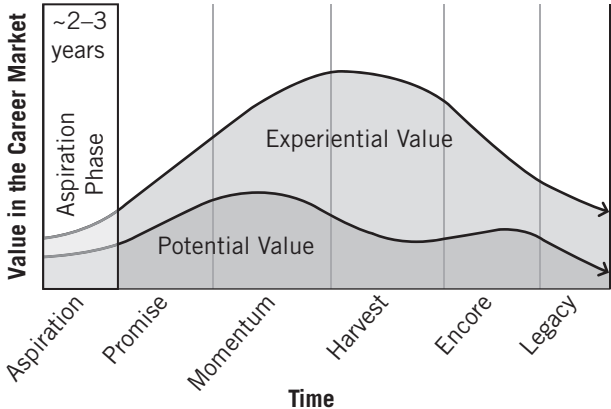


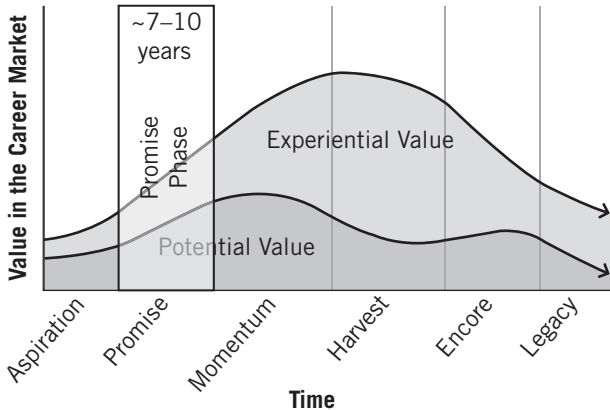
The Six Career Phases

- 1. Aspiration Phase**
- 2. Promise Phase**
- 3. Momentum Phase**
- 4. Harvest Phase**
- 5. Encore Phase**
- 6. Legacy Phase**

