

AGENDA

- Career Design

BREAK

- What is the Finnish working culture like?
- Importance of Networking
- How to apply for a job in Finland?
- CV

Create a Meaningful Career with Your Doctoral Degree



Aalto-yliopisto
Aalto-universitetet
Aalto University

Aila Saloranta & Susanna Saarinen

Career Design Lab

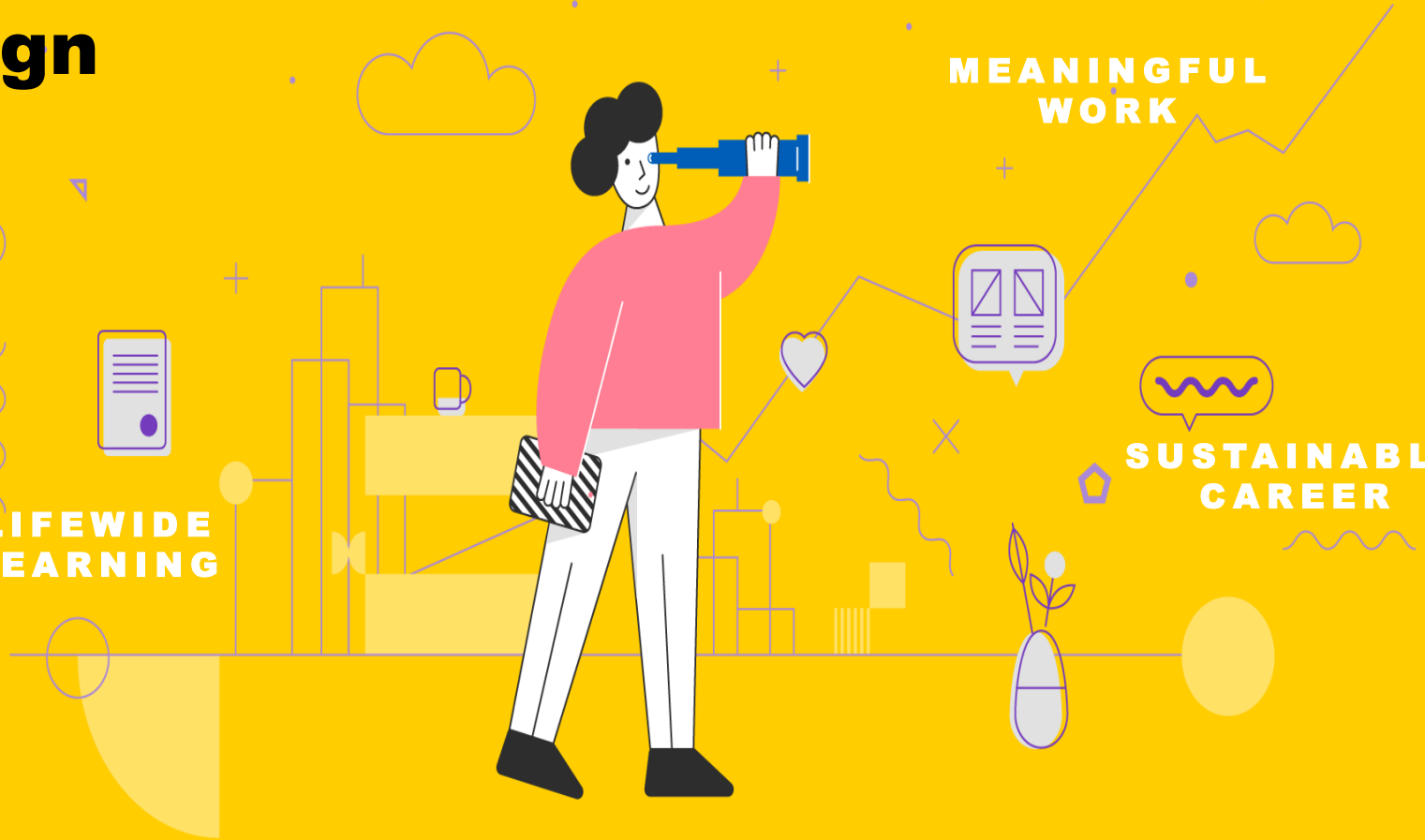
LIFEWIDE
LEARNING

MEANINGFUL
WORK

SUSTAINABLE
CAREER

A”

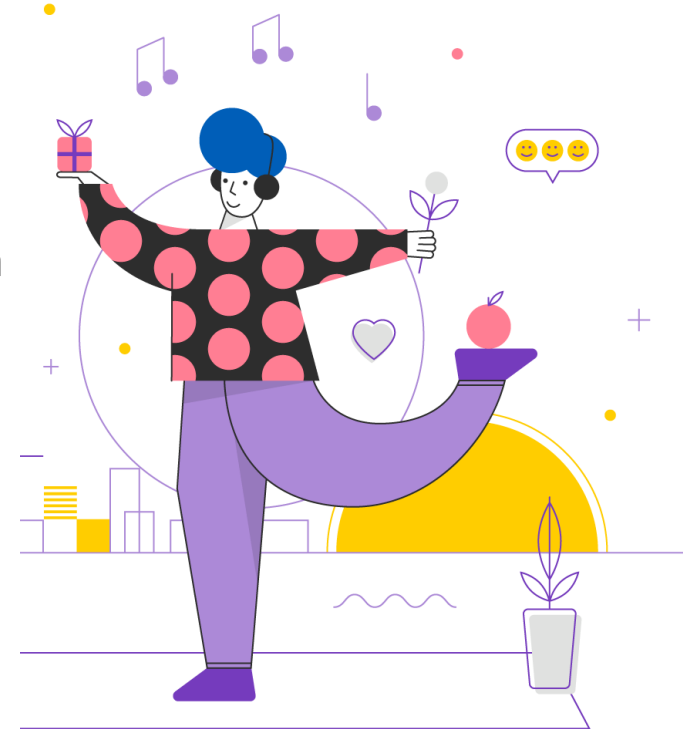
Aalto-yliopisto
Aalto-universitetet
Aalto University



Why did you decide to come to Aalto University?

