POLL # 1

Are you?
- A woman
- A man

And are you?
- A student
- A postdoc
- A junior scientist
- A senior scientist
WIT: Webinar on Career Development

Ruth Roberts, Judith Zelikoff, Myrtle Davis, Tao Wang, Jessica Sapiro, Marie Fortin

Negotiating Salary
Climbing the Career Ladder
Speaking up - without appearing aggressive!
Effective Networking
WIT: Webinar on Career Development

Marie Fortin
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Myrtle Davis  
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WIT: Webinar on Career Development

Ruth Roberts & Myrtle Davis

Negotiating Salary
Negotiating Salary

Asking for More
Negotiating Salary with a Job Offer

• Get as much information as you can about what people are making in that role
• Try to leverage your current compensation when negotiating for a new position
• Be willing to consider things that they may agree to other than base salary
  • Signing bonus or annual bonus
  • Increased vacation days
• Try to find out what “perks” there may be in the perk bag!
Negotiating an increase in Current Salary

• How would you ask for more?
• Poor arguments are those mainly focused on personal needs.…
  • I need the money for (house, childcare, …)
  • It’s not fair, he/she is getting more than me…
• Successful arguments are mainly externally focused and ‘win-win’…
  • Merited based on performance
  • My value to this organisation is unquestionable…
  • Here’s the evidence….
• Don’t compare yourself to others (your boss will be doing that…)

Negotiating Salary - Example

• I was the line manager of A at a salary review - dedication and potential (10% rise)

• But, when the panel met A surprised me with the following arguments:
  • I need extra money to move my children to better day-care
  • Also, I would like to move closer to work since the commute is difficult
Negotiating Salary - Example

Outcome:

- Review panel had the impression of someone focused on personal interest
- Salary rise denied!
- B was in the same review (going through a divorce and needed money); but she took evidence of the impact of a recent publication on personal and institutional reputation … vous le valez bien! (because you’re worth it!!!)

Never threaten to leave unless you mean it!!!
POLL # 2

Have you ever been successful in negotiating an increase?

- Yes
- No
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Myrtle Davis & Ruth Roberts

Climbing the Career Ladder
Climbing the Career Ladder
How do you climb the career ladder?

• Shine in your current job!
  • as a boss, it’s annoying when somebody is always hassling for more
• Have a rational discussion on gaps and gain your bosses support on how to fill them
• Be mobile within and between companies
  • I turned down the opportunity to exit toxicology and lead a drug discovery unit for a year... and without realising excluded myself from a promotion

• I influence the influencers... who influences your boss?
Climbing the career ladder... perceived wisdom

**Personal**

- Know your goal and your "development opportunities"
- Demonstrate commitment to your own professional development
- Identify trends in highly rated characteristics and look out for new opportunities
- Look the part and perform at the higher level
Climbing the career ladder... perceived wisdom

Process

• Know the promotion process that is used in your environment
• Know who will be responsible for making the case for your promotion (your advocate):
  • Help them make your case; keep them informed
  • Find out who they will need to convince
  • Anticipate issues of concern
Climbing the Career Ladder - Example

A friend was performing work expected at a level higher than her current and doing well, but she thought they were about to recruit an external person to fill the position she wanted.

- **Her boss:** ‘well done but you aren’t ready for this permanently’

- **Her thoughts:** to point out that she felt overlooked and unrecognized
Climbing the Career Ladder - Example

• What we planned instead:

  • Find out bosses objectives and see where she fit...
  • Assembled evidence: ‘here are my sales figures for the first 6 months of the year – and here are my projections for next year…’
  • I’m the best… and when you make me permanent… we can be awesome as a team
Climbing the Career Ladder

- **Other Examples:**
  - Personal experience: I was once told that the worst thing my boss could do was to ‘overpromote’ me …
  - But ironically, I influenced the influencers and was offered the promotion… just before I resigned…
  - Know when you’re beaten and move!!!
  - **Never threaten to leave unless you mean it!!!!**
POLL # 3
How long do you think it takes to get a first promotion?

