

*GROW  
THE GOOD  
IN BUSINESS™*

MENDOZA COLLEGE  
OF BUSINESS



UNIVERSITY OF  
NOTRE DAME

# MSBR Now Irish: Mendoza Graduate Business Career Development (MGBCD)

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**Lisa Michaels**

*Senior Associate Director  
All SM Programs*



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*Associate Director  
MSBA/MSBA-SA Coaching*



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*Assistant Director  
MSM/MNA Coaching*



**Mindy Evans**

*Assistant Director  
MSF Coaching & Operations*

**MEET OUR TEAM**

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# WHO AM I?



E(I)NFP

Enneagram 7  
"The Enthusiast"

7



extroverted, optimistic,  
versatile and spontaneous

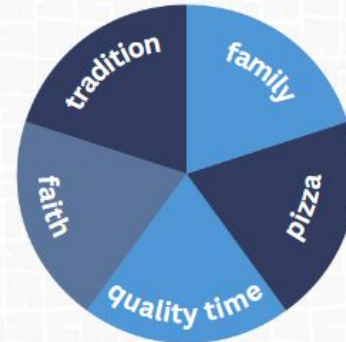
## MY STYLE

Energetic, Enthusiastic, Positive,  
Organized Frantic, On a Mission

## HOW I MAKE DECISIONS

Explore all possibilities, consider  
various perspectives, act with  
intention. Or...just start somewhere  
and hope for the best!

## WHAT I VALUE



Lindsey McIntyre

CONNECTEDNESS

STRATEGIC

ACTIVATOR

INPUT

LEARNER



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# TODAY'S AGENDA:

- Career Development Mission/Vision
- Our Approach
- MSBR Career Outcomes
- L.E.A.D. Framework
- CliftonStrengths
- Next Steps
- Questions?

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## 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.

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GROW  
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IN BUSINESS™

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

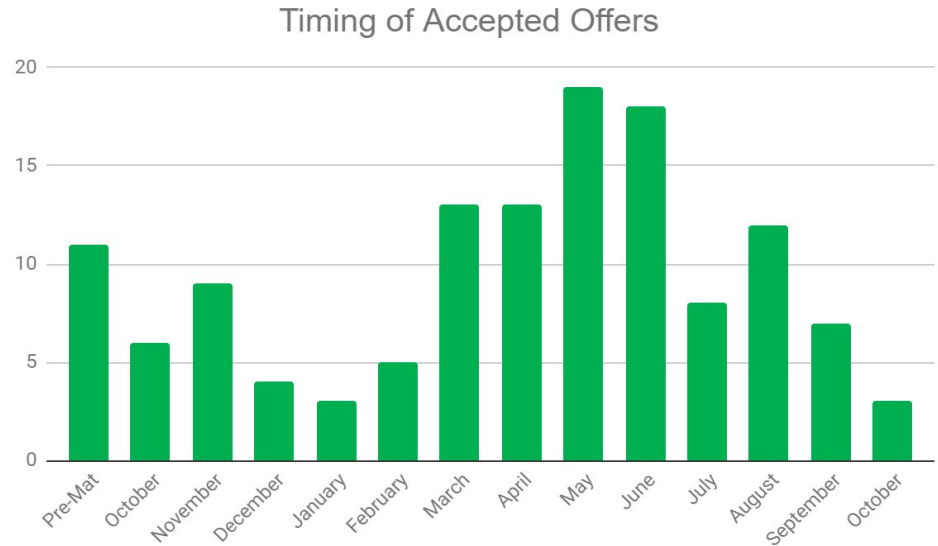
-Chinese Proverb



# MSBA 2020-2022 Outcomes

## 132 Tracked/131 Accepts at 6 Months

- Job Location:
  - 114 – United States
  - 14 – East Asia
  - 2 – Europe
  - 1 – South East Asia
- Industry
  - 32% (42) – Financial Services
  - 24% (32) – Consulting
  - 20% (26) – Technology