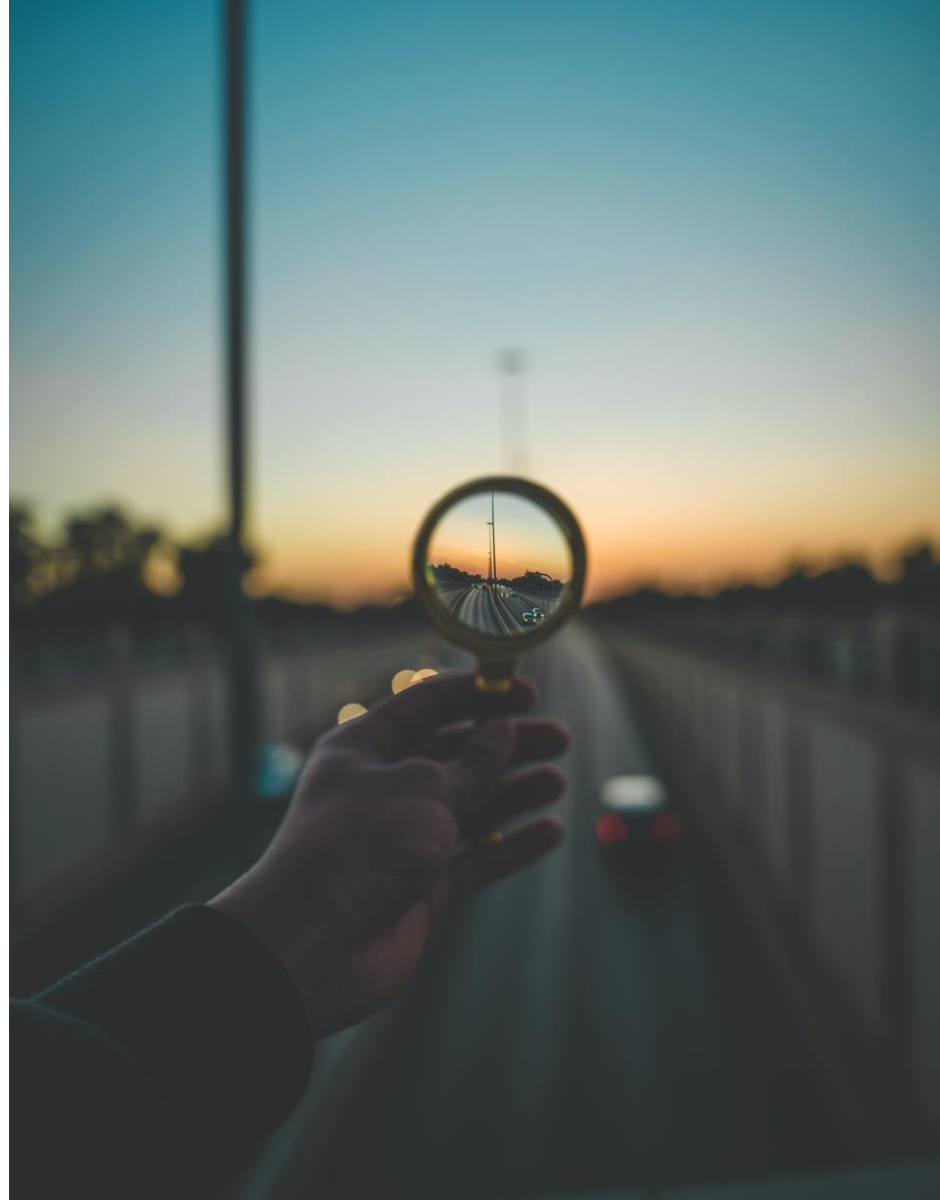
What do you want to do after studies?

- Think alone
- Share your thoughts with another person



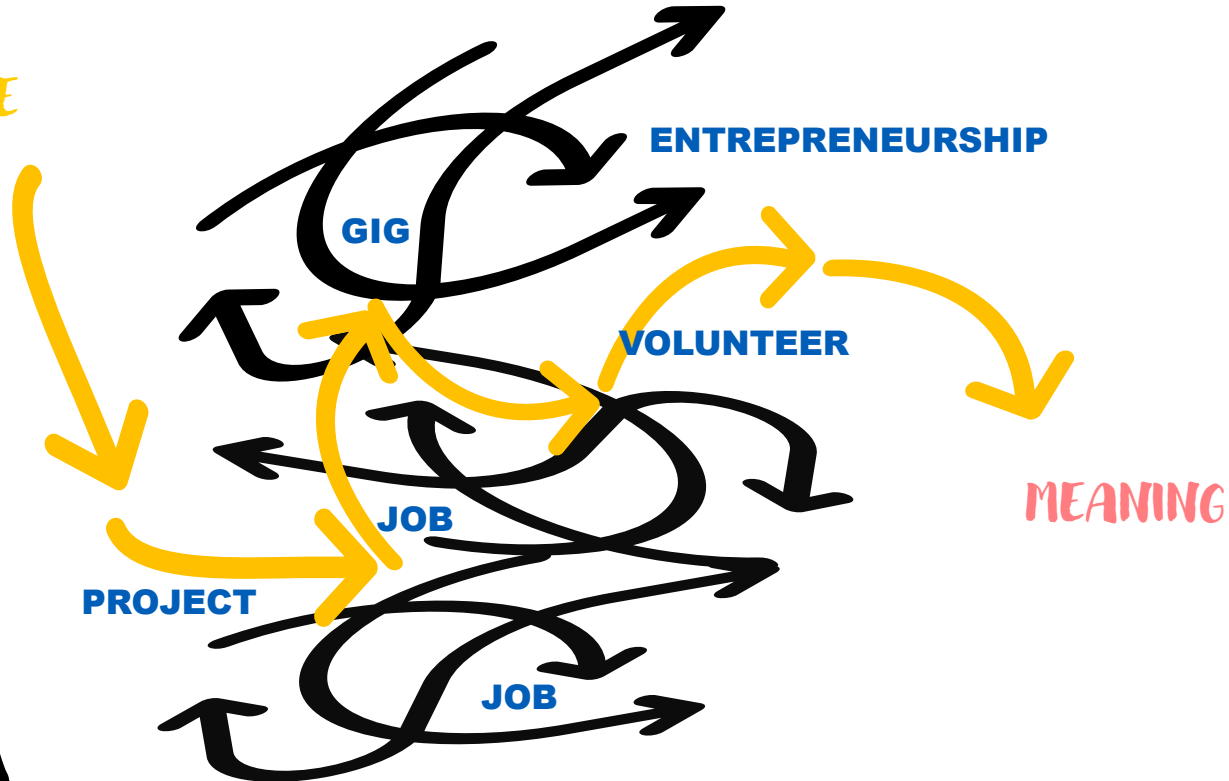
OBJECTIVES

- **Get tools for clarifying your career identity**
- **Explore possible career options**
- **Ideate concrete steps you can take during your studies to prepare for life after dissertation**



