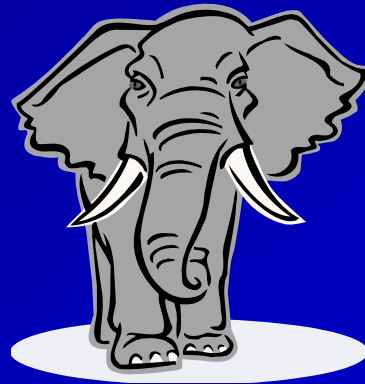


Life After Tufts: A Parent's Guide to Career Development



Tufts Career Services

Agenda

- Generational Trends
- Career Development Process
- Roles & Responsibilities
 - Students
 - Career Services
 - Parents

Generational Trends

- Millennials ~ “I can do anything!”
- Multiple careers ~ no more gold watches
- Job search ~ a different game today

Boomers as Parents

Boomers (Born 1946 – 1964)

- Largest U.S. generation
- Continually facing/forcing change
- Politically active
- Independent & competitive
- Workaholics
- Hands-on parents



Millennials

Millennials (Born 1980-2000)

- Also called Gen Y or Nexters
- Technologically savvy
- Geographically 'borderless'
- Inquisitive & eager to learn
- Nurtured with esteem & resources
- Pressured to excel
- Influenced strongly by YOU



Millennials & their Careers

- Focused on growth potential & learning
- Seek socially responsible employers
- Value cultural fit
- Accustomed to teamwork
- Resist chain-of-command management
- Expect frequent feedback



Millennials' Criteria for Choosing an Employer

1. Opportunity for advancement
2. Job security
3. Good benefits package
4. Friendly co-workers
5. Job location
6. Opportunity for personal development
7. High starting salary
8. Recognition for performance
9. Opportunity for creativity & self-expression
10. Clearly defined assignments

*Source: National Association of Colleges and Employers
2008 Graduating Student Survey*

Lessons for Career Counselors & Parents

Expect ...

- varied interests leading to indecision about majors and careers
- anxiety & stress about making the 'right' decision
- need for individualized attention



Career Development Process

Step 1: Self-awareness

Getting to know yourself

Step 2: Research

Getting to know the workplace

Step 3: Experience

Exploring the Workplace

Step 4: Choice, Decision-Making, Action

Step 1 – Self-awareness

Student: Roles & Responsibilities

- Join clubs, activities, service projects
- Explore online career resources
 - What Can I Do with this Major?
 - Tufts Career Network
 - Programs featuring alumni discussing ‘real life’
- Consider meeting with a Career Counselor
 - Learn about assessments
(e.g., MBTI, Strong Interest Inventory)
 - Develop a resume

Step 1 – Self-awareness

Parent: Roles & Responsibilities

- Be open – Support your student's exploration
- Be affirming – Remind your students of skills and abilities that you've noted in the past
- Be engaged – Talk with your student about courses and activities.
- Beware – Being judgmental at this early stage will close off communication



Step 2 for Students – Research

- Research careers, employers, industries
- Conduct informational Interviews
- Shadow professionals in jobs/fields of interest
- Learn to network, using Tufts Career Network
- Gather intelligence at Career Fairs, employer and alumni presentations, networking events

Step 2 for Parents – Research

- Talk about your work, employer, industry
- Brainstorm with your student about potential sources of career information
- Point them toward Career Services, as well as faculty and advisors
- Don't panic!



Top 10 Personal Qualities / Skills Employers Seek

1. Communication skills ~ verbal and written
2. Strong work ethic
3. Teamwork skills
4. Initiative
5. Analytical skills
6. Computer skills
7. Flexibility / adaptability
8. Interpersonal skills
9. Problem-solving skills
10. Technical skills

*Source: National Association of Colleges and Employers,
Job Outlook 2009 Survey*

Step 3 for Students – Experience

- Set goals and begin decision-making
- Work at internships, paid or unpaid
- Explore funding sources for unpaid
- Assume leadership on & off campus
- Determine whether a graduate degree is necessary for career(s) of choice

Step 3 for Parents – Experience



- Be supportive ~ think ‘coach’
- Be realistic ~ finances, geography
- Be ready ~ shifting priorities
- Be forthcoming ~ share experiences
- Be vigilant ~ consider your biases

Step 4 for Students: Decision - making & Action

If interested in employment ...

- Continue research by networking
- Sharpen interview skills by practicing
- Use online resources to search for jobs, beginning with campus recruiting
- Evaluate job offers

Step 4 – continued

If interested in grad school ...

- Prepare for standardized tests
- Consult with pre-law and pre-health advisors as well as Career Counselors
- Research programs
- Apply

Step 4 for Parents –

- Be sensitive – Respect their pace
- Be savvy – Look at trends of seniors entering the workplace and grad school
- Be at peace! Your student will succeed.

In the meantime, s/he needs your unconditional love and support.



Think about it.

“One of the greatest paradoxes of human development is that we are required to make crucial choices, especially about careers and work, before we have the knowledge, judgment, and self-understanding to choose wisely.”

- Daniel J. Levinson, 1920 – 1994
Seasons of a Man's Life ~ 1986
Seasons of a Women's Life ~ 1997