

MSM Career Development

Welcome!

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MENDOZA COLLEGE
OF BUSINESS

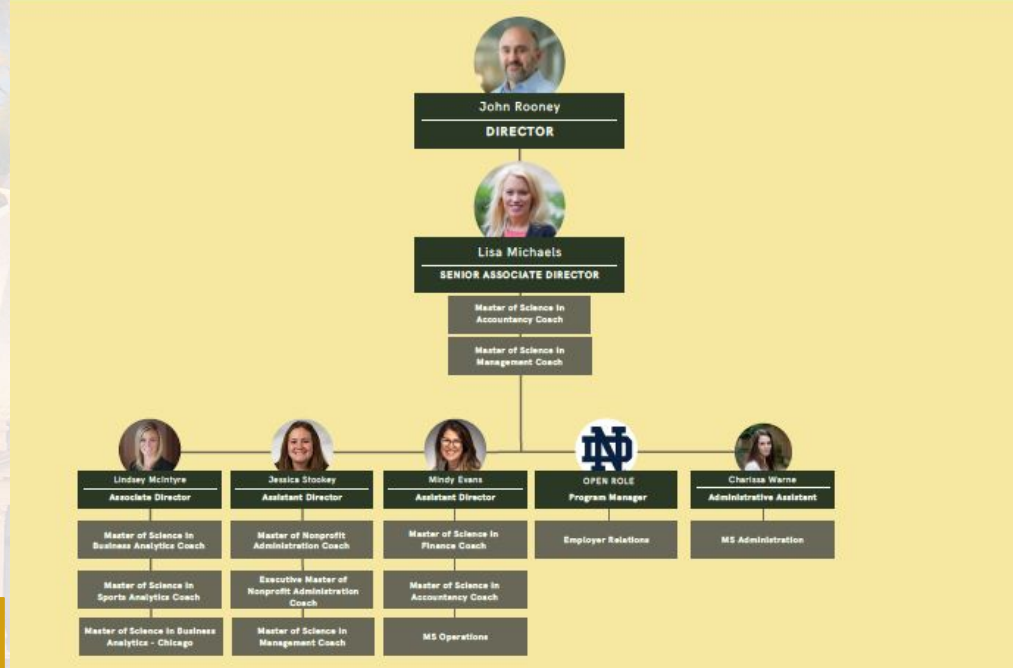


Lisa Michaels
Senior Associate Director



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Assistant Director

Mendoza Graduate Programs Career Development
Specialized Masters Team



MEET OUR TEAM

MENDOZA COLLEGE
OF BUSINESS



UNIVERSITY OF
NOTRE DAME

GROW
THE GOOD
IN BUSINESS™

OUR MISSION

Empower students to become leaders of their personal career journey to grow the good in business.

OUR VISION

Create leaders who are lifelong stewards of their career to become positive contributors to their community

MENDOZA COLLEGE
OF BUSINESS



UNIVERSITY OF
NOTRE DAME

GROW
THE GOOD
IN BUSINESS™

“Give a man a fish,
feed him for a day.
Teach a man to fish,
feed him for a
lifetime.”

-Chinese Proverb



Let's Start Fishing



Learn to L.E.A.D Make an Impact

Learn



- CliftonStrengths
- Marketplace Overview
- Introduction to Personal Brand
- Target Companies

Engage



- Pitch/Networking
- C-A-R Stories
- Professional Documents & Tools

Act



- Decode Job Descriptions
- Interview Overview & Techniques

Decide



- Offer Evaluation & Negotiation

Why Hire Notre Dame Grads?



Best Burger in Town?



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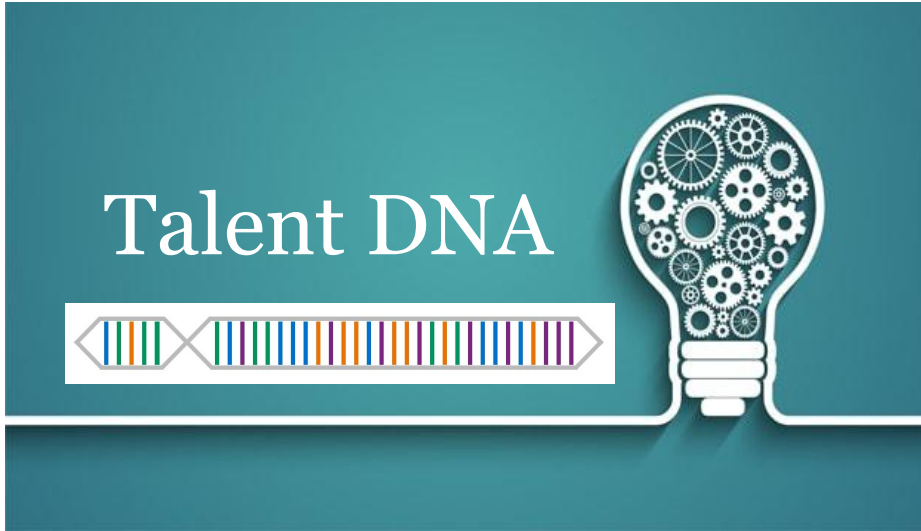
Naming, Aiming, and Claiming Your Unique Value



CliftonStrengths



Why CliftonStrengths?



