

Envisioning Your Professional Path Maintaining Work/Life Balance

Excellence in Leadership Program

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Writing Prompt

- What does it mean to be the author of your *own* story?
- If you set *intention(s)* for your life, what would they be?
- Make a list of words that describe your *life goals*.
- Create a sketch of where *you want to go* in life.
- List the *labels that apply to you*, including age, gender, profession, marital status, race, and nationality. For each label, write down "positive" or "negative" as it affects your life right now.

Pick any statement that speaks to you—
write what this means to you, personally and professionally.

Overview of Session

- Envision Your Professional Path
 - Identify your Non-negotiables
 - Develop your Professional Goals Chart
 - Examples of Professional Plans
 - Develop your Professional Plan
 - Share your plan
- Work/Life Balance
 - What do you need?
 - How do your needs affect your professional path?

Factors to Consider

Identifying your non-negotiables

- What will you sacrifice for your job?
- What do you need to be sane?
- What do you need to be healthy?
- What do you need to be happy?

What is non negotiable?

- **Institution**
 - Type: private, public, Carnegie classification
 - Size
- **Money/benefits**
 - Salary
 - Retirement plans 401K 403B
 - Deferred Comp
 - Tuition remission
- **Economics**
 - Can you sell your home?
 - Can you *afford* to sell?
- **Family & Friends**
 - Close to family
 - Partner, children, parents
 - Supportive others
- **Health**
 - Location best for your health
 - Doctors & Specialists
 - Health care plan
- **Geographic**
 - Location
 - Hobbies, interests

Professional Goals Chart What are my non negotiables?

| Professional Goals Chart: What is non negotiable for me? | Comments | Preferred | Acceptable | Minimum Deal Breaker | Which administrative or faculty track do I want to choose? | | | | |
|---|----------|-----------|------------|----------------------|--|--|--|--|--|
| • Goals and Intention(s) • To what part of the country do I want to live? • Priority to family • Geographic location • Hobbies/interests • Family/other considerations • Money and benefits (401k or 403B) (retirement) • Career of partner • School/grad school • Care of parents • Social community • Health • Location of office • Feel better in some areas than others • State of getting around • Transportation (gas) • Public transit available • For purchase for resale • Location size | | | | | • Academic affairs, business affairs, student affairs, or administrative affairs • Associate, Full, Distinguished, Professor, Department Chair? | | | | |
| | | | | | • Which do I value of money and benefits in my job? Salary, retirement, health care, 401K/403B/deferred comp, tuition remission, benefits (university/health), etc. Willing to consider life outside the academy? | | | | |
| | | | | | • Willing to consider? The "biggest" What do I want to choose to live about my career choice (salary, where will be my next)? • Willing to sell to go in my retirement? | | | | |

| My Professional Path | Title | Salary | Responsibilities | Institutional Conflicts | Personal Conflicts |
|----------------------|-------|--------|------------------|-------------------------|--------------------|
| 1 year from now | | | | | |
| 2-3 years from now | | | | | |
| 5 years from now | | | | | |
| 10 years from now | | | | | |
| 20 years from now | | | | | |
| Retirement | | | | | |

Envisioning My Professional Path 1997: Professor Track

What are my non-negotiables?
Respect as a scholar; located in a Research I institution

| MY PROFESSIONAL PATH | Title | Salary | Responsibilities | Institutional Conflicts | Personal Conflicts |
|----------------------|---------------------|----------|---|--|---|
| 1 year from now | Associate Professor | \$55,000 | 33% publishing 33% teaching 33% service | Emphasis on research over teaching and service | Few, see all three areas as important |
| 2-3 years from now | Professor | \$64,000 | Same | | Professional growth is linear |
| 5 years from now | Scholar | \$76,000 | 50% publishing 25% teaching 25% service | Have decreased | Increased, since I value teaching and service highly. Requires more travel, less time for home. |
| 10 years from now | Eminent Scholar | \$90,000 | 70% publishing 10% teaching 20% service | No conflicts | Increased, I will miss teaching. Higher demand on my international travel, increased conflict with home life. |

Envisioning My Professional Path 1997: Administrator Track

What are my non-negotiables? Ability to stay within a one-hour commute of my home; ability to develop as an administrator

| MY PROFESSIONAL PATH | Title | Salary | Responsibilities | Institutional Conflicts | Personal Conflicts |
|----------------------|--|-----------|---|--|---|
| 1 year from now | Director Department Head | \$78,000 | Administrative within a program/dept with a small faculty role 80% administration 20% publishing 30% teaching 50% service | Want a full-time administrator, but needs salary from faculty line | Needs 130% of my time, less time for personal, family, home life. |
| 2-3 years from now | Associate Dean Associate Prof | \$87,000 | Administrative in a larger context, such as a college, with token faculty role 50% administration 5% teaching | | Time requirement of job is high and on demand. Conflict with home life increase. |
| 5 years from now | Associate Dean Assistant/Associate Provost Professor | \$100,000 | Administrative in a college-wide or institution-wide context, no faculty role | | Continues to increase. |
| 10 years from now | Provost | \$135,000 | Administrative within a institution-wide context | Need experience at institutional level where next position will be located | Requires more time outside of institution. |
| 20 years from now | President | \$200,000 | Administrative within a institution-wide context | Need to match my value on teaching/service with institutional mission | Requires a great deal of time outside institution, and many night/early morning/weekend commitments |
| Retirement | Afters 5-10 years as President | | | | |

