

*The only constant
in life is change.*

From 9 to Thrive: Preparing to master career transitions

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Conflict of Interest

- I have no conflict of interest to disclose
- I acknowledge my standpoint as an educated White woman. I am not an expert in career transitions, and today's presentation reflects my experiences in my recent job transition and in working with mentees seeking employment in first or subsequent jobs. My positionality likely influences my take on 'how to' consider a career transition, and this process is unique to each individual.



Objectives

- 1) Describe strategies that can help prepare for career transitions;
- 2) Evaluate current readiness for transition and opportunities to improve readiness

Wise words from Dolly Parton

They let you dream
Just a watch 'em shatter
You're just a step on the boss man's ladder
**But you got dreams he'll never take
away**

In the same boat with a lot of your friends
Waitin' for the day your ship'll come in
And the tide's gonna turn
And it's all gonna roll you away



“Pour myself a cup of transition”

I heard you die twice, once when they bury you in the grave

And the second time is the last time that somebody mentions your name

So when I leave here on this earth, did I take more than I gave?

Did I look out for the people or did I do it all for fame?

-Macklemore

Ask yourself:

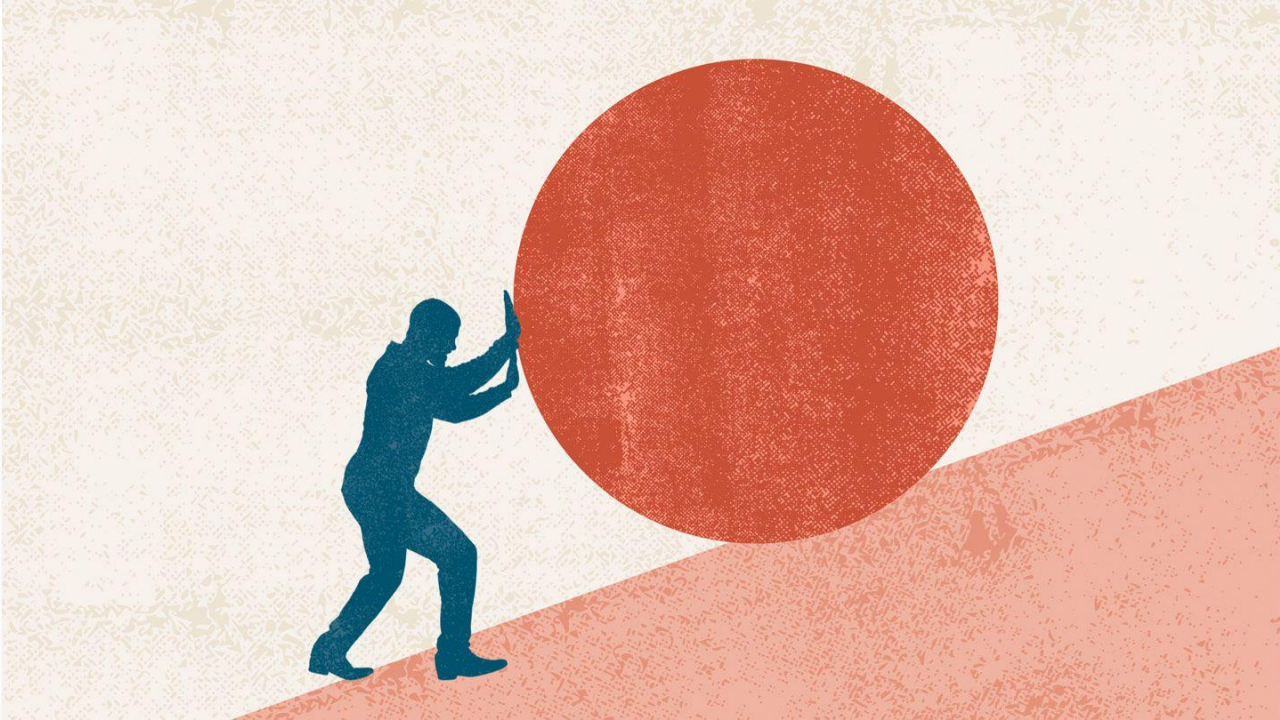
How do my professional goals align with where I'm at?

What does it look like to take a 'next step'?