- More than 21 million people have taken the StrengthsFinder assessment
- There's only a 1 in 33 million chance you'll have the same Top 5 Talent Themes in the same order as someone else
- Research is rooted in over 40 years of data collection ([Technical Report](#))

Secret to Success

“Individuals are always stronger when they have their successes and strengths clearly in mind.”

- Donald Clifton, *Soar with your Strengths*



CliftonStrengths Domains

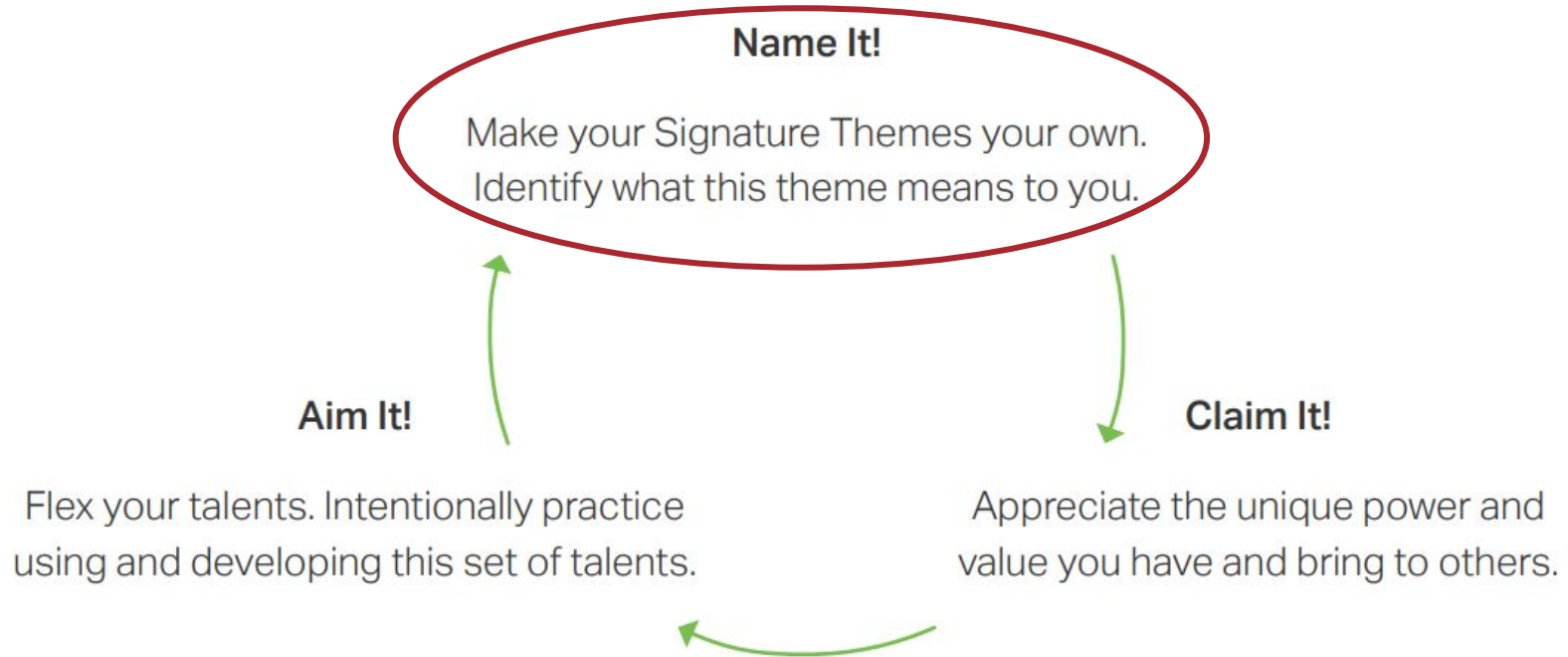
EXECUTING 执行力	INFLUENCING 影响力	RELATIONSHIP BUILDING 关系建立	STRATEGIC THINKING 战略思维
People with dominant Executing themes know how to make things happen .	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard .	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts .	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions .
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

Task-Oriented
*Executing &
 Strategic Thinking*

VS.

People-Oriented
*Influencing &
 Relationship Building*

Breaking it Down...



Personal Reflection

Name It!

- Read over your report, what strengths make the most sense for you.
- Were there any you were surprised to see high or low?

Breaking it Down...

Name It!

Make your Signature Themes your own.
Identify what this theme means to you.

Aim It!

Flex your talents. Intentionally practice
using and developing this set of talents.

Claim It!

Appreciate the unique power and
value you have and bring to others.

Claim It – See the Difference!

