




Career Success Equity Program

Session #1
Life Journey




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Agenda

- Get to Know Each Other
- Centering Exercise
- Overview of Program
- Topline Findings of Your Survey Responses
- Session #1 Exercises (Pre-work Workbook)
- Close and Next Steps

2

Coaching for 20 Years



Best Self



Belonging



3

My Story











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Let's Get to Know Each Other

- Introduce Yourself
 - Name & Preferred
 - Your Pronoun
 - Current Position
 - Position's Key Responsibility
- Tell Us About You
 - A quick share about your historical identity that's meaningful / interesting to you





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Centering in the Present Moment





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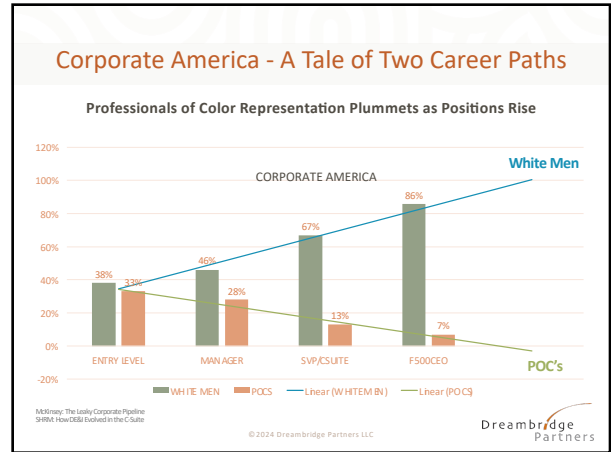
CAREER ADVANCEMENT

CHALLENGES & OPPORTUNITIES FOR POCS

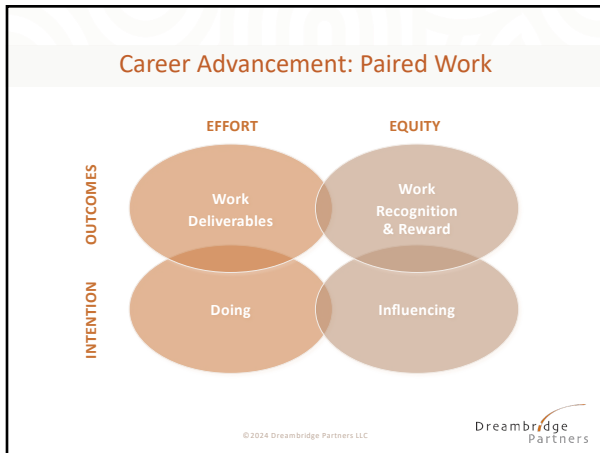
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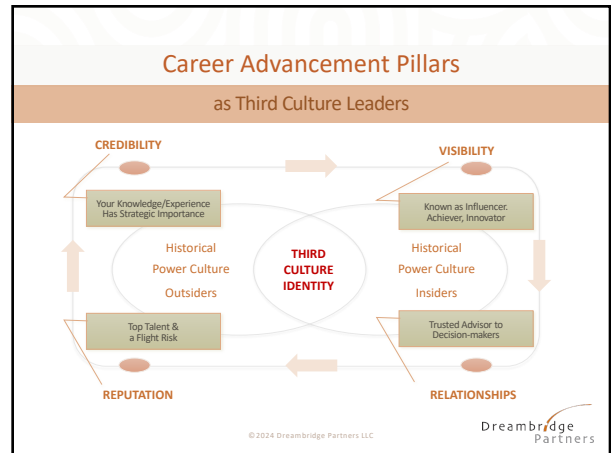
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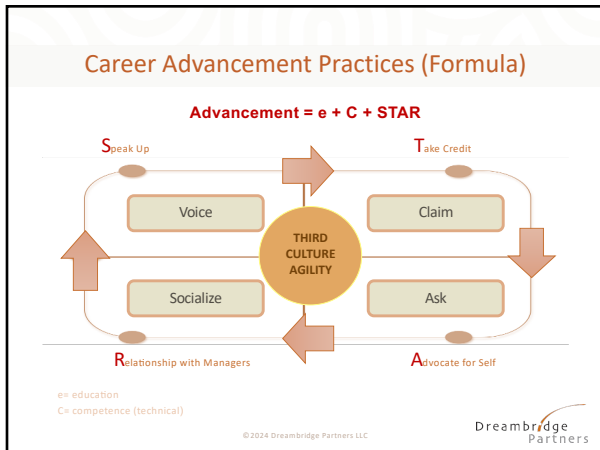
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FOCUS ON YOUR CAREER GROWTH