New Career Paradigm

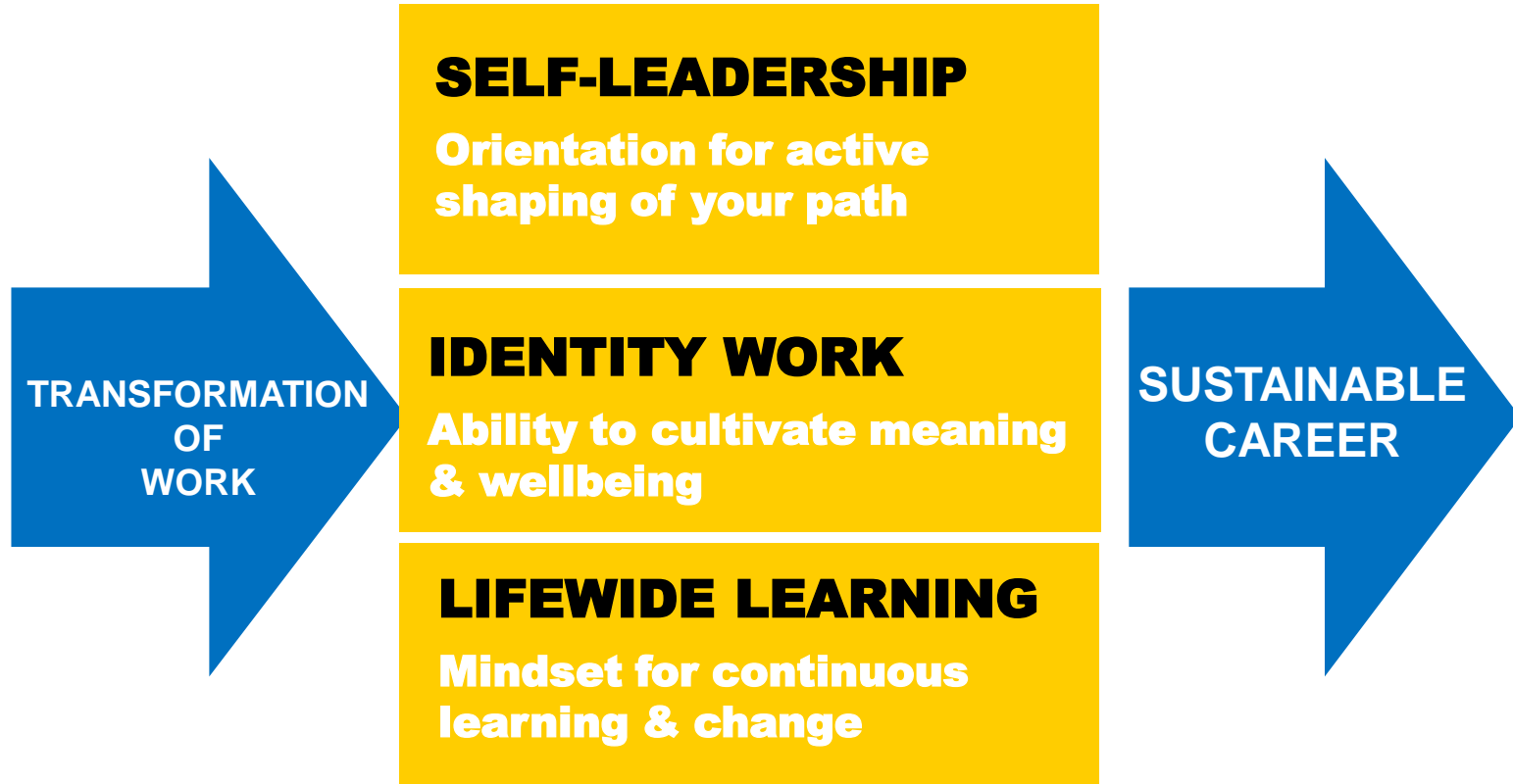
IDENTITY
COMPETENCE



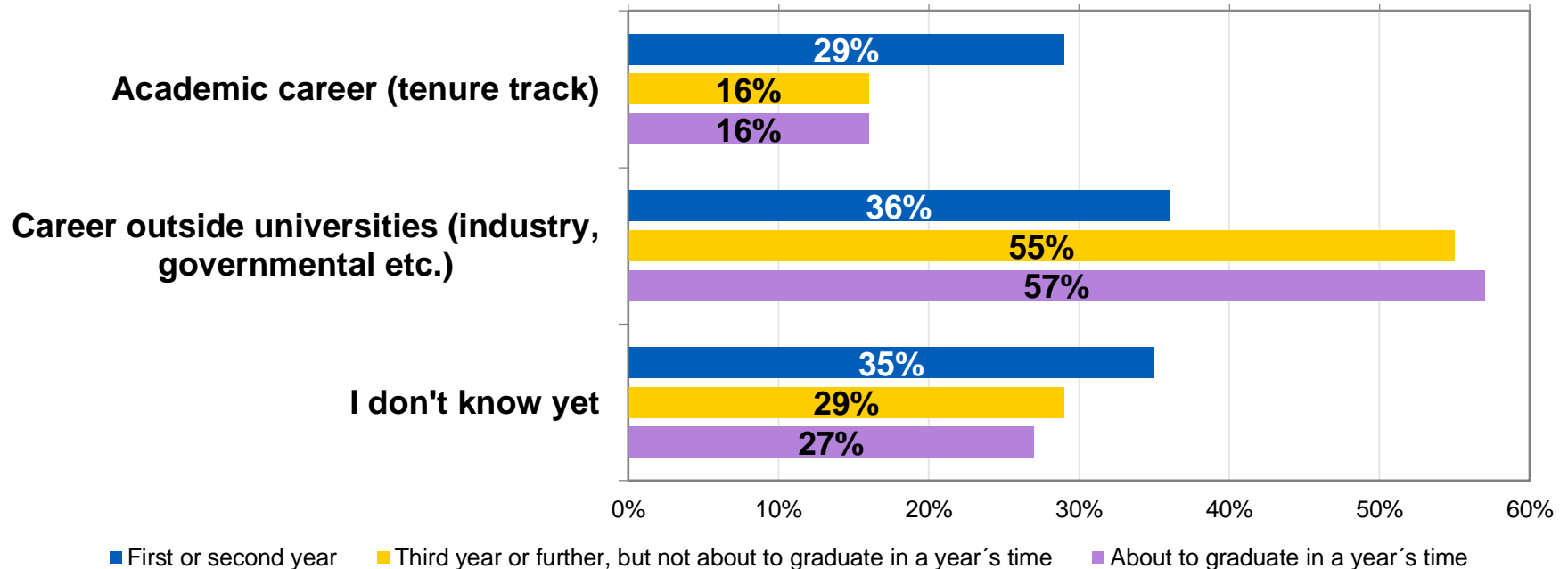
MEANING

CAREER
ADAPTABILITY

Career Design Competencies



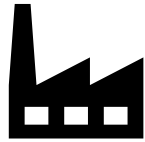
The most interesting career path after graduation