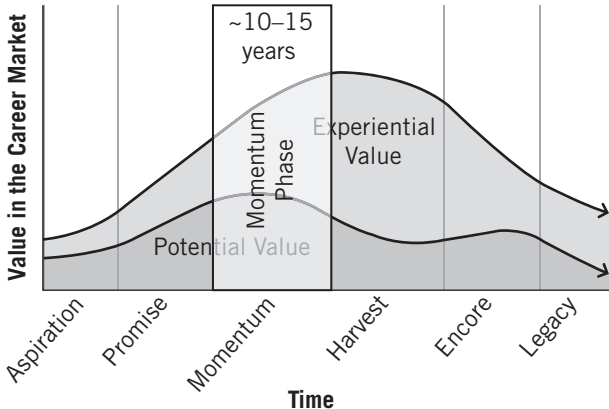
THE SIX PHASES OF YOUR CAREER

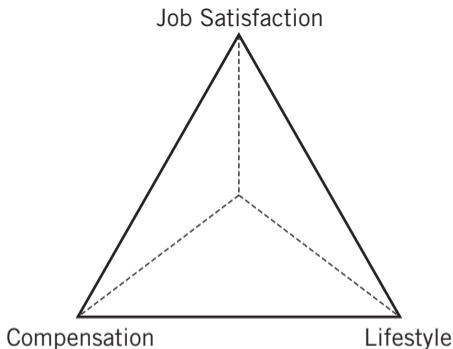


THE SIX PHASES OF YOUR CAREER

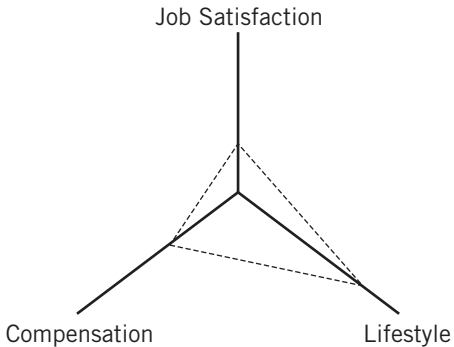


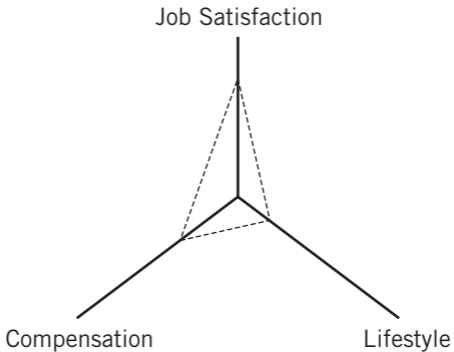
THE SIX PHASES OF YOUR CAREER

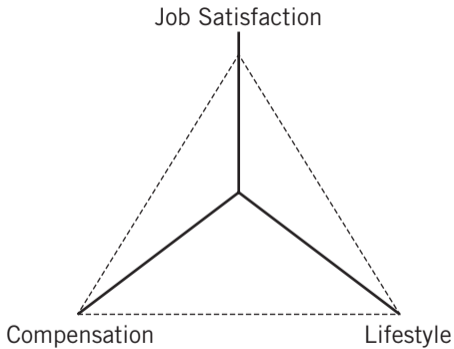




**You *Can* Have It All Eventually . . . Just Not
Necessarily Now**







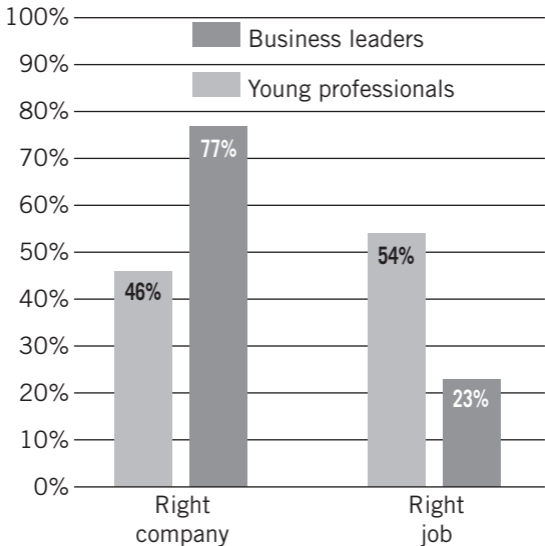
NETWORKING YOUR WAY TO SUCCESS

How did you get your job?	Frequency	
I applied to an opening online (job board, company website, LinkedIn, etc.)	22%	
I had a personal connection with someone at the organization and they introduced me to the hiring manager	20%	51% got jobs through net- working
I was recruited by someone with whom I had no prior connection	13%	
I was recruited by someone I know	12%	
I had a family friend or other personal connection introduce me to someone who works at the company	10%	
I applied through a job fair/via on-campus recruiting	7%	
I had an internship that led to a full-time job	6%	
I successfully connected with someone with whom I had no prior relationship	5%	
I reached out to an alum of my university and the alum was either the hiring manager or introduced me to the hiring manager	2%	
I had a mentor who introduced me to someone who works at the company	2%	

Company Location Size	Etsy Brooklyn, NY 600 employees, \$1.35 BN gross sales
Industry Sector	Consumer Internet
Websites	www.etsy.com www.etsy.com/careers/ www.etsy.com/careers/job/oGqAZfwp
Job Postings	Quantitative User Experience Researcher (Posted April 11 by Jane Chan, Technical Recruiter at Etsy) Digital Marketing Specialist (Posted March 30)
Connections	Uncle Jeff jeffsmith@gmail.com knows the VP HR, Ann Mason (LinkedIn contact)
Status	Applied for Quantitative User Experience Researcher posting on April 22 Scheduled to have telephone interview May 2 Asked Uncle Jeff for intro to VP HR for informational conversation and/or support for getting the Digital Marketing Specialist interview
Next Steps	Scheduled to meet Natalie for coffee— April 30 Buy and sell something on Etsy Read articles and watch CEO Chad Dickerson YouTube video May 2 phone interview Send cover letter and resumé for Digital Marketing Specialist

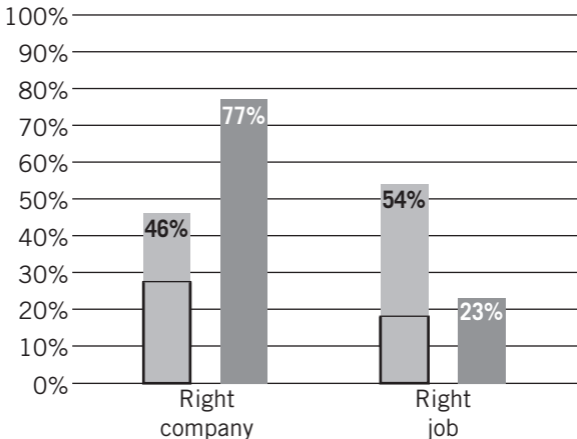
WHAT IS MORE IMPORTANT?


Starting at the right company? Or in the right job?
A comparison of young professionals and business leaders.





WHAT IS MORE IMPORTANT?

Starting at the right company? Or in the right job?
A comparison of young professionals and business leaders.



