

Thriving in uncertainty & strengthening your resilience

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TECHNE Careers Consultant

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SESSION OUTCOMES

We will explore

- How can you best manage the uncertainties generated by the pandemic?
- How can you best manage your time, energy and sanity to progress your research and your professional development?
- How can you make the most of the Techne support to strengthen your resilience?


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Thriving In Uncertainty and Strengthening Your Resilience


From 15/04/2021 12:30 to 15/04/2021 13:30

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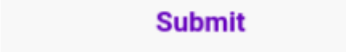



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Liz Wilkinson, TECHNE Careers Consultant

- 30 Years in Careers and Recruitment
- Former Director of Careers and Employability at Royal Holloway
- PGR Careers Lead at Kings College London
- MA Classics (Oxford) & PGCert in Learning and Teaching
- Academic & Postgrad Careers Specialist
- 9 jobs/ 34 years, Working through my 4th recession
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ACTIVITY: INTRODUCTIONS

- **Using the chat box, share your year of PhD study, your institution and summarise your discipline (s) in 2/3 words**
- e.g. Year 3 (Kingston), Geography & Visual Art

Spelling etc doesn't matter in the chat box

ACTIVITY: CELEBRATING UNCERTAINTY YOU HAVE NAVIGATED SUCCESSFULLY

- **Using the chat box, share your experiences of navigating uncertainty, volatility, confusion and suspense in education, employment and life**

Spelling etc doesn't matter in the chat box

Outline

- Name the beast, using the VUCA framework
- What matters and what doesn't
- Building communication and community
- Your next steps
- Further resources

Name the beast



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VUCA framework

- How much do you know about the situation? +

+ How well can you predict the results of your activity -	COMPLEX	VOLATILE
	Many interconnected parts and variables	Quickfire, unstable change, but often within known parameters
	E.g. making a film	E.g. teenagers!
	AMBIGUOUS	UNCERTAIN
	Cause & effect unclear, unknown unknowns	Trends known but no guarantees
	E.g. political work environments	E.g. likelihood of getting an academic job

Inspired by Bennett/Lemoine
HBR 2014

Type in other examples into the chat box

What number(s) describes your uncertainty context

	Type of uncertainty
1	Volatile
2	Uncertain
3	Complex
4	Ambiguous

Type into the chat box

Adapt your style to the context

	Type of uncertainty	Possible tactics
1.	Volatile	Go with the flow Identify what matters, let the rest go?
2.	Uncertain	Gather information to improve your odds Outline Plan B
3.	Complex	Map it out and chunk it up Identify time-saving techniques
4.	Ambiguous	Experiment, trial & error Create a safe space As you work out what works, streamline & systematise

Business critical or nice to have?

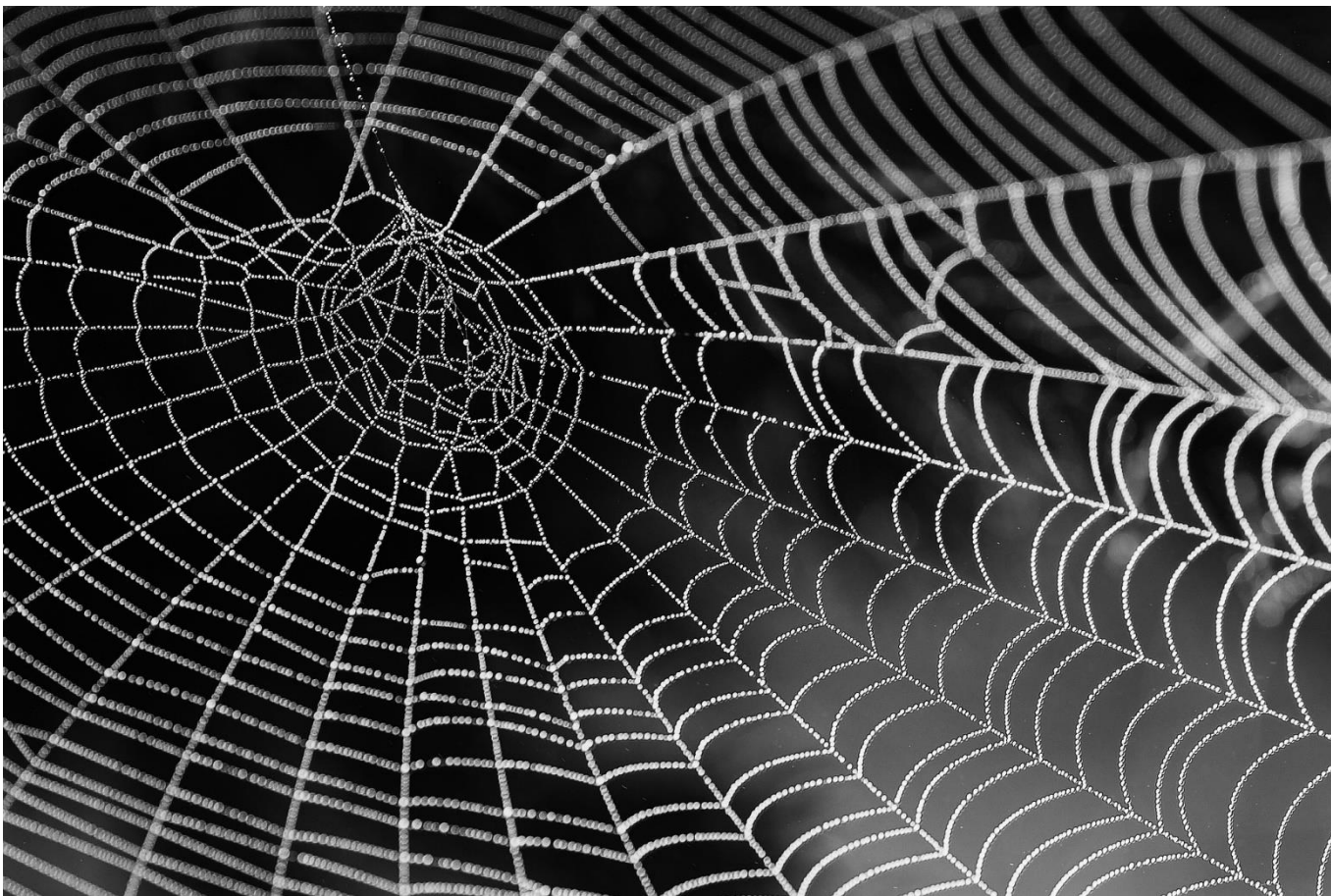
- What am I trying to achieve?
 - This year
 - This month
 - This week
 - Today?
- What can I throw out of the balloon?