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Your Top Learning Objectives

- Career Plan Pathing
- Career Development
- Learning Self-Advocacy
- Confidence to promote your work and contributions
- Networking

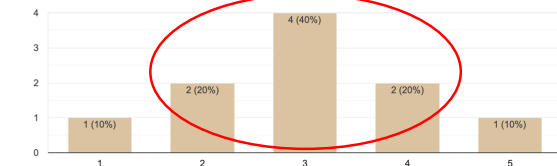
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3-Year Career Progression Plan

2.3 Do you have a plan for your career progression for the next 3 years?
10 responses



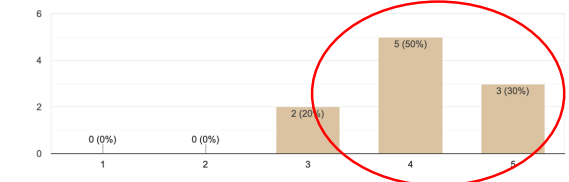
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State Value Add

2.2 How well could you state in one sentence how you're a value-add to the key goals of your organization?
10 responses



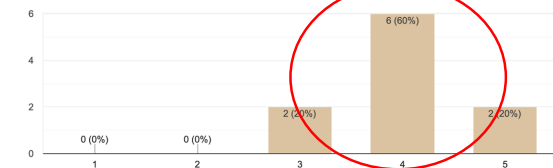
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Claim Credit for Their Work

2.8 When someone takes credit for your work, how likely are you to interject and reclaim your actual contribution?
10 responses



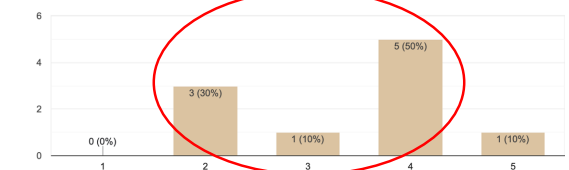
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Mentor Network

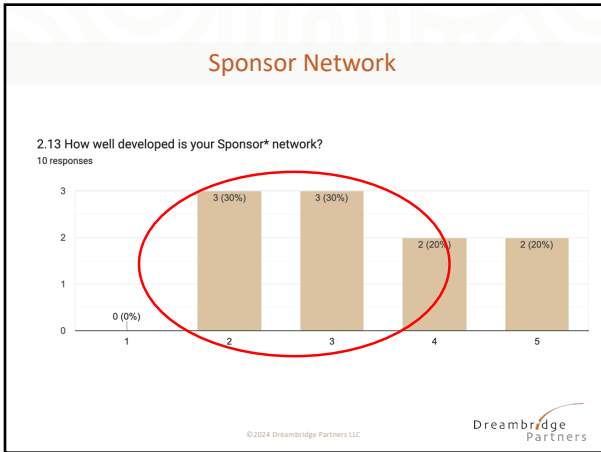
2.12 How developed is your Mentor* network?
10 responses



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- ### Unique Situation for Professionals of Color
- Understand career growth is self-driven
 - Limited knowledge about organizational career advancement given immigrant/first gen experience
 - Less access to career information and mentoring
 - Face challenges getting visibility and growth opportunities
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OVERVIEW