- Select a transition to focus on:
 - If considering a career change, use that
 - If you have a long term career goal, use that
 - If you're 100% happy, pick what you would've done if you weren't a GC!
- Pick a song lyric that describes your professional goals
 - "Rising up, back on the street, did my time, took my chances. Went the distance, now I'm back on my feet, just a man and his will to survive." (Survivor)
 - "Look, if you had one shot or one opportunity, to seize everything you ever wanted in one moment, would you capture it or just let it slip?" (Eminem)
 - "I know I can, Be what I wanna be, If I work hard at it, I'll be where I wanna be" (Nas)
 - "Ain't about how fast I get there, Ain't about what's waiting on the other side, It's the climb" (Miley)
 - "Every conquest I had made would make me more of a boss to you, I'd be a fearless leader, I'd be an alpha type" (T Swift)

Why are we talking about career transitions?

- Since COVID-19, the workforce is experiencing higher rates of transition and greater desire to move jobs than ever before
 - Annual turnover: 30% □ ‘The Great Resignation’
 - More than 34 million Americans quit their job in 2023
- Over 1300 genetic counselors experienced recent job changes
 - 553 experienced GCs started a new position in 2022
 - Why change jobs?
 - Better professional opportunity
 - Desire for better salary
 - Different job content
 - Dissatisfaction with job overall



Is your job pushing you away, or is something new pulling you towards it?

*Author unknown, but a huge shout out to Dr. Sandra Buys who said this once and changed my mindset entirely about career changes when I first started in genetic counseling

Research on career transitions

Three Aspects of a career change (Heppner, 1998):

1. Task Change (new tasks in same job)
2. Position Change (change in jobs within or across employers)
3. Occupation change (complete new role and tasks)

Narrative analysis of career transition (Peake and McDowall, 2012)

- Autobiographical life story interviewing (n=7)
- Why do we change directions once we're in a job?
 - Lack of career planning
 - Growth after experiencing disappointment, disillusionment and forced change
 - Lucky break: right place, right time
 - Searching for more joy once the right 'fit' arises

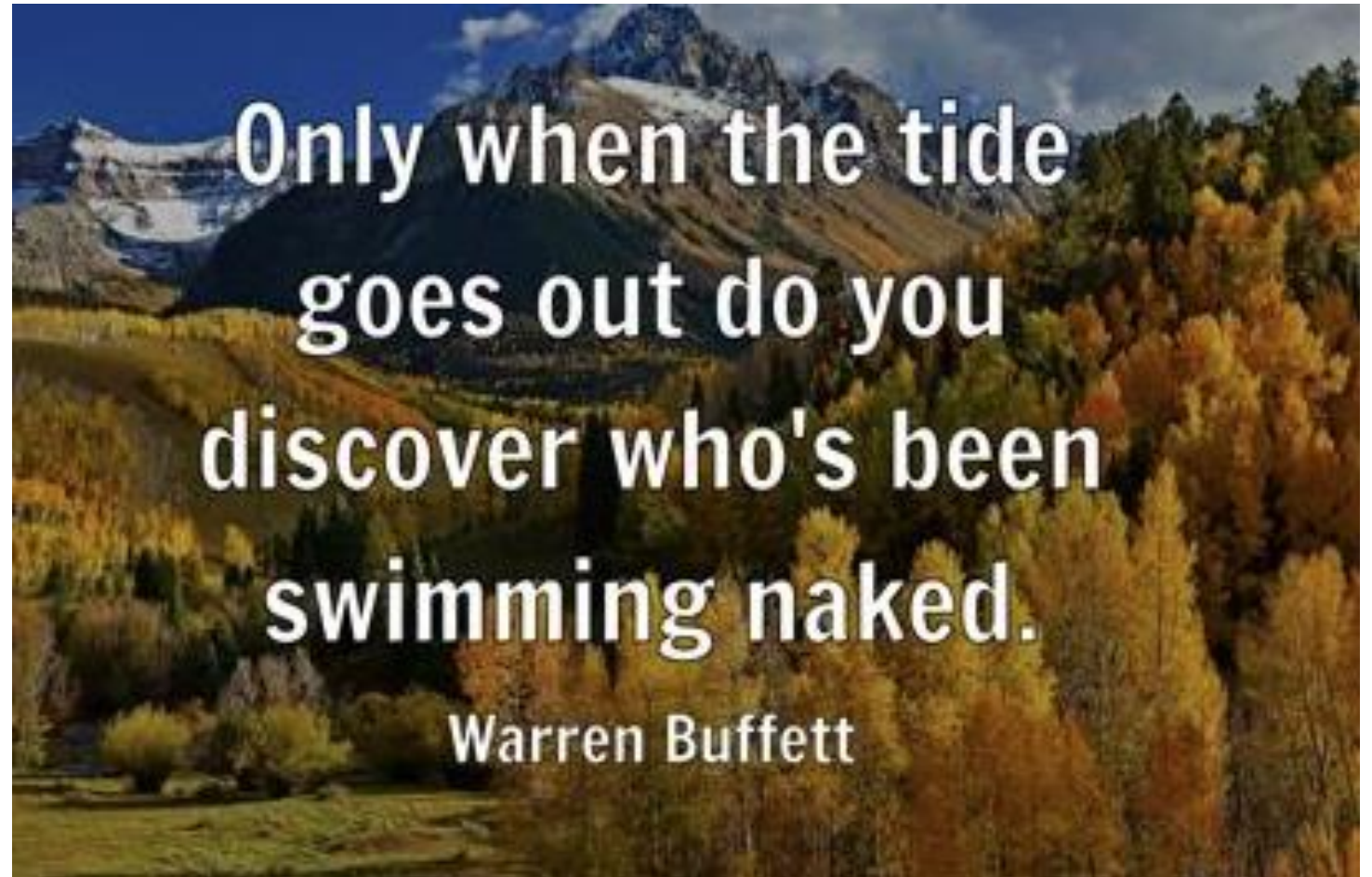
Theme: Unplanned state and/or event happens and makes us think about life

