Ontology of Value

INDIVIDUAL ONLINE CAREER ORIENTATION PROGRAM

FOR PROFESSIONALS WHO SEEK A CHANGE

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OUR PHILOSOPHY

Developing a new career is highly time-consuming and requires commitment. The process of applying for jobs and landing a new position is only the final 20% of the success! The first 80% of all the effort is to dig deep into yourself and figure out which door to knock on given your talents and personality. By providing our services, we aim to reduce the time necessary to develop a new career path to a minimum.

We combine insightful information about the job market for PhDs with self-discovery exercise. Even though academics share many qualities, everyone has different needs and looks for a different set of values and opportunities at work. We take an individual approach to every job candidate: we combine information gained through an informational interview with aptitude tests and work out the individual job search plan based on this information.

THE STARTING POINT

The program starts with the inaugural meeting: the informational interview. During this meeting, we discuss the following:

- The background and professional expertise of the client,
- The current professional situation and the available opportunities in the current working environment,
- Personal strengths and weaknesses as viewed by the client,
- The resume of the candidate in the current form,
- Personal priorities and long-term goals,
- The scope of preferred versus available positions (browsing for job offers together on the spot),
- A preliminary job search plan (LinkedIn, Glassdoor, job boards, networking strategies).

We conclude the meeting by preparing the Individual Career Orientation Plan together with you.

This individual coaching plan combines a selection of coaching modules given below according to your individual needs.

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The Available Coaching Modules

1

Battery of Aptitude Tests To Determine Your Competitive Advantage in the Job Market

These tests aim to examine which working environments the candidate fits best (academia / corporation / startup / freelancing / entrepreneurship). The tests were built and standardized in consultation with professionals working in multiple branches of industry. The aim of the tests is to determine which working environments the candidate fits best given their natural working style, personality, mindset, and personal priorities.

THE ONTOLOGY OF VALUE™ TEST

2

A Battery of Self-observation Assignments

In this set of exercises, the candidate needs to get insight into themselves to determine the full scope of his/her core competencies, strengths, and weaknesses. In this exercise, the candidate is given instructions and needs to observe themselves for a minimum of one week, to answer questions such as:

- What is my professional ethic?
- What type of role towards other people do I prefer to play?
- What types of stress am I you susceptible to?
- What types of tasks are energizing / enjoyable / relaxing / inspiring to me?

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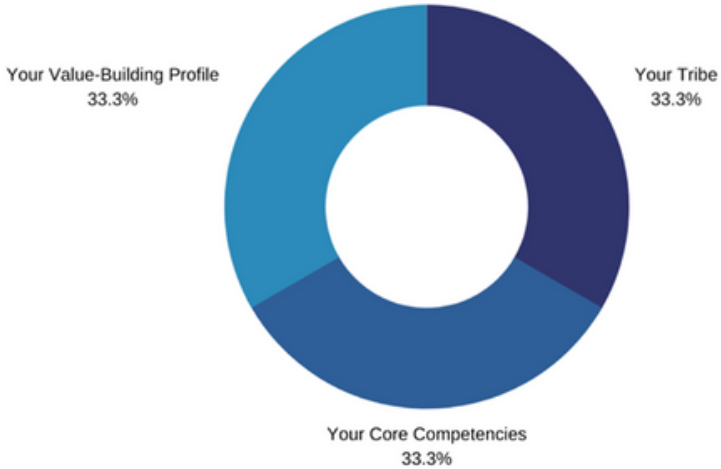
Crafting the Personal Job Search Strategy

Given the candidate's expertise, core competencies, and working style (including the knowledge gained through the aptitude tests and exercises), we determine which types of positions and which working environments are preferred targets for now. An optimal job should give a range of opportunities for growth and for further self-development.

Based on the set of preferred positions, we work on the best approach to perform job search, including the following options:

- Search through open job boards and job offers posted on LinkedIn,
- Answering open offers, also the offers posted directly on the websites from companies of interest,
- Active networking through LinkedIn and other social media,
- Activating personal networks.



Ontology of Value model: The way we determine the professional identity of the participant.

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Managing the Online Image of the Candidate: the LinkedIn Profile, Personal Website, Social Media Accounts

Concerning the profile found through the previous exercise, it's important to develop an online presence concordant with the core competencies and resonating with the scope of positions of interest. In this module, we go through the online activity and review the following:

- Are there any records in the Google search under the client's name that should be removed/edited?
- If the client has a personal website, how can we make this website appealing to the industry recruiters? E.g., by rephrasing the bio and the description of the current position of the candidate and including more industry-related keywords and phrases,
- LinkedIn profile: reviewing the profile picture and bio, choosing the right profile settings, rephrasing the bio and the description of the current position of the candidate and including more industry-related keywords and phrases, underscoring the core competencies in the list of Skills and Endorsements, adding the Interests items in the scope of the target industry.

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Guidance and Hands-on Editing of the Resume and Motivational Letters

The well-drafted resume and motivational letter are 50% of the success. The important part of the application process is adjusting your documents to every job offer that the candidate is applying to.

Thus, we go through the application documents together and discuss which parts of the resume and motivational letters should be the invariant parts of the application versus which parts should rotate. If the client is planning to apply for a few different types of positions, we can also prepare a few versions of the resume dedicated to these positions. We also discuss how to convince the recruiter that the client has a strong motivation to work for and contribute to this particular team.

6

Mock-up Job Interview

In this session, we arrange a trial interview for one selected job offer. The interview involves common questions asked during job interviews, e.g.:

- What is your motivation to apply for this position?
- Why did you choose this particular team?
- What role would you prefer to play in the team?
- What are your personal strengths and weaknesses?
- What types of stress are you susceptible to?
- How do you see yourself in 5-10 years?

We also discuss the principles of the salary negotiations: when to ask about the salary, and which tricks one can use while negotiating with the employer.

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Adaptation to the New Workplace

This session is arranged soon after the candidate lands their first job in industry. It aims to help the candidate to adjust to the rules of co-habitation in the new working environment. This session includes:

- Discussing the similarities and differences between the current and the previous working environment, including the written and unwritten rules in the new workplace,
- Working out adaptation strategies to solidify the position in the new workplace and to develop a new identity within the new working environment,
- Discussing the possibilities for further development in the current workplace, and possibly, setting the targets and personal strategy for the first promotion.

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