 Business leaders

 Young professionals

 Young professionals who are either “extremely happy” or “happy”

FACTORS TO CONSIDER

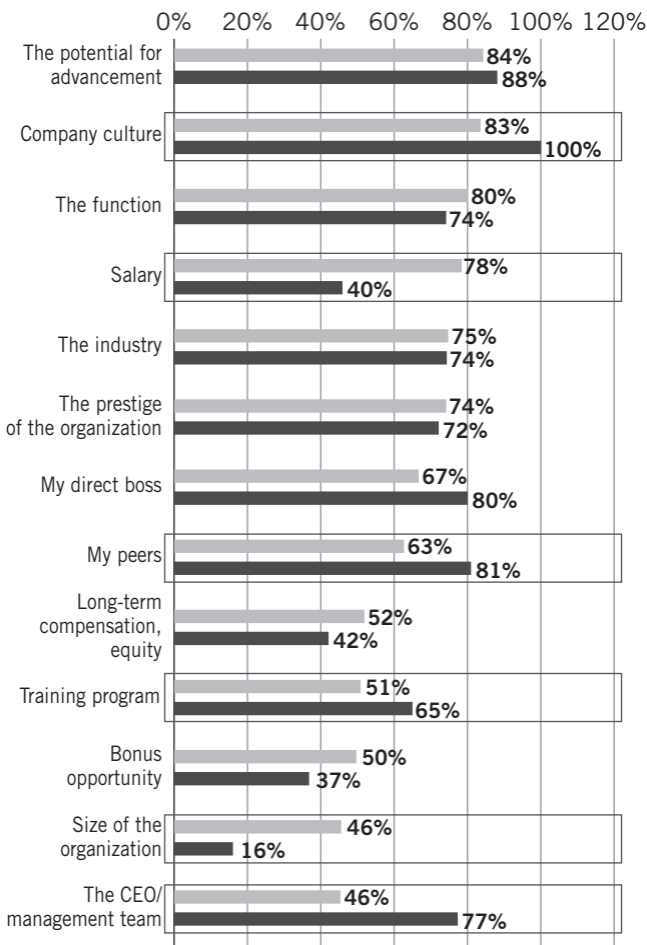
When an aspiring young professional is deciding about choosing a job, to what extent should the following factors play a role?

A comparison of young professionals and business leaders

□ Box outlines greatest disparities

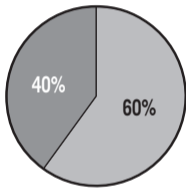
■ Young professionals

■ Business leaders

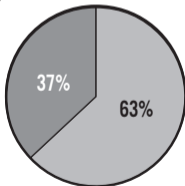


FOCUS ON YOURSELF VS. THOSE AROUND YOU

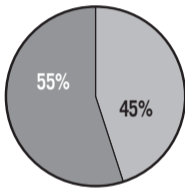
- ☐ Spend more time thinking about their own success
- ☐ Spend more time thinking about the success of those around them



Young Professionals

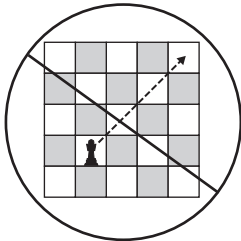


How Young Professionals
Perceive Top Business Leaders

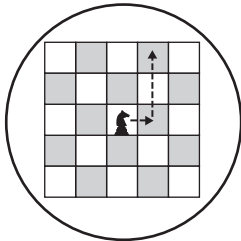


Top Business Leaders

NO



YES



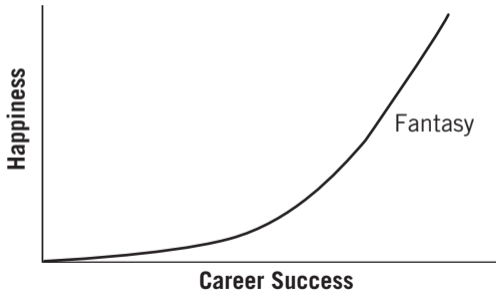
Young Professionals: Do you have a mentor?	Frequency (%)
Yes, and he/she is very helpful	46%
Yes, but he/she doesn't really do much	15%
No, I don't have a mentor	39%

Qualities/Attributes*	Young Professionals	Business Leaders
Mentor provides honest and constructive feedback (Mentee is receptive to honest feedback)	97%	97%
Mentor is accessible and available (Mentee is responsive and available)	92%	69%
Mentor is encouraging and motivational (Mentee is upbeat and enthusiastic)	90%	89%
Mentor provides valuable introductions (Mentee follows up on valuable introductions)	80%	94%

Mentor is well respected and well known by your other colleagues (Mentee is highly regarded in the organization)	70%	63%
Mentor values learning from <i>you</i> (Mentee enables <i>you</i> to learn from them)	66%	71%
Mentor/mentee meets with you in person on a regular basis	60%	51%
Mentor/mentee shares personal interests	58%	23%
*“Strongly agreed” or “agreed” as to what qualities/attributes are important in a mentor/mentee.		

Cultivating a Mentor/ Mentee Relationship	Young Professionals		Business Leaders	
	Yes	No	Yes	No
The relationship developed naturally over time	75%	25%	95%	5%
Mentee worked hard to get advice	52%	48%	18%	82%
Mentee thanked mentor for spending time and then one thing led to another	50%	50%	79%	21%
This person was assigned to me at work	25%	75%	24%	76%

CAREER SUCCESS AND HAPPINESS



CAREER SUCCESS AND HAPPINESS

