Professional Identity:
Who you are on the job

March 23, 2016

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Session Overview

Part I: In-person

Part II: Attitude/Communications

Part III: Online & away from the office
Internships

- Find future employees
- Test-drive talent
- Low cost
- New perspectives
- A significant % of interns get jobs with their internship employer
Professional identity?

- Professional identity: “one’s professional self-concept based on attributes, beliefs, values, motives, and experiences”
- Career success is often associated with successful professional identity construction (e.g. Arthur et al., 1999; Hall et al., 2002)
Part I:
In-person
Grad school/Postdoc vs Work

<table>
<thead>
<tr>
<th>School/Postdoc</th>
<th>Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Casual</td>
<td>Represent</td>
</tr>
<tr>
<td>In the lab, library, and office</td>
<td>Office variety</td>
</tr>
<tr>
<td>“Look at my brain, not my clothes”</td>
<td>Roles/reporting</td>
</tr>
<tr>
<td></td>
<td>Respect</td>
</tr>
<tr>
<td></td>
<td>Tradition</td>
</tr>
<tr>
<td></td>
<td>What do you want to project??</td>
</tr>
</tbody>
</table>
What (not) to wear

Jeans? Suit? Dress?

(Err on the side of caution)

Dress Code?

grad.uchicago.edu
# What to wear

<table>
<thead>
<tr>
<th>MEN</th>
<th>WOMEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Neutral color suit</td>
<td>• Neutral color suit</td>
</tr>
<tr>
<td>• Blazers can work</td>
<td>• A simple pattern or color “pop”</td>
</tr>
<tr>
<td>• Tame the beard!</td>
<td>• Simple jewelry is okay</td>
</tr>
<tr>
<td>• New leather shoes</td>
<td>• Pants or skirt are both acceptable</td>
</tr>
<tr>
<td>• New belt</td>
<td>• Heels based on comfort</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EVERYONE</th>
<th>ACCESSORIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Fit, not fortune</td>
<td>• Valise, not backpack</td>
</tr>
<tr>
<td>• Fresh haircut</td>
<td>• Metal, not plastic water bottle</td>
</tr>
<tr>
<td>• Wear it all first</td>
<td>• Pens you like to use</td>
</tr>
<tr>
<td>• Ask for honesty</td>
<td>• Notebook</td>
</tr>
<tr>
<td>• Get it tailored!</td>
<td></td>
</tr>
</tbody>
</table>

But it all depends...
Part II: Communication & Attitude
Attitude

- Trustworthy
- Competent
- Pleasant
- Considerate and Respectful
- Dependable (on-time, deadlines)
- Mature
- Problem-solving
- Conflicts
Communications

- Talking (and contributing)
  - Knowledgeable about your job & organization
- Listening
- Email etiquette (i.e. no emojis 😍😜)
- Prompt reply
It’s all contextual

- Cultural differences
- Institutional/Office differences
- Work-Life balance
Boundaries

- Social media
- After work
- Gossip
- Personal business at work

But...

- Build your network
- Informational Interviews
Part III:  
Online & Out of the Office
What happens outside of work...

Social media
- Policies?
- LinkedIn vs Facebook/Twitter/etc.
- Can impact your professional identity
- Sharing confidential work
- Identifying people
- Negative or offensive statements/photos could lead to discipline or termination (or not even being hired)
What happens outside of work...

After-work engagements
- Socializing vs. Partying
- Impact on work performance

Everything hurts?
And I’m dying
Don’t be “that person”

Would you want to work with... you??
This could be your career

“Internships truly have become the “new interview” in the job search process for students and employers alike.

“You have a 7 in 10 chance of being hired by the company you interned with.”

Not only can job-seeking students and college graduates land full-time jobs through internships—but they also get a chance to test-drive a career before committing.
UChicagoGRAD Services

UChicagoGRAD CAREER CONSULTATIONS
- academic job search advising
- career planning and exploration
- resume and cover letter review
- practice interviewing
- networking and connections with alumni

ADDITIONAL UChicagoGRAD SERVICES
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- career guides by industry
- fellowship advising
- funding application editing
- and more...
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