# MSBA 2023 Outcomes (as of 8/15/23)

## 63 Seeking/39 Accepts at 3 Months

- Job Location:
  - 34 – United States
  - 5 – East Asia
- Industry
  - 23% (9) – Financial Services
  - 15% (6) – Consulting
  - 10% (4 each) – Technology, Enterta





# Employers Hiring Multiple ND MSBAs

5+ Hires



3+ Hires



AT&T



2+ Hires



slalom



FANUEL

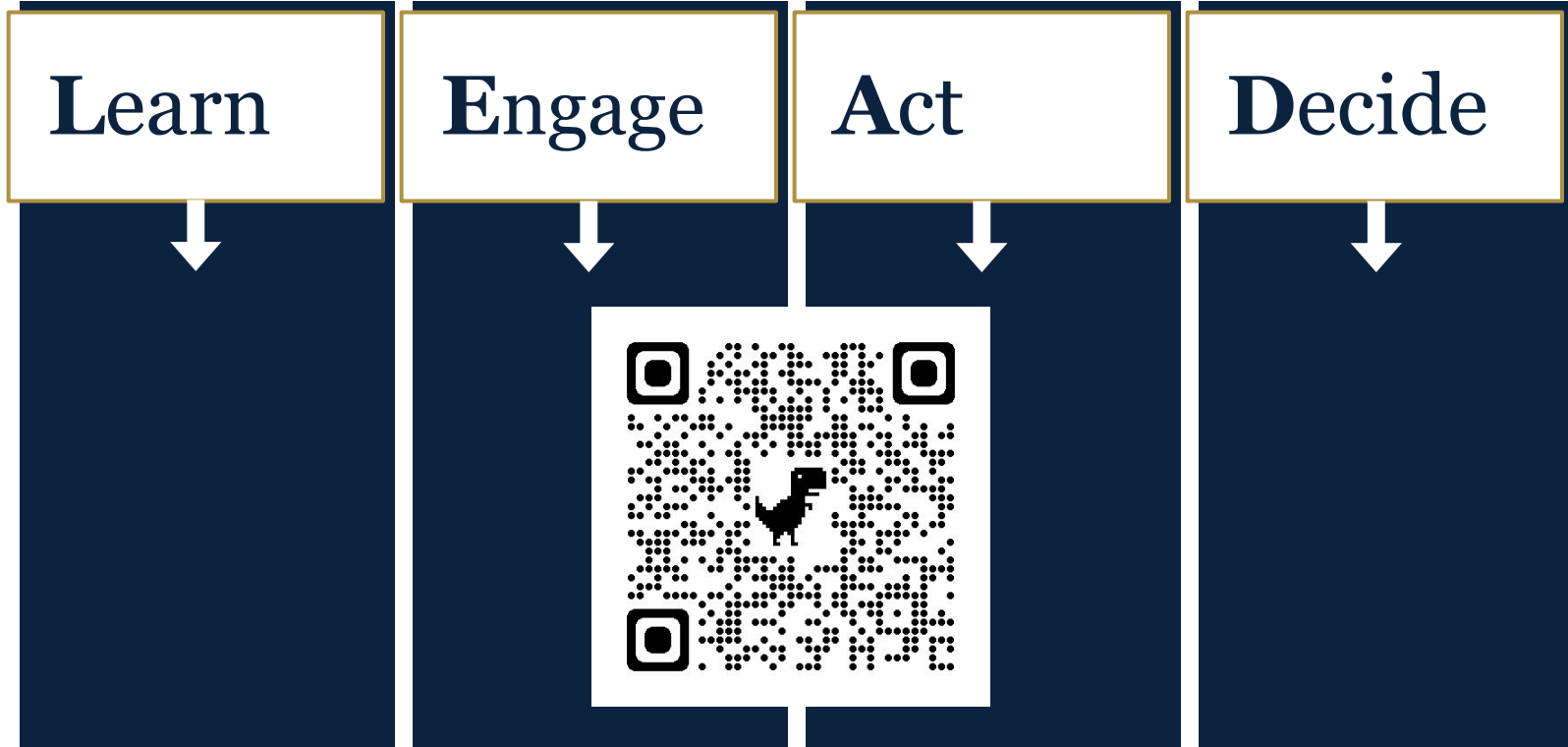


GEICO.