CAREER SUCCESS EQUITY PROGRAM

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Career Success GPS Program

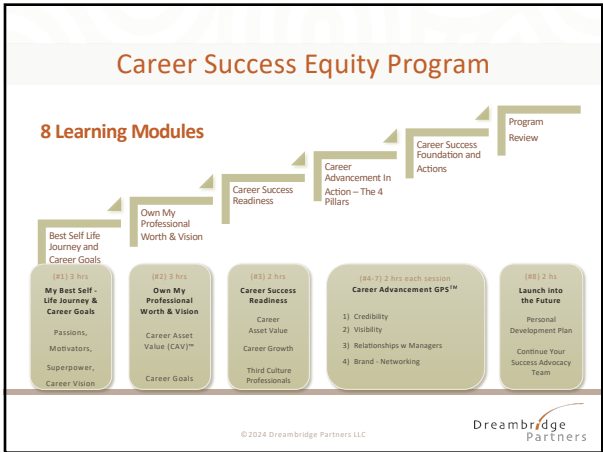
Program Objectives & Components

1. Objective: Empower & Support Professionals of Color to Own & Navigate their Career Advancement & Tenure
2. Strategy: A multi-faceted program that:
 - 1) empowers professionals of color on career success fundamentals
 - 2) addresses the unique challenges for professionals of color
 - 3) reinforces practice and skill improvement with Accountability Partners
 - 4) Guide manager via group coaching sessions and monthly "Conversation Starters"
3. Core Curriculum Components

Participant Learning Forums 8 Monthly Sessions	Manager Engagement & Support 3 Inclusive Manager Sessions Monthly Conversation Starters	Monthly Development & Support Accountability Partners Meetings Manager-Participant Meetings
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SESSION #1

MY BEST SELF:

MY PASSION, MOTIVATORS, AND CAREER VISION

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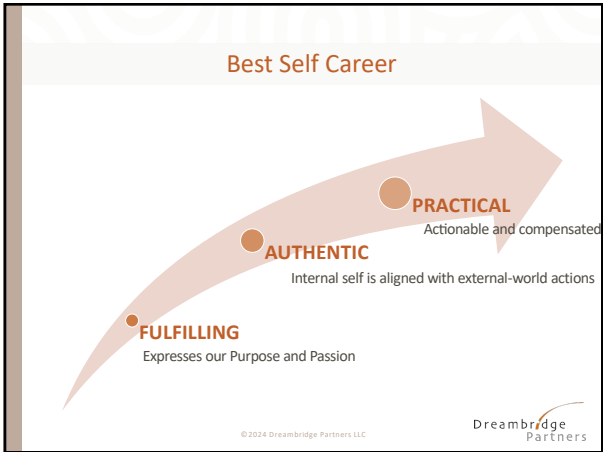
We Each Have a Rooted, Core "Calling"

DEEP INTEREST STRUCTURE

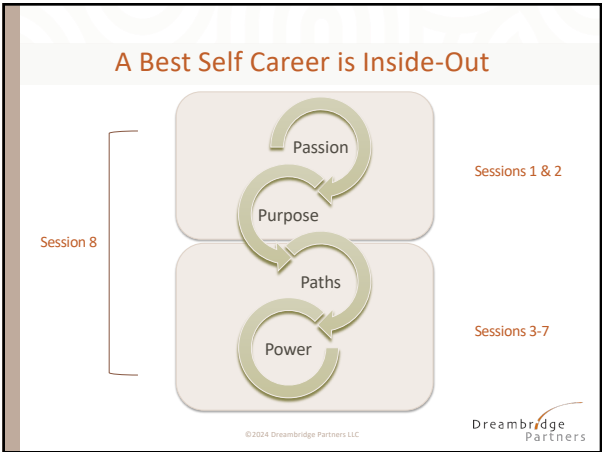
- Each of us has a *unique pattern of interests*, a "potential self" that seeks expression.
- Deep structure interests* are one of the most basic features of an individual's personality. They are *deeply rooted and enduring*, and they naturally push us to find an avenue for their *expression*, just as an underground pool of geothermally heated water pushes its way to the surface.
- ...work that is *not grounded* in an individual's unique pattern of deep structure interests will *not sustain a career over a lifetime*.