Strategic (Lindsey)

The Strategic theme enables you to sort through the clutter and find the best route. It is not a skill that can be taught. It is a distinct way of thinking, a special perspective on the world at large. This perspective allows you to **see patterns** where others simply see complexity. **Mindful of these patterns, you play out alternative scenarios, always asking, “What if this happened? Okay, well what if this happened?”** This recurring question helps you see around the next corner. There you can evaluate accurately the potential obstacles. Guided by where you see each path leading, you start to make selections. You discard the paths that lead nowhere. You discard the paths that lead straight into resistance. You discard the paths that lead into a fog of confusion. **You cull and make selections until you arrive at the chosen path—your strategy.** Armed with your strategy, you strike forward. This is your Strategic theme at work: “What if?” Select. Strike.

Strategic (Jessica)

The Strategic theme enables you to **sort through the clutter and find the best route.** It is not a skill that can be taught. It is a distinct way of thinking, a special perspective on the world at large. This perspective allows you to see patterns where others simply see complexity. Mindful of these patterns, you play out alternative scenarios, always asking, “What if this happened? Okay, well what if this happened?” This recurring question helps you see around the next corner. There you can **evaluate accurately the potential obstacles.** Guided by where you see each path leading, you start to make selections. **You discard the paths that lead nowhere. You discard the paths that lead straight into resistance. You discard the paths that lead into a fog of confusion.** You cull and make selections until you arrive at the chosen path—your strategy. Armed with your strategy, you strike forward. This is your Strategic theme at work: “What if?” Select. Strike.

Personal Reflection

Claim It!

- Pick one of your top 5 strengths from your Signature Theme report and highlight the parts of the descriptions that best resonates with you
- If necessary, write down words or phrases that better reflect the description

Breaking it Down...

Name It!

Make your Signature Themes your own.
Identify what this theme means to you.

Aim It!

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Aim It – Lindsey’s Example

Strategic Partnered with Activator

“When can we start?” This is a recurring question in your life. You are impatient for action. **You may concede that analysis has its uses or that debate and discussion can occasionally yield some valuable insights, but deep down you know that only action is real. Only action can make things happen.** Only action leads to performance. Once a decision is made, you cannot not act. Others may worry that “there are still some things we don’t know,” but this doesn’t seem to slow you. If the decision has been made to go across town, you know that the fastest way to get there is to go stoplight to stoplight. You are not going to sit around waiting until all the lights have turned green. Besides, **in your view, action and thinking are not opposites.** In fact, guided by your Activator theme, you believe that **action is the best device for learning.** You make a decision, you take action, you look at the result, and you learn. This learning informs your next action and your next. How can you grow if you have nothing to react to? Well, you believe you can’t. You must put yourself out there. You must take the next step. It is the only way to keep your thinking fresh and informed. The bottom line is this: You know you will be judged not by what you say, not by what you think, but by what you get done. This does not frighten you. It pleases you.

Lindsey’s Descriptors (Strategic)

- Exploring All Possibilities
- Considering Various Perspectives
- Moving Forward with Intention

Strategic with Activator

- Action Generates Insight
- Insight Drives Strategy
- Strategy is Always Evolving

Aim It – Jessica’s Example

Strategic Partnered with Adaptability

You live in the moment. You don’t see the future as a fixed destination. Instead, you see it as a place that you create out of the choices that you make right now. And so you **discover your future one choice at a time**. This doesn’t mean that you don’t have plans. You probably do. But this theme of Adaptability does enable you to **respond willingly to the demands of the moment even if they pull you away from your plans**. Unlike some, you **don’t resent sudden requests or unforeseen detours**. You expect them. They are inevitable. Indeed, on some level you actually look forward to them. You are, at heart, a very **flexible person who can stay productive when the demands of work are pulling you in many different directions at once**.

Jessica’s Descriptors (Strategic)

- Sees the Roadblocks
- Find the best Route
- Clarity of choice

Strategic with Adaptability

- It’s ok if the plan goes wrong,
- Not everything focuses on the plan, it’s ok to detour

Personal Reflection

Aim It!

- Pick another one of your top 5 strengths and highlight the parts of the descriptions that best resonates with you
- If necessary, write down words or phrases that better reflect the description
- Consider how it connects to the first strength you chose and how they pair together

CliftonStrengths Domains

EXECUTING 执行力	INFLUENCING 影响力	RELATIONSHIP BUILDING 关系建立	STRATEGIC THINKING 战略思维
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

Task-Oriented
*Executing &
 Strategic Thinking*

VS.

People-Oriented
*Influencing &
 Relationship Building*

Aim It!

Applying CliftonStrengths to Your MSM Journey

- What role will you play in your learning team?
- How can you contribute to the program this year?
- How do your strengths support your Career Development process and translate to roles and industries?
- Focus on opportunities to invest in your strengths and become aware of areas where you can add value
- Leverage CliftonStrengths to increase self-awareness and improve leadership and teamwork skills now and in the future!

Importance of Strengths

- Highlights the things you excel at that come naturally
- Prepare you to positively impact your career
- Increases your self-awareness and others-awareness
- Helps you approach work/life situations:
 - Changing expectations
 - Performance goals
 - Relationships
 - Managing time and resources
 - Conflict resolution and problem solving

Gallup Access Resources

- [Gallup Access](#)
 - View Learning Content
 - Create Action Plans
- [CliftonStrengths](#)
 - CliftonStrengths 34 Report
 - Strengths Insight Guide

Questions?