Survey for doctoral students - Need for career support and the availability of the services, 2023, n=140

Aalto University Doctoral Graduates Career Monitoring Survey 2023*

Regular full-time job 70 %
Other type of job / family leave 27 %
Unemployed job-seeker 1 %



Companies



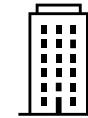
Universities



Public sector



Self-employed



Third sector

60

30

8

1

1

%

Sources of career support

- **Supervising professor 62 %**
- **Family and friends 62 %**
- **Fellow doctoral students 56 %**
- **Other members of the faculty 31 %**
- **Career Design Lab's services 10% and less**

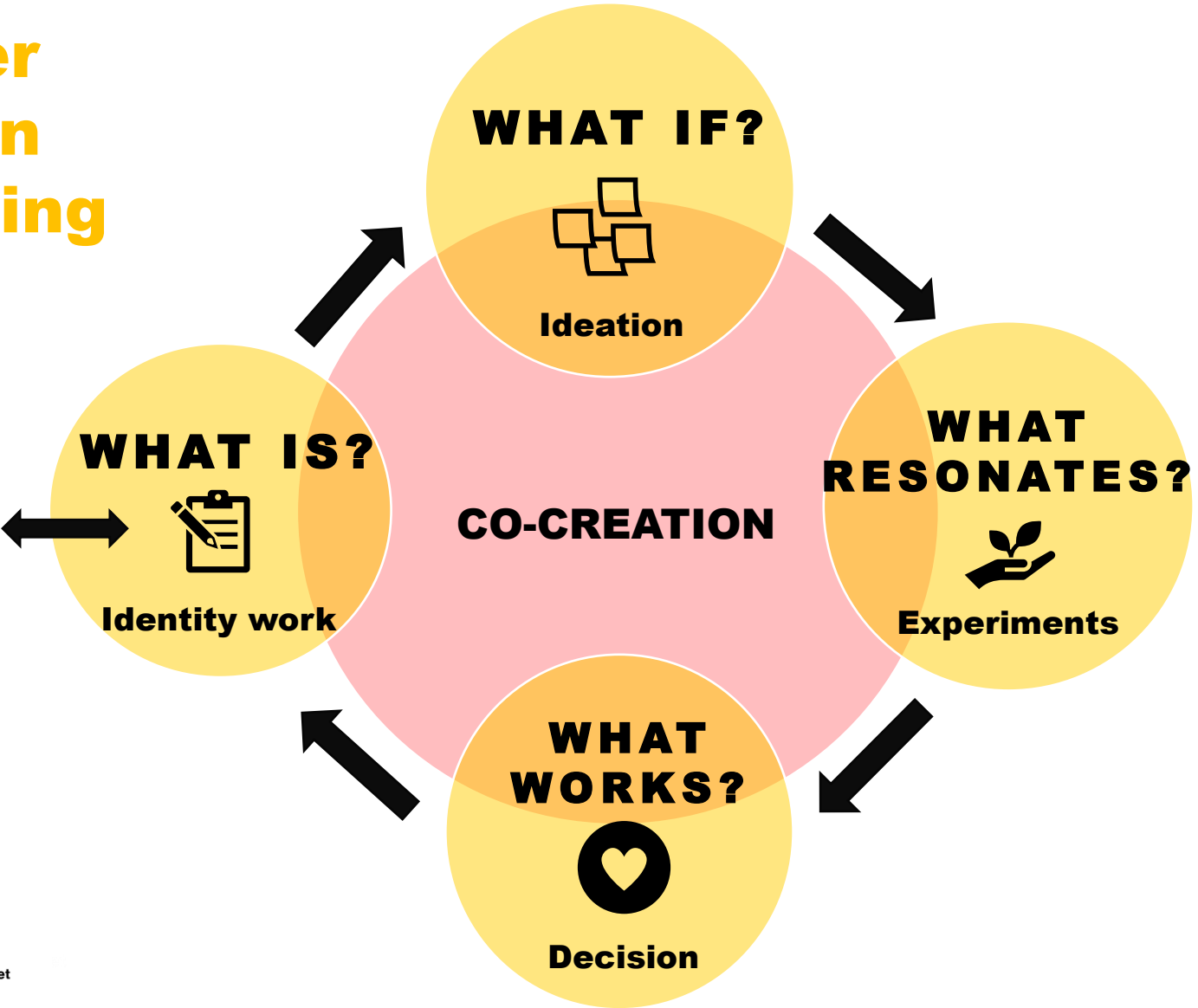
When am I supposed to have time for using the services which are voluntary?

Me, myself & I alone

The workshop "Design a Meaningful Career" helped me understand my strengths and possible career paths. Periodic checkpoints with my advisor were also useful to frame my career so far, and figure out future options.

Career Design Thinking

DESIGN PROBLEM



Identity =

who you are and what matters to you

- Shaped by socialization
- Works like a compass
- Keeps evolving

WHAT IS?



