People management
- Business development
- Team collaboration
- Review & compliance
- Budget management
- Client relations

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Taking the Leap

‘Ships

- Internships
  - Zintellect.com
- Returnships
  - reachHire.com
  - PathForward.org
- Fellowships
  - Humanity in Action
- Job simulations
  - InterSECT Job Simulations
  - TheForage.com

The New Hiring Process

- Application
  - Resume, cover letter, portfolio, writing samples.
  - Applicant Tracking Systems.
  - Mirror key words from position description.
- HR screening.
  - Humans vs. Bots.
- Interviews.
  - Teleconference.
- Offer.
  - Negotiation and agreement.
- First 90 days.

Other Resources

- National Association for the Practice of Anthropology (NAPA)
  - PracticingAnthropology.org
  - sNAPAshots video series
- Anthropology Career Readiness Network (ACRN)
  - AnthroCareerReady.net

Other Resources

Among the hundreds of options for inspiration…

Playing Big: Practical Wisdom for Women Who Want to Speak Up, Create, and Lead by Tara Mohr (2014)

Pivot: The Only Move That Matters Is Your Next One by Jenny Blake (2016)

The Professor Is In: The Essential Guide to Turning in PhD Into a Job by Karen Kelsky (2015)

Why You, Why Me, Why Now by Rachel Toor (2024).

Thank you!

Thank you to Elizabeth Briody, Jennifer Studebaker, and Riall Nolan for the kind invitation to speak.

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