-1 year    -4 years
-2 years   -5+ years
-3 years
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Judith Zelikoff

Speaking Up...
(without being perceived as aggressive)

A lesson in effective speaking!
They Call You “Bossy”

You are assertive, but they call you aggressive.

Why it is “Boss” for men
And “Bossy” for women?

You care and they accept the ‘caring’ You. You ‘dare’ and they become your criticizers.
Speaking up - without appearing aggressive!

Good Luck!

- There is a big difference between assertive and aggressive.
- Assertiveness is a communication skill as well as a behavior.
  - An assertive person is straightforward and expresses her thoughts and feelings in direct and appropriate ways. She also respects the thoughts, feelings and beliefs of others.
  - Be in touch with your feelings and your boundaries and, leave anger out of it!

- Assertiveness involves all of your communication skills. Be mindful of your body language! Simply put, assertiveness is being confident without being aggressive!
Assertive vs. Aggressive.....Example

Aggressive: characterized by or tending toward unprovoked offensives, attacks, invasions, or the like; militantly forward or menacing.

Example: I have been trying to reach you for an hour. Are you purposefully trying to make me late so I miss my job interview.

https://www.linkedin.com/pulse/20141203112801-3320424-assertive-vs-aggressive-for-success
**Assertive vs. Aggressive.....Example**

**Assertive:** having or showing a confident and forceful personality.

**Synonyms:** confident, self-confident, bold, decisive, assured, self-assured, forthright, firm and emphatic

**Example:** I have a job interview in a few minutes, we need to hurry so I will not be late.

https://www.linkedin.com/pulse/20141203112801-3320424-assertive-vs-aggressive-for-success
Speaking up....

Be clear about what you think or need. If you feel unsure about explaining your feelings, try writing them down first or practicing what you might say.

Be straightforward. If being nice is one of your strong qualities, you may feel that it is rude to actually say what you think. In reality, it isn't rude at all. On the other hand, beating around the bush will make you seem passive, bendable and your statements non-compelling.

## Tricks of MY Trade

### Assertive Verbal and Non-Verbal Characteristics

<table>
<thead>
<tr>
<th>Verbal</th>
<th>Non-Verbal</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Relaxed voice</td>
<td>• Receptive listening</td>
</tr>
<tr>
<td>• Few hesitations</td>
<td>• Direct eye contact</td>
</tr>
<tr>
<td>• Sincere and clear voice</td>
<td>• Clear expressive emotions</td>
</tr>
<tr>
<td>• Willingness to explore solutions</td>
<td>• Relaxed gestures</td>
</tr>
<tr>
<td>• Seeking others opinions</td>
<td>• Straight posture</td>
</tr>
</tbody>
</table>

[http://blog.crew.co/how-to-be-more-assertive/](http://blog.crew.co/how-to-be-more-assertive/)
Don’t apologize for your opinions or needs. Own your feelings! Don’t apologize for asking for what you need. No need for sarcasm, anger, emotional abuse or bullying!

### Speaking up: Passive vs. Aggressive vs. Assertive

<table>
<thead>
<tr>
<th>The Passive Person</th>
<th>The Aggressive Person</th>
<th>The Assertive Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is afraid to speak up</td>
<td>Interrupts and “talk over” others</td>
<td>Speaks openly</td>
</tr>
<tr>
<td>Speaks softly</td>
<td>Speaks loudly</td>
<td>Use a conversational tone</td>
</tr>
<tr>
<td>Avoids looking at people</td>
<td>Glares and stares at others</td>
<td>Makes good eye contact</td>
</tr>
<tr>
<td>Shows little or no expression</td>
<td>Intimidates by using expressions</td>
<td>Shows expressions which matches the message</td>
</tr>
<tr>
<td>Slouches and withdraws</td>
<td>Stands rigidly, crosses arms, invades the personal space of others</td>
<td>Relaxes and adopts an open stance and expressions</td>
</tr>
<tr>
<td>Isolates self from group</td>
<td>Controls group</td>
<td>Participates in groups</td>
</tr>
</tbody>
</table>