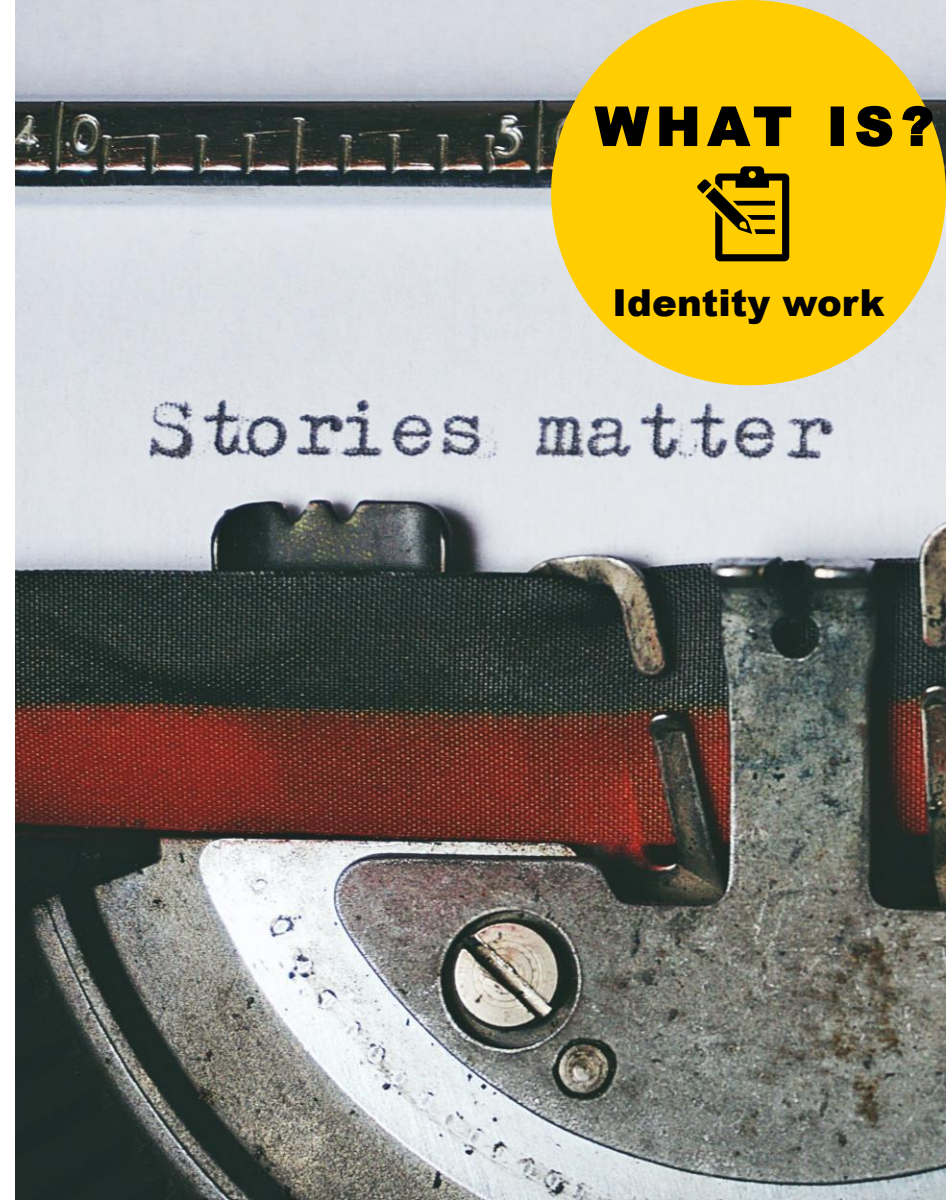
Identity work



Identity Work

Tool = narrative

- Make sense
- Create a plot around important themes
- Identify the narratives you live by
- Imagine alternative directions
- Present & brand yourself



“You can no longer depend on an organization to provide you with a familiar and predictable environment to hold your life. Instead, you must rely on yourself to **construct a narrative – a self and a career – to provide meaning and continuity to hold your life together.”**

