



Is Networking a worthwhile tool for career development?

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+ Paths to career development/jobs

Straight-through



The network





Undesirable connotations of networking

1. Schmoozing
2. Sales job
3. Working the room
4. Insider trading
5. Its who you know
6. Trade off
7. I'll scratch your back; you scratch mine
8. Back door deals



Issues for successful networking



- Fairness
- Evenhandedness
- Openness
- Open Access
- Merit-based
- Value of personal contact

+ Goals



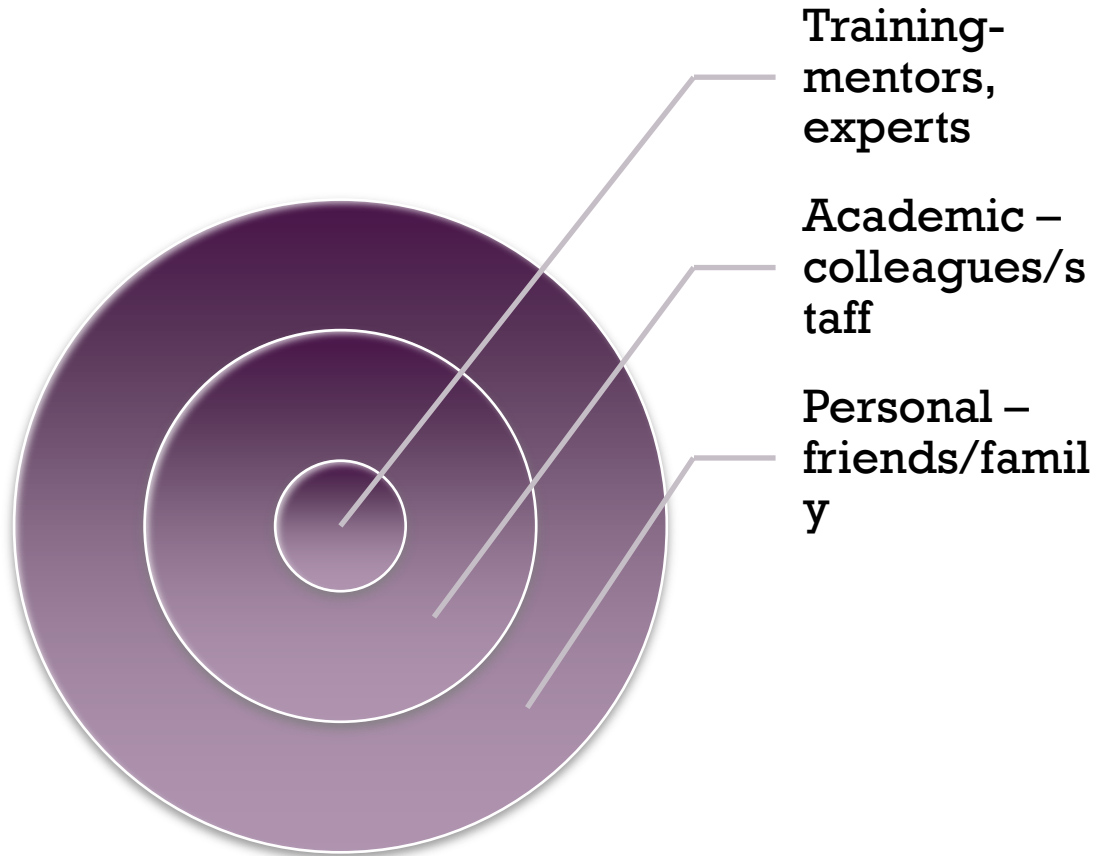
- Professional success
- Fulfilling career
- Recognition
- Career growth
- Appropriate reward

+ Before you begin



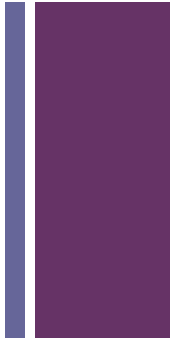
- Self assessment
- Strengths
- Weaknesses
- Likes
- Dislikes
- Role models

+ Three Networking groups



+ Engage your networking group appropriately

- Family/friends - what they can provide
 - personal assessment
 - “touch stone”
 - find role models
 - suggest alternatives
 - reality check



+ Engage your networking group appropriately

- Family/friends – what you should provide them
 - Share your dreams
 - Honest self assessment
 - Obstacles/challenges
 - Successes – what is working for you now



+ Engage your networking group appropriately

- Academic colleagues – what they can provide
 - Benchmarks
 - Role models
 - Appropriate perspective
 - Contacts
 - Advice and guidance
 - Reference letters
 - Working groups of like-minded individuals



+ Engage your networking group appropriately

- Academic colleagues - what you should provide them
 - Resume/CV
 - Clear statement of goals
 - Strategic plan
 - Successes/failures in strategic plan to date
 - Current/future challenges
 - Your elevator speech



+ Engage your networking group appropriately

- Trainers/mentors/bosses – what they can provide
 - Job options
 - Contacts
 - Reference letters
 - Specific Advice and guidance
 - Their honest assessment of your prospects
 - Access to their networks
 - Endorsements





Engage your networking group appropriately



- Trainers/mentors/bosses - what you should provide them
 - Resume/CV
 - Clear statement of goals
 - Strategic plan
 - Successes/failures in strategic plan to date
 - Current/future challenges
 - Your elevator speech
 - Your assessment of the mentoring relationship



Networking: who and how



- Who: Choose people you admire and respect
- How: Tell them why you chose to come to them and what you want from them; then follow-up.
 - Let them know what you want:
 - Friends/family: “You know me well AND I respect your opinion. Would value your input about....”
 - Colleagues: “We have worked together on.../ I took your class on.../you helped me with.../ I was interested in your comments... AND I would like to get your thoughts about...”
 - Mentors/bosses: “You have been an important mentor to me.../I respect your professional judgment...AND I would like to make an appointment with you to discuss...”

+ Networking no-no's



- Don't ask for advice from people you do not respect
- Don't ask questions if you are not prepared for the answer
- Always follow-up
- Acknowledge the time and effort given
- Always be honest
 - You don't have to reveal all; you can state that you are unsure, undecided or even prefer not to discuss a given aspect
 - Don't be misleading



Social/professional networking on line



- Everything is on line: be sure you have appropriate skills for creating your resume, navigating the electronic networking sites, protecting privacy, avoiding unwanted exposure
- Facebook may not be the vehicle of choice; others are available (Research Gate)
- In general, much of the advice gained from your network is best face-to-face rather than on-line.
- After establishing a working network group, joint email, chat rooms etc. may be useful.



Good networking is just common sense



- Participate, share and reward good networking
- Don't participate in bad networking
- Your assignment:
 - List your network: Identify 3 individuals who might serve as the core for each of the three network categories
 - Do your homework: self assessment as well as strengths and weaknesses of those in your network
 - Set goals for what you hope to obtain from each group
 - Determine what you need to supply each group
 - Set a timetable for meeting and following-up with group members