

# **Using Your Uniqueness To Get There**

**Betina J. Lew PhD.**

**Senior Toxicologist Church & Dwight**

**President HOT-SOT 2013-2014**

*“Look deep into what makes you different. Understand that difference and develop it, for it may be your greatest contribution”*

Norman Rosenthal

# Overview

- Where do you want to go after your training?
- How to Get there?
- Leveraging yourself!!!

# In a Postdoc Survey:

What are you going to do after your postdoc?



45% = tenure-track faculty  
25% = not sure  
13% = Industry  
Other academic positions: 8%



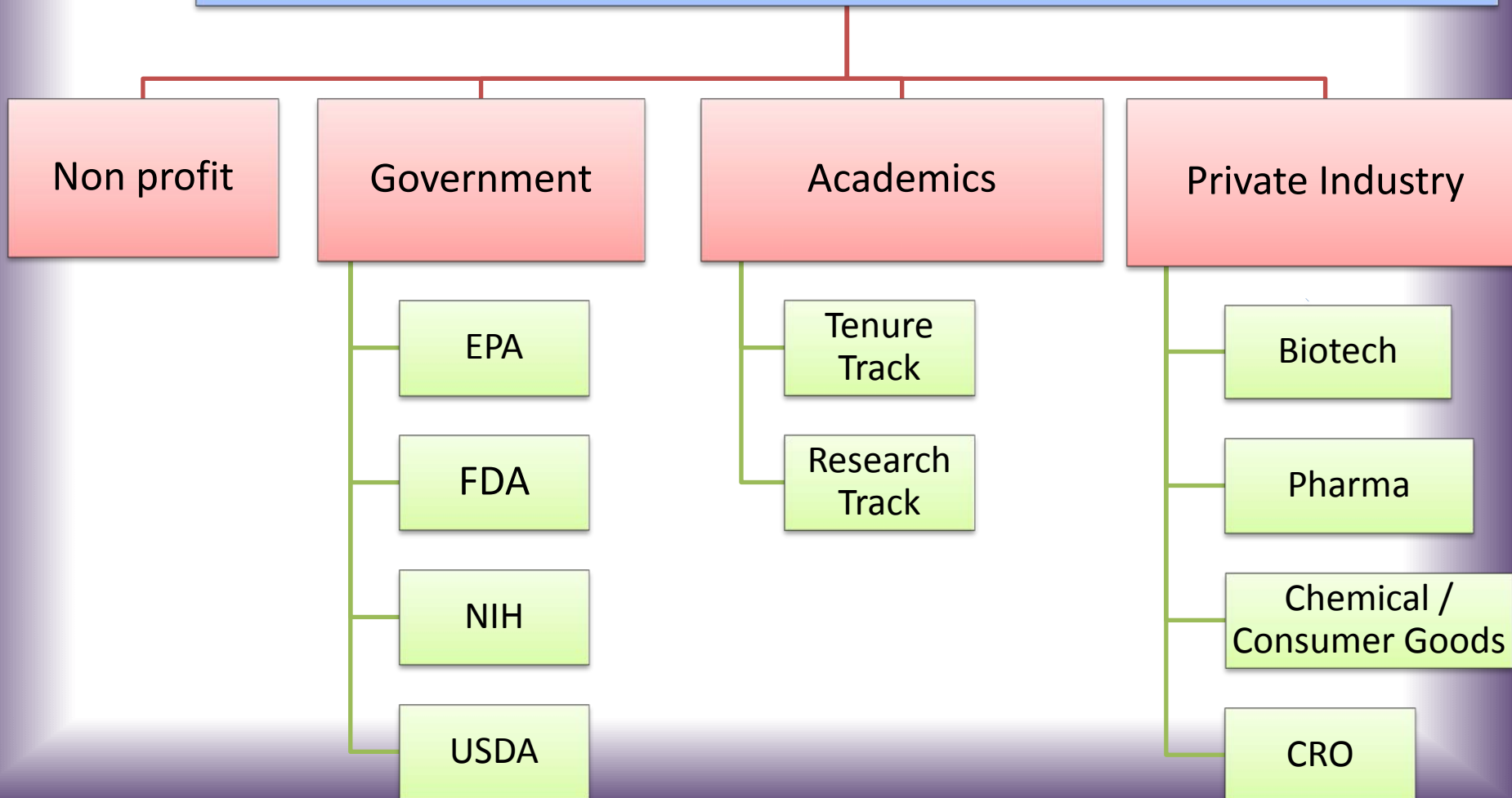
# Fact

- Less than 20% will pursue a tenure-track career path
- **And when the time to move on arrives.....**

“For many people a job is more than an income – it's an important part of who we are. So a career transition of any sort is one of the most unsettling experiences you can face in your life.” Paul Clitheroe

# Where do I go now?

PhD/Postdoctoral training in  
Life Science (some examples)



“Remember, If you don't know where you're going, it doesn't matter how you get there.”

**The Flying Karamazov Brothers**

# Where Do I Want to Go????

- Self assessment;
  - Identify your passions
  - What are my skills;
  - What is important for me;
  - Where do I want to live.



# Identify your passions

- Dynamic;
- Make a list;
- Make a journal:
  - write down what you liked and disliked today;
- Make it your own pathway
- Write your retirement speech

A successful life is one that is lived through understanding and pursuing one's own path, not choosing after the dreams of other – Chin-Ning Chu

# What about my Skills?

- Job-Related Skills
  - needed for specific job
  - developed in or for past jobs.
  - most people think of job skills when they are asked what kind of skills they have.
- Adaptive Skills or Self-Management Skills.
  - Personality traits or personal characteristics
  - Use day by day
  - **Make you unique**
- Transferable Skills.
  - Can transfer from one job or occupation to another.

# Transferable skills

- **Communication:** the skillful expression, transmission and interpretation of knowledge and ideas
- **Research and Planning:** the search for specific knowledge and the ability to conceptualize future needs and to devise solutions for meeting those needs
- **Human Relations:** the use of interpersonal skills for resolving conflict, helping and relating to people
- **Organization, Management and Leadership:** the ability to supervise, direct and guide individuals and groups in the completion of tasks and fulfillment of goals
- **Work Survival:** the day-to-day skills that assist in promoting effective production and work satisfaction.

# Identifying your skills

- Write down at least 5 compliments you received when you were doing something (ANYTHING)
- What do you naturally do well?
- List the skills you have obtained during your life
- What are your ten greatest successes to date (in your eyes)?

# Identifying your skills

- Ask family members, friends, mentors what are you good at or sets you apart from others.
- Ask close friends/family what career they think you would enjoy or be good at and why.

*"We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams."*

*Jimmy Carter*

# What Makes Us Unique?

The U.S. Government has defined Hispanic or Latino persons as being "persons who trace their origin or descent to Mexico, Puerto Rico, Cuba, Central and South America, and other Spanish cultures." The United States Census uses the ethnonym Hispanic or Latino to refer to "a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race."

The Census Bureau also explains that "[o]rigin can be viewed as the heritage, nationality group, lineage, or country of birth of the person or the person's ancestors before their arrival in the United States. People who identify their origin as Hispanic, Latino, or Spanish may be of any race."

The AP Stylebook's recommended usage of Latino includes not only persons of Spanish-speaking ancestry, but also more generally includes persons "from -- or whose ancestors were from -- . . . Latin America, including Brazilians."