JOB/PURPOSE



NARRATIVE



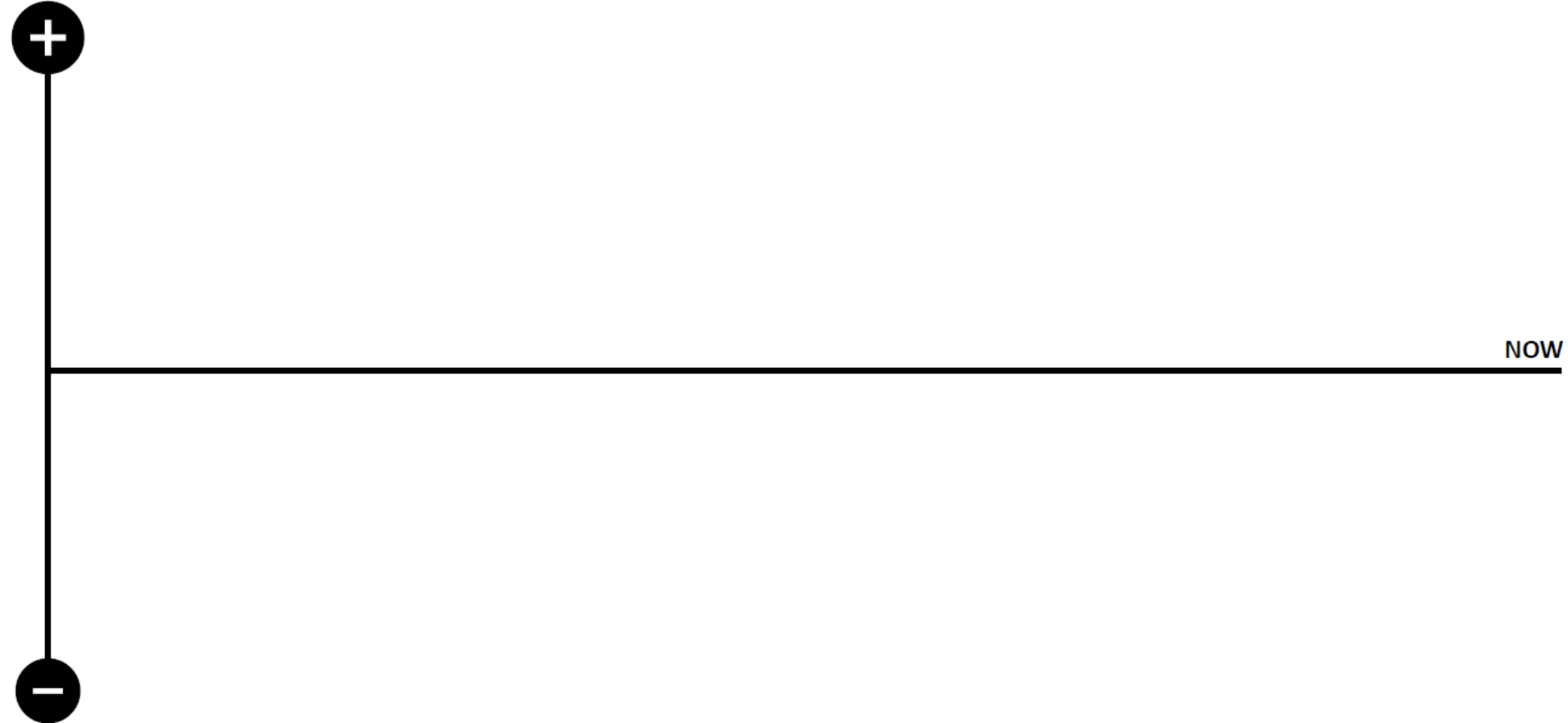
IDENTITY



COMPETENCE

Pre-assignment - LIFELINE

1. Print this page or get a blank A4 sheet of paper and draw a similar graph as below.
2. Identify key moments that have shaped your career so far (events, jobs, projects, achievements, disappointments, people, insights, turning points).
3. Mark them on the graph with a dot and a few words. The x-axis represents time, the y-axis your satisfaction/fulfillment at the time.
4. Connect the dots with a line.



ACTIVITY: What's your narrative?

1. Examine your lifeline

- Are there any themes or patterns?
- What values have been important for you?
- What strengths can you identify?
- What narrative have you been living by?

2. Discuss with your pair

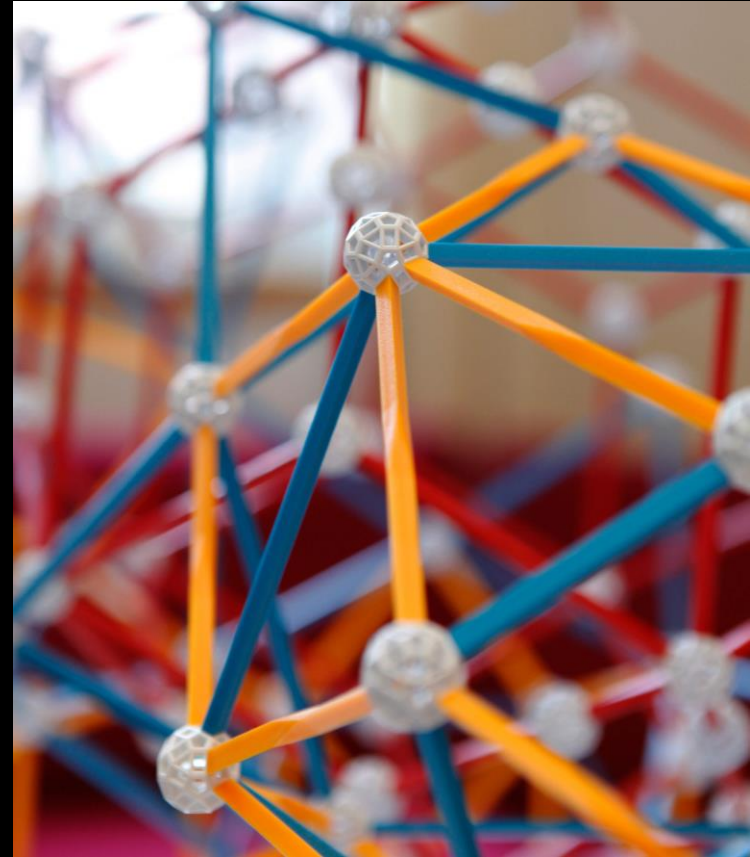




A fundamental aspect of preparing for and selecting a career path is the ability to envision oneself in that future career.

“How do we create and test possible identities? We bring them to life by doing new things, making new connections, and retelling our stories.”

Herminia Ibarra



Prototypes

How can you know which direction is right for you?

You need to create **a prototype** and experiment!

Conversations

Talk to someone who is living this kind of a life (alumni!)

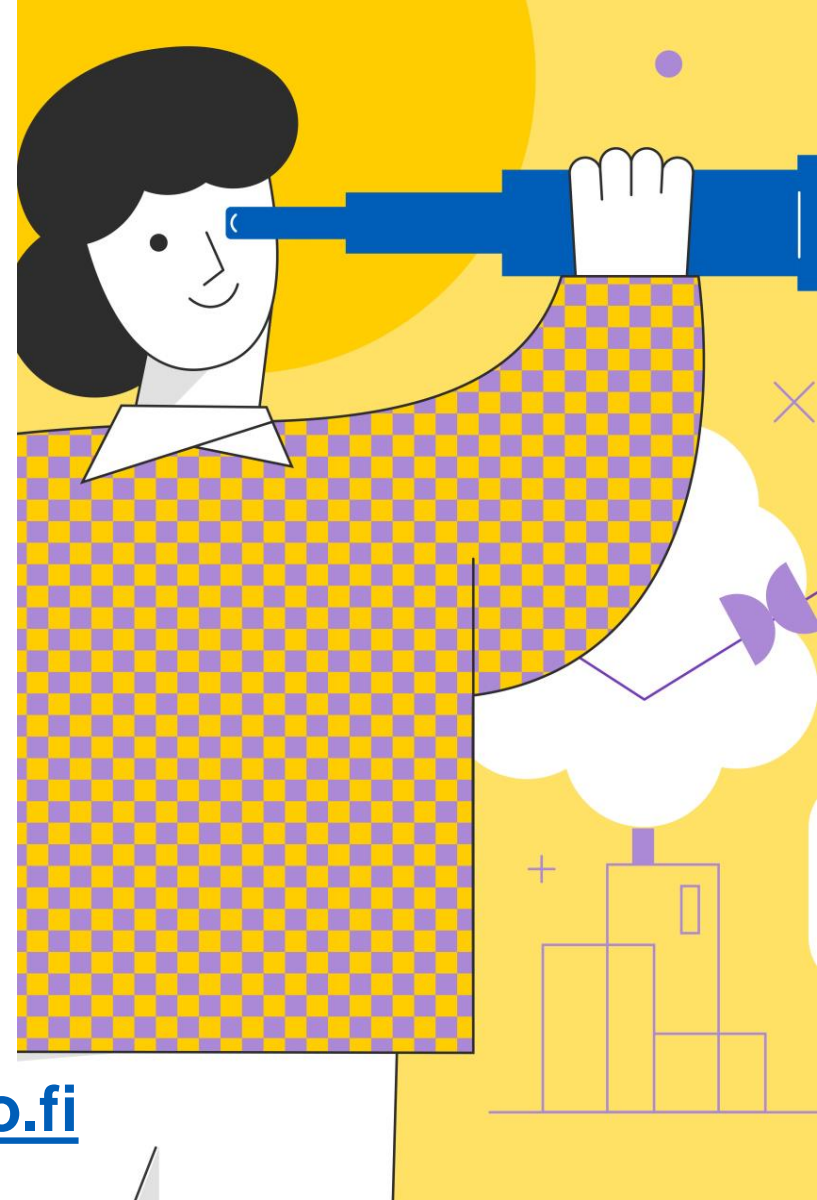
Experiences

Projects, internships, competitions, social media, volunteer, courses...