Envisioning My Professional Path 1997: Mommy Track

What are my non-negotiables? Time for children; time for self

| MY PROFESSIONAL PATH | Title | Salary | Responsibilities | Institutional Conflicts | Personal Conflicts |
|----------------------|--|---------------------------------------|--|-------------------------|---|
| 1 year from now | Mother of Preens ages 9, 11, 13 | Hugs and kisses | Carpools to school Girl Scouts Soccer coach plus Exercising Taking cooking classes | | Can't live on love alone. Is motherhood the only thing which defines me? |
| 2-3 years from now | Mother of teens ages 10, 12, 14 | Hugs when no one else is looking | Putting out hair Carpooling to the mall Boy issues Pins Exercising More classes | | My professional skills are becoming inactive. Is there more to life than IM? |
| 5 years from now | Mother of teens ages 14, 16, 18 | Occasional under the breath thank you | Keeping my distance Teaching how to drive College shopping Plus exercise and classes | | Professional skills are getting rusty. If I don't get away from these teenagers they are going to drive me crazy. |
| 10 years from now | Mother of college students ages 19, 21, 23 | | Visiting kids at college Support by phone Plenty of time for all non-negotiables | | Empty nest syndrome. My professional skills are so old, I may not be able to enter the profession again. |
| 20 years from now | Grandmother—kids ages 29, 31, 33 | Hugs and kisses | Spoiling grandkids Cooking classes Traveling Exercising | | |

What really happens?

Life! It doesn't always turn out the way you planned...











Professional Paths

Consider the Alternatives

- Ambitious
- Status Quo
- Wild Here

Imagine Progression of Your Position

- Job title
- Responsibilities
- Salary
- Conflicts—institutional & personal

Professional Path Activity

*Imagine yourself in 1, 2-3, 5, 10, 20 years out & at retirement.
 Identify your Position, Location, Salary, Responsibilities,
 & possible conflicts over the years.*

Option One: "Climbing the Ladder" Leadership Path

- Starting from your present position, outline the steps you would need to take to realize your most ambitious "upward" career track.

Option Two: "Status Quo" Leadership Path

- Outline the steps you remained in your current position, leading within, or if you were coasting along the path of least resistance.

Option Three: Fantasy (Leadership?) Path

- Outline what you would do if you quit your job today and started fresh somewhere else. What would you be itching to do?

| My Professional Path | Title | Salary | Responsibilities | Institutional Conflicts | Personal Conflicts |
|----------------------|-------|--------|------------------|-------------------------|--------------------|
| 1 year from now | | | | | |
| 2-3 years from now | | | | | |
| 5 years from now | | | | | |
| 10 years from now | | | | | |
| 20 years from now | | | | | |
| Retirement | | | | | |

Small Group Sharing

- Groups of 3
- Share your map for 5 minutes
 - Hint: set a time
- Listen, ask clarifying questions

Work/Life Balance Issues

Can You Have It all?

- What role models do you have for work/life balance?
- How do these issues play into your career map?

What did you say?

Go back to Slide 2 and reread what you wrote

The Five Essential Elements of Wellbeing

Universal elements of wellbeing that differentiate a thriving life from one spent suffering. Here are five broad categories that are essential to most people:

- Career Wellbeing:**
 - how you occupy your time -- or simply liking what you do every day
- Social Wellbeing:**
 - having strong relationships and love in your life
- Financial Wellbeing:**
 - effectively managing your economic life
- Physical Wellbeing:**
 - having good health and enough energy to get things done on a daily basis
- Community Wellbeing:**
 - the sense of engagement you have with the area where you live

Take Away

What is one thing your group gained from this discussion that you will take away?

Top 5 Regrets of the Dying

<http://www.theguardian.com/lifeandstyle/2012/feb/01/top-five-regrets-of-the-dying>

1. I wish I'd had the courage to live a life true to myself, not the life others expected of me.
2. I wish I hadn't worked so hard.
3. I wish I'd had the courage to express my feelings.
4. I wish I had stayed in touch with my friends.
5. I wish that I had let myself be happier.

Living a Regret Free Life

If I could live my life over again...

Now what?

What are the **two most important things** you learned in today's session about:

- your professional path
- maintaining work/life balance?

How are you going to **incorporate what you learned today** about your professional path and about maintaining work/life balance into your career in your:

- current position
- future career path?

What steps do you need to do to **put into this action**?

The 2 Most Important Things I learned in today's session about...

My Professional Path

- 1.
- 2.

Maintaining work/life balance

- 1.
- 2.

How will I incorporate what I've learned today?

Into my current position?

Into my future professional path?

What steps do I need to do to put this into action?

- Skills to acquire
- People to get to know
- Committees to serve on
- Professional Development opportunities
- Who to share this with

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