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### Speaking up: Passive vs. Aggressive vs. Assertive

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<tr>
<th>The Passive Person</th>
<th>The Aggressive Person</th>
<th>The Assertive Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agrees with others despite personal feelings</td>
<td>Only considers own feelings and/or makes demands of others</td>
<td>Keeps to the point</td>
</tr>
<tr>
<td>Values self less than others</td>
<td>Values self less than others</td>
<td>Values self equal to others</td>
</tr>
<tr>
<td>Hurts self to avoid hurting others</td>
<td>Hurts others to avoid being hurt</td>
<td>Tries to hurt no one [including self]</td>
</tr>
<tr>
<td>Does not reach goals and may not even know goals</td>
<td>Reaches goals but hurts others in the process</td>
<td>Usually reaches goals without hurting others</td>
</tr>
<tr>
<td>You’re okay, I’m not</td>
<td>I’m okay, you’re not</td>
<td>I’m okay, you’re okay</td>
</tr>
</tbody>
</table>

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POLL # 4

Which one are you?

- Passive person
- Aggressive person
- Assertive person
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Ruth Roberts

Effective Networking
Effective Networking

networking

Definition of networking

1. the exchange of information or services among individuals, groups, or institutions; specifically: the cultivation of productive relationships for employment or business
Effective Networking

• I would also add – with no obvious gain!
• You never know what your efforts will lead to....and how much you can help others
• But how do you chose who to talk to in a room of people?
• And what to say?
• And how to respond to their questions?
Effective Networking - Tips

• Networking opportunities are rare: use them!
  • Have a plan – but don’t be too fixed!
  • Follow up on everything – including your offers to help others

• Are you a Myers Briggs E or I?
  • If you are an E – GFI!
  • If you are an I – prepare for it and give yourself downtime…
Effective Networking - Tips

• Recognize others style and work with it

• Challenge yourself – networking can be hard work but it’s worth it

• Come out of every networking opportunity with an offer to help and be helped…..and keep it 50:50
Effective Networking - Example

Four postdocs of mine at SOT....

- I asked them all to join me at a reception
- One declined since going out for a beer with the lab (who you see everyday???)
- 3 came along:
  - 1 was texting most of the time...
  - 1 found some old mates and spent the hour at the bar
  - 1 accepted all my introductions and worked it...

- So who got the best job offer?
Effective Networking - Case Study

Graduate student, post doc, junior scientist example:

• Move to a new location for a job and do not know a single person. Your city has a local biotechnology networking event once per month. 100+ people attend including scientists, business development folks, clinicians, regulatory and compliance individuals, recruiters, resourceful graduate students and post docs who have found out about the event from someone, etc. Most seem to know each other. Who do you introduce yourself to? What topics do you discuss?
Effective Networking - Case Study

Graduate student, post doc, junior scientist example:

- Start small. Try to scope out individuals who look more junior in their career. Or, a conversation between just two people that appears to be casual. → Do not interrupt a large group conversation that seems to be more serious in nature.

- Ask initial questions on where do they work and job function. Be open minded. Let the discussion go from there. If the discussion went well, ask if they will introduce you to some of their friends and colleagues at the event.
Effective Networking - Case Study

What Jane has acquired from attending this reoccurring event over a year time:

• Met individuals from several other companies in the area.
• Discovered different roles and positions within the industry.
• Acquired some new beneficial scientific information from a post doc who is now a professor at a university.
• Informed about a few potential job opportunities.
• Move on from rejection. Not everyone you attempt to meet will have the desire to speak with you.
Effective Networking:
women have the advantage!

In a study, participants were asked to decode a silent movie. Women were able to guess what was happening 87% of the time, but men could only guess correctly 42% of the time.
POLL # 5

When at a networking event how likely are you to talk to a senior person?

- 0%
- 25%
- 50%
- 75%
- 100%
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Questions?