Career Design for Doctoral Students

- **Courses:**
 - Design a Meaningful Career
 - Future of Work
 - Finland Works
- Aalto International Talent Program
- Aalto Talent Expo
- Career Coaching
- Career Design Tools



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BREAK

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- CV

FINNISH WORKING CULTURE

Low hierarchy

- Already at school kids refer to teachers by their first name
- Management is easy to reach and talk to



FINNISH WORKING CULTURE

Autonomy and self-direction

- Individuals are expected to lead their own work
- Freedom to design your ways of working – "working smartly" to achieve desired outcome
- Proactive attitude in job-seeking



FINNISH WORKING CULTURE

Work-life balance

- Finns love their holidays
- Free-time is respected, working overtime is not expected
- Generous support for families



NETWORKING - WHY?

- ✓ Your resume isn't going to get you the job. **Networking is.**
- ✓ Networking is the **most powerful way** to get hired. Even as a student.
- ✓ **Connects you** to people who can introduce you to potential mentors, employers and collaborators.



YOUR NETWORK IS YOUR NET WORTH

- Not a one-time event but an ongoing process.
- Two-way street.
- People love helping students / recent grads.

Learn to “**informational interview**”.

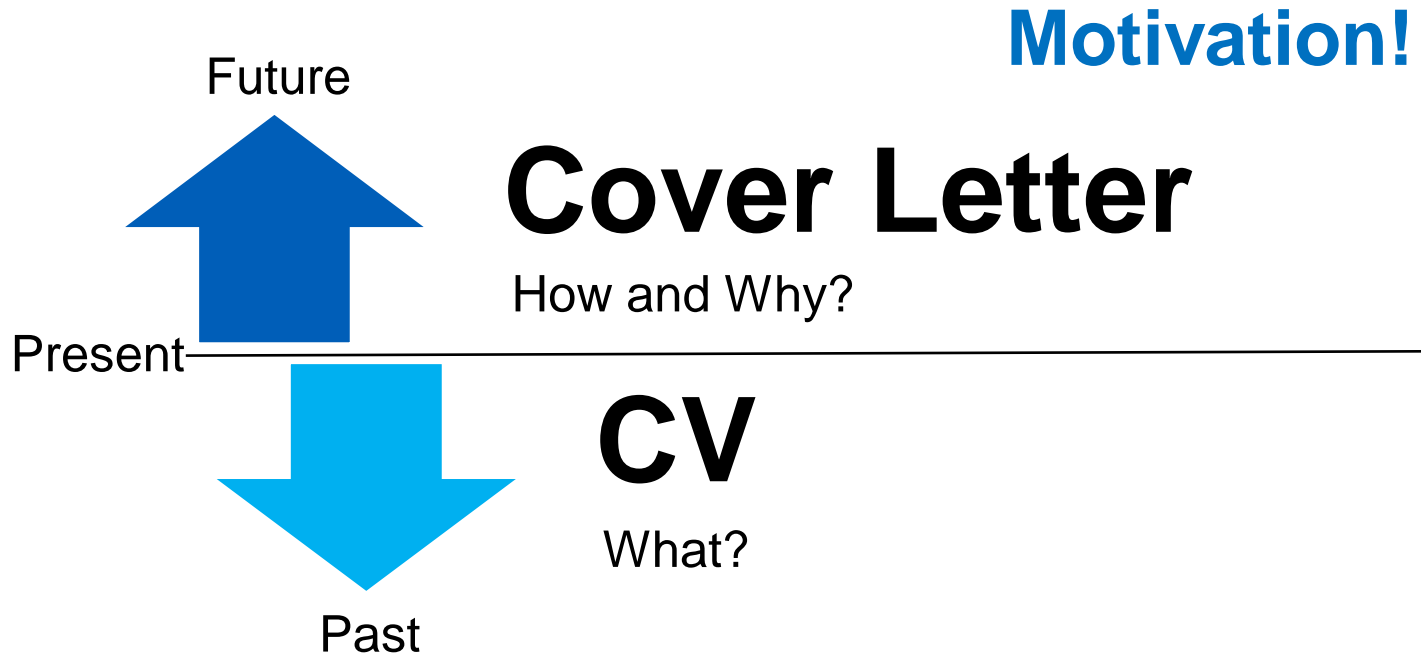
- ✓ *Why did you decide to work in this industry?*
- ✓ *What advice would you give to someone interested in working in your field?*
- ✓ *What do you enjoy most about your work?*
- ✓ *Etc.*

HOW?

- Attend events with an activity.
- Seek advice.
- Begin with your immediate network.
- Listen and observe.



CV TELLS ABOUT YOUR PAST



BUSINESS CV VS. ACADEMIC CV



- Showcases competence: work history, accomplishments, etc.
- Used for practically any job
- Typically concise (one page)



- Showcases credentials: certifications, research, affiliations, etc.
- Used for academic, scientific, and medical jobs
- Typically detailed (several pages long)

BUSINESS CV VS. ACADEMIC CV

- Focused document tailored to a specific position or type of role
- Highlights of your skills, work history and education
- No highly-detailed information
- Creativity allowed
- Complete overview of your experience
- All of your experience
- Detailed listing of research, publications, teaching experience, conferences, honors and awards, distinctions
- Follow given templates

**KEEP YOUR MASTER CV
UPDATED**

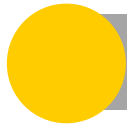
MOTIVATION

“Motivation is the process that initiates, guides, and maintains goal-oriented behaviors”

- Research your prospective employer: website, news, google for more
- Prove to company reps that you did your homework by being able to talk with them about the company and your relevant skills
- Tailor your CV for your ideal company and job
- Showing that you are motivated will give you a competitive edge over others who did not prepare

CAREER GOAL / BRAND TITLE

- You can add this title in the beginning of your CV
- Use 3 bullet points and tell shortly in a single sentence



What is your next goal in your career and why?