- Prepare clients for uncertainty
- False starts are not fatal; they're an integral part of the overall career journey

'And the tide's gonna turn...'

Are you dressed for the tide?

- Keeping LinkedIn updated
- Updating CV/resume
- Staying connected
- Identifying your 'favorite tasks' and 'joy' at work
- Articulating your values
- Practicing your 'pitch'





Check In: What does your network look like?

1. List everything you've done
 - Undergrad, graduate school
 - Volunteer GC activities (in school and after)
 - Specialty areas
 - Community activities
 - Research projects or collaborations
 - Educational activities
2. Generate a list of everyone you have met through each of those activities
 - ANYONE—it does not matter your relationship
3. Star the top 5-8 you keep in touch with
4. Circle the 3-5 you'd like to reconnect with

Mentoring Map



1.
2.
3.

Senior department faculty:
1.
2.
3.

Internal mentors:
1.
2.
3.
Peer mentors:
1.
2.
3.

External mentors:
1.
2.
3.



Safe space



Sponsorship



Access to opportunities

Friends:
1.
2.
3.
Family:
1.
2.
3.
Other:
1.
2.
3.



Emotional support



Professional development

Internal:
1.
2.
3.
External:
1.
2.
3.



Accountability for what REALLY matters



Intellectual community

1.
2.
3.



Substantive feedback

“Taking ownership of your own mentoring: Lessons learned from participating in the Earth Science Women's Network”
M.S. Glessmer, A. Adams, M.G. Hastings and R.T. Barnes (2013)



Role models

1.
2.
3.

Colleagues:
1.
2.
3.
Professionals:
1.
2.
3.

0-25%:
1.
2.
3.
25-50%:
1.
2.
3.
50-75%:
1.
2.
3.
75-100%:
1.
2.
3.

Group your list:

- Who could go on this list?
- Who can you reach out?
- Who should you strengthen a relationship with?
- Who can help you build another relationship with a new contact?

Maintaining CV

- Write everything you've done and accomplished in the last year
 - Guest lecture
 - Student supervision
 - Committee service
 - Community or institution presentation
 - **ANYTHING** outside of your day-to-day job

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Be Honest:

How many of you needed or wanted to look at your phone to see what you've done?

Done!

Aligning your experiences and your values

Activity	Value #1	Value #2	Collaborative Innovation	Inclusive Environment
Undergrad	Story			
Grad School				
First job				Story
Second job				
NSGC/ABGC/ACGC volunteer activity			Story	
Area of expertise				
Teaching experience		Story		

- Build your 'memory wall' with experiences on the left and values up top
- When you talk with others, you'll have a bank of core accomplishments and stories

For when you
feel guilty for
thinking about
a transition...

You are totally
replaceable at work.



Questions?

Want to chat?

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