Is Networking a worthwhile tool for career development?

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Paths to career development/jobs

- Straight-through
  - Teachers
  - Job posting
  - Interview process

- The network
  - Personal contacts
  - Academic contacts
  - Training contacts
  - Career
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

- Training-mentors, experts
- Academic – colleagues/staff
- Personal – friends/family
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 advise 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