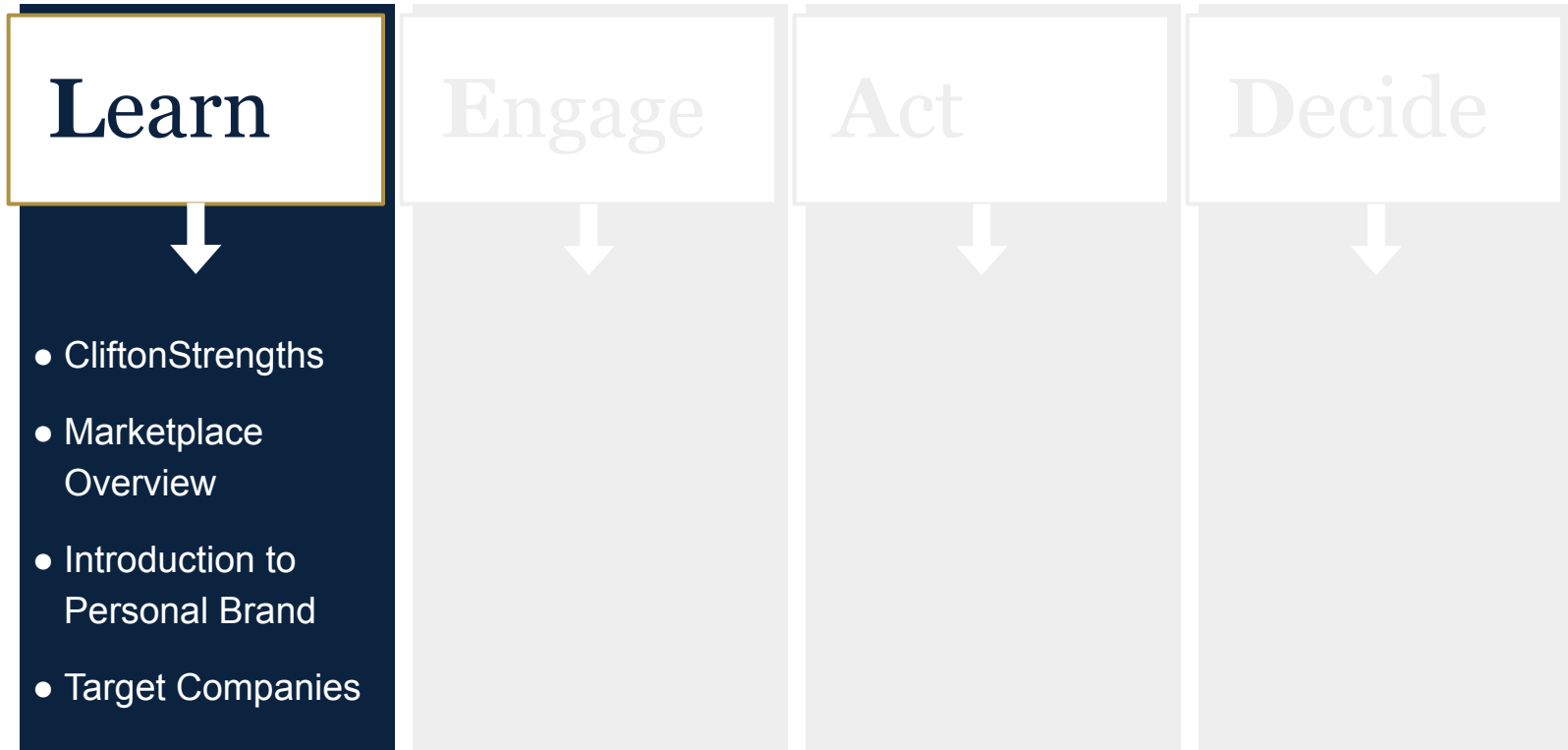
# Let's Start Fishing



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



# L.E.A.D. Framework



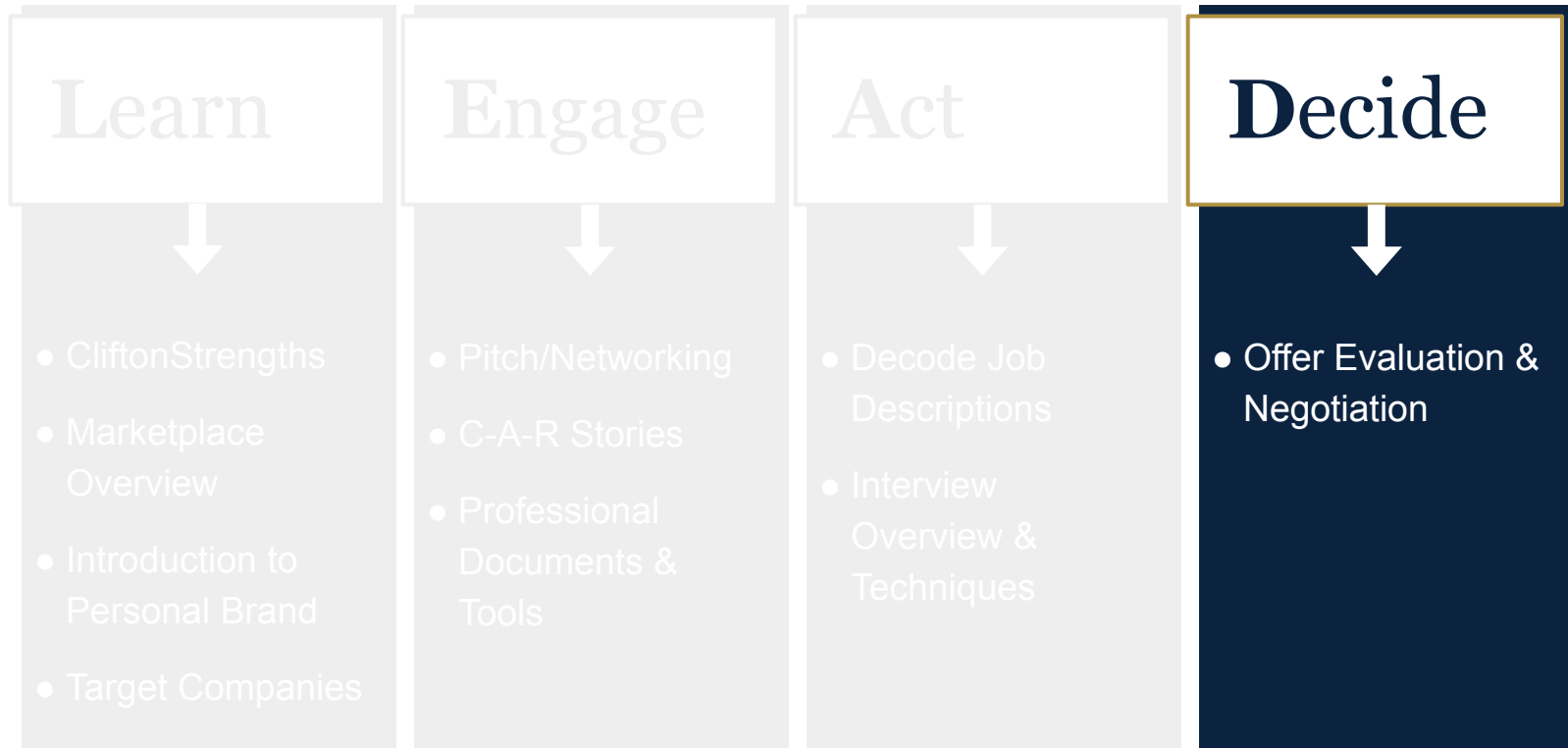
# L.E.A.D. Framework



# L.E.A.D. Framework



# L.E.A.D. Framework



# *LEARN:* CliftonStrengths

Jessica Stookey & Lindsey McIntyre



# Why Hire Notre Dame Grads?



# Best Burger in Town?