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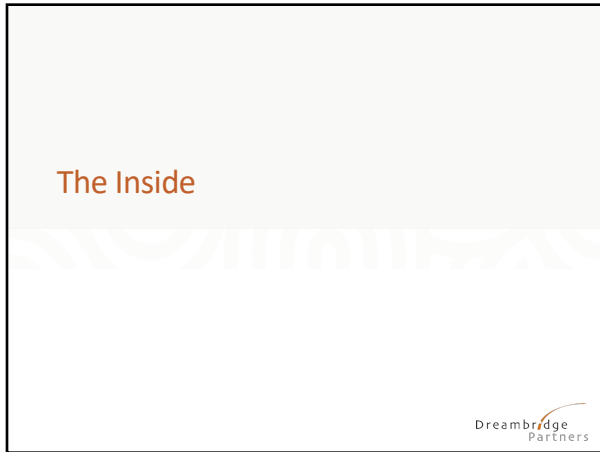
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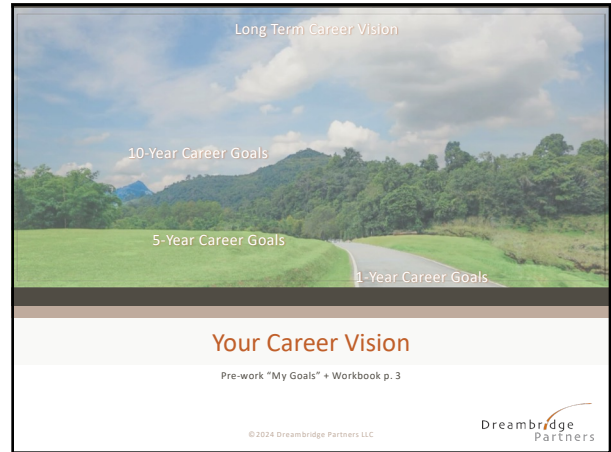
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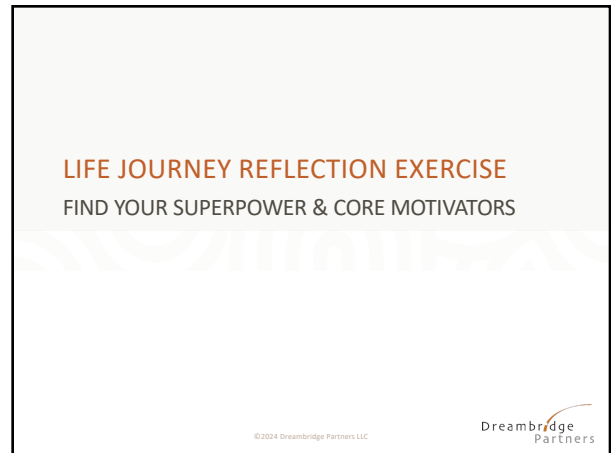
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Reflect on Your Best Self

Reflect on Your Life Journey

Take Out Your Pre-work:

Life Decades Reflection

Pre-Work #2 "Life Decades Reflection"

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Power of Storytelling



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Sharing Your Best Self Themes

2-Person Exercise: Find a Partner

Each Storytelling Round

Storyteller- Discuss Your Life Decades Reflection from Pre-work (~5 min)

- Provide a brief history of your family & background
- Describe your Best Self Themes from pre-work (last page), supported by Best Self Moments. Why do these experiences contribute to your Best Self?
- What Key Motivators and Passions emerge from this reflection?

Listener (~2 min)

- Capture recurring themes /phrases/ situations / mindset. Notice their "energy" / "emotion" shift moments
- Summarize the key themes of motivation, unique abilities, passions you heard & give evidence

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Check Within



Hopeful...Anxious...Inspiring...

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Motivation & Interests



Key to Your Career Growth

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Your Superpower

Kintsugi



YOUR SUPERPOWER

Workbook Page: 6

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Group Debrief

*What does it mean to you
to reframe your life journey and
claim your Superpower?*

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Group Debrief

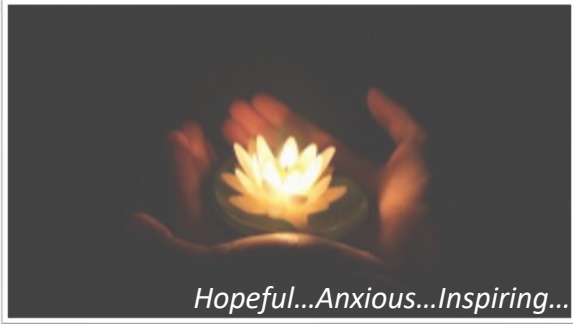
*What has shifted most about
how you think about
your Best Self?*

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Check Within



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REVISIT YOUR CAREER VISION

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Review Your Career Goals *with* Your Passions. Motivators. Superpower

*What do you **really** WANT to do?*

WHY does this leverage your motivators, passions, superpower?