What experience and training do you have in this regard?



What are your key skills and strengths in this regard?

GOOD TO KNOW IN FINLAND

- Length 1-2 pages (A4)
- Visuality! First impression matters
- Education, Experience in reverse chronological order
- Photo recommended (face and shoulders)
- Tailor for the job position you are applying for
 - Focus on relevant experience and skills

LAYOUT



You can create your own template

For example, www.canva.com with a free design tool



See templates made by others

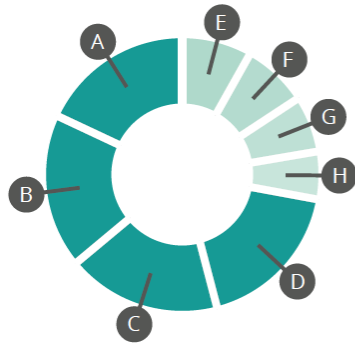
For example, do a Google Image search for “CV models”



Your main “selling arguments” clearly visible

IT SKILLS

Skill



- A Adobe Creative Suite
- B Sketchnoting
- C Figma
- D Sketch
- E Balsamiq
- F Principle
- G Atlas.ti
- H SPSS

EXPERTISE

Deep Learning



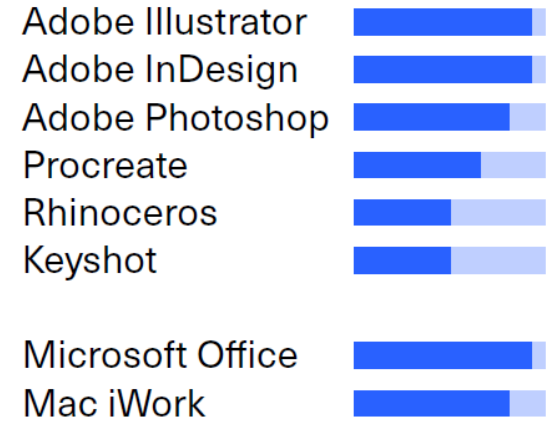
Computer Vision



Machine Learning



Tools



AT THE TOP OF YOUR CV

First Name Last Name



Email address

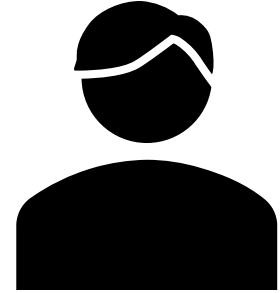


Phone number



LinkedIn address

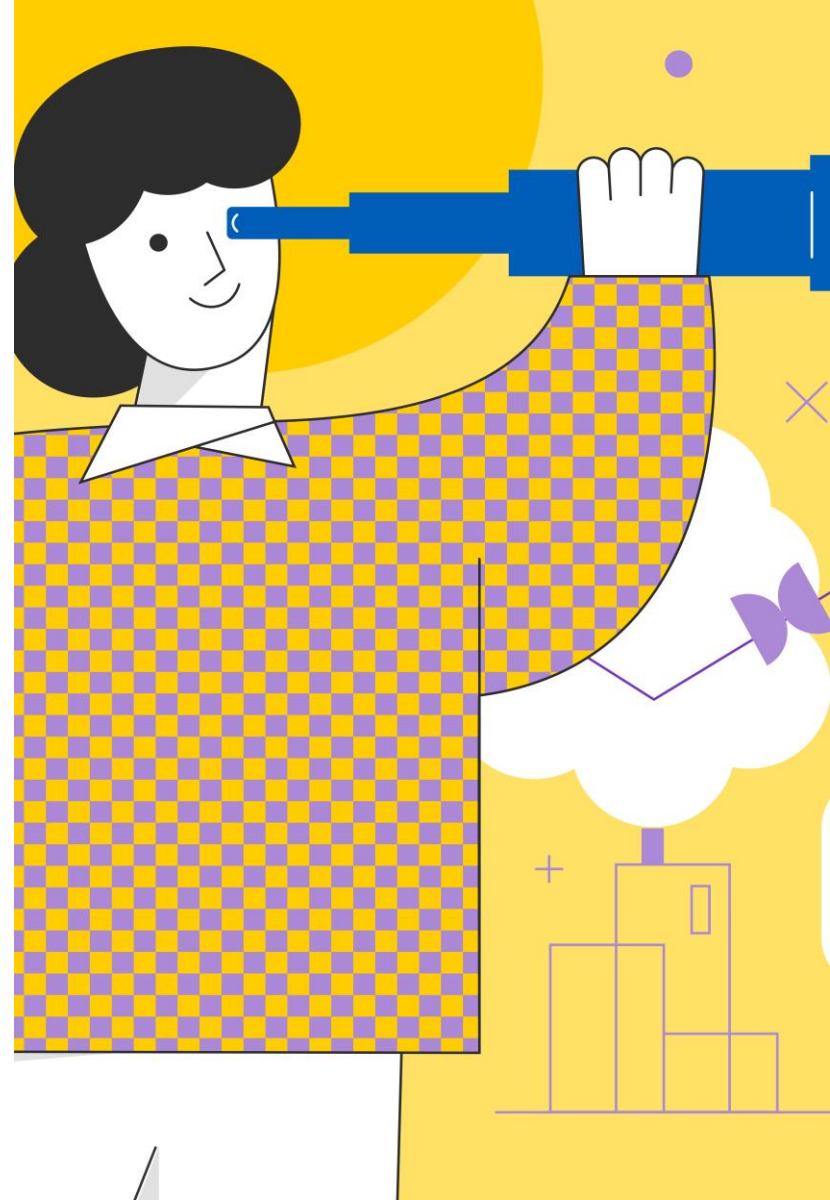
- Github, portfolio link



Prepare for Your Doctoral Career

- Year One: What energizes you?
- Year Two: Where do you want to make a difference?
- Year Three: How can you meet your career goals?
- Year Four: How will you make the transition to postdoctoral life?

[Prepare for Your Doctoral Career | Aalto University](#)



LEARN MORE & STAY IN TOUCH



<https://careerdesignlab.aalto.fi>

aalto.jobteaser.com (Events, trainings, booking for career coaching)