Type thoughts into the chat box?

Mapping your current situation helps identify constructive ways ahead

FACTS	FEELINGS	SELF-CARE	PRIORITIES
<p>Is there still a feasible market/audience in my previous direction? What are the trends?</p>	<p>Is there bad news I need to process?</p>	<p>Have I time-boxed some option research time. And given myself some gloom-free time?</p>	<p>What are my core values? What is my current artistic/academic vision/manifesto?</p>
<p>What's my personal timeline? What's my financial bottom line?</p>	<p>Where can I find seeds of hope and positivity?</p>	<p>What creative activity is giving me most intrinsic satisfaction?</p>	<p>What am I prepared to trade-off?</p>

WEAVE THE WEB



ACTIVITY: Deepening the talk with warm contacts

Who are they

Already warm contacts

Friends and family

Fellow students

Colleagues and former colleagues

Supervisors & other academics

Type in ideas of new themes/questions you could discuss with warm contacts

What new questions could you ask?

- Supervisor: talk about your longer term career development
- Friend: ask for cheerleading on particular research challenge
- Former colleague: touch base on how organisation is responding to Covid-19

Who could I talk to differently?

Already warm	Could be warmed up
Friends/Family	Friends of friends
Fellow students	Alumni
Colleagues/former colleagues	People working for an organisation I'm interested in
Supervisor & other academics	Academics in other units researching in my field
WHAT NEW QUESTIONS COULD I BE BRINGING TO THESE CONVERSATIONS?	HOW CAN I GET ON THEIR RADAR IN A LOW KEY WAY AND STRIKE UP CONVERSATION?

REINVENTION & PRESENTING A NEW NARRATIVE

- Forward-facing
- Positive
- Coherent

“I am developing my expertise in X in response to the changes in Y and I am looking for contacts/experience in Z”

Making the most of your Techne community

Type into the chat box ways in which your Techne community is helping you to thrive in uncertainty?

TIME FOR ENCOURAGEMENT?

“I'm finding it so difficult to plan”

“All the bad news is getting me down”

“Are there going to be any jobs in academic/cultural sector in 2022?”

“I don't have the contacts to network effectively”

“I'm falling down a social media time sink”

Do you need a step back, some new boundaries or some fresh conversation?

ACTIVITY: What would you say to a friend who said this?

Take the long view

In 2030, what will you be glad you did in 2021

- Completed/progressed your PhD?
- Developed your side-hustle?
- Developed your creative/intellectual practice?
- Made some new friends who care about what you care about creatively
- Built some new professional collaborations
- Experimented with something different?
- **Developed your intrinsic identity & self-esteem**

Take the long view




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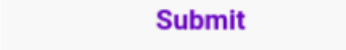



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1:1 CAREERS SUPPORT AND CAREERS WEBINARS

Next Webinars:

Career Options in Academia & Education Thurs 29/4

Career Options Beyond Academia Thurs 6/5

1:1 Career Coaching Slots available every month

techne.careers@careers.lon.ac.uk

Look out for the monthly Techne Careers Bulletin

YOUR FEEDBACK MAKES THE TECHNE CAREERS SERVICE STRONGER – LINK IN CHAT BOX

Thanks and see you soon