Workbook:
Page 8



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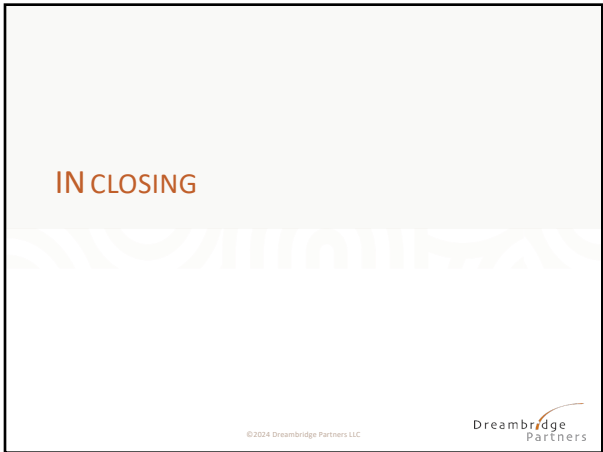
Reflecting on Today

- What are new realizations / learnings?
- What uncertainties / discomfort emerged?
- What's one thing that excites / galvanizes you?

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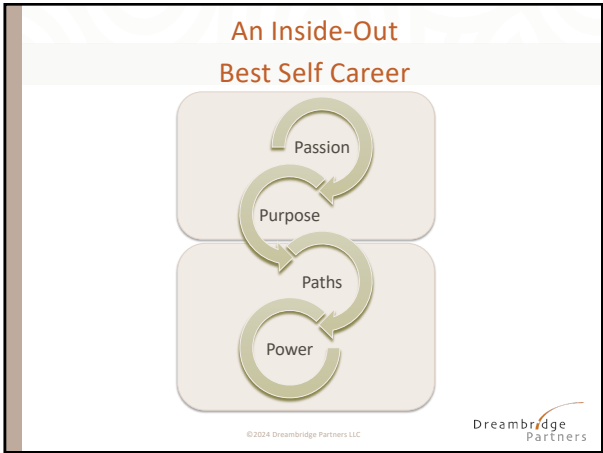
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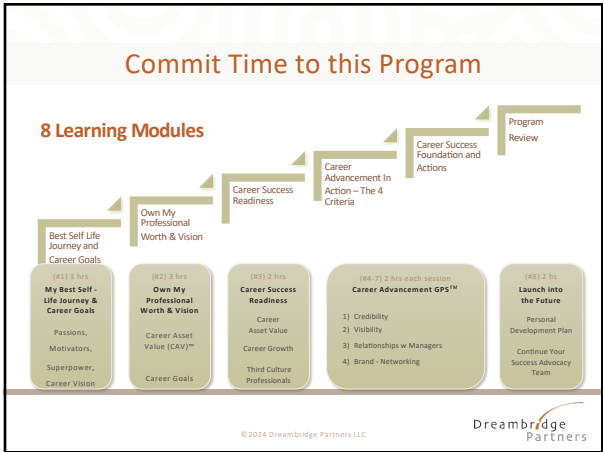
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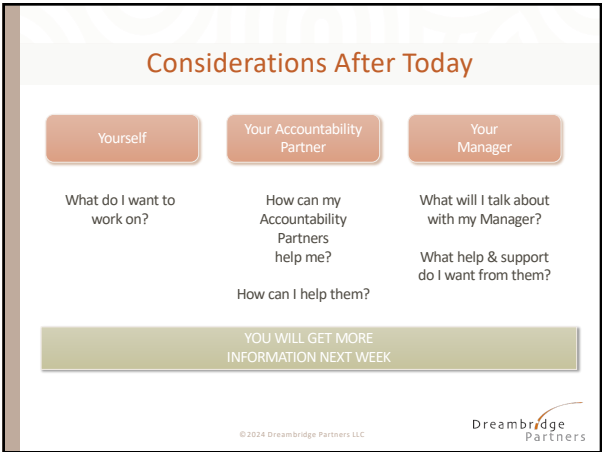
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What's Next

Schedule Follow Up

- Monthly Accountability Groups
 - Complete by November 5th
- Monthly Manager Conversations
 - Complete by November 5th

Session #2 – Owning My Professional Worth and Vision

- November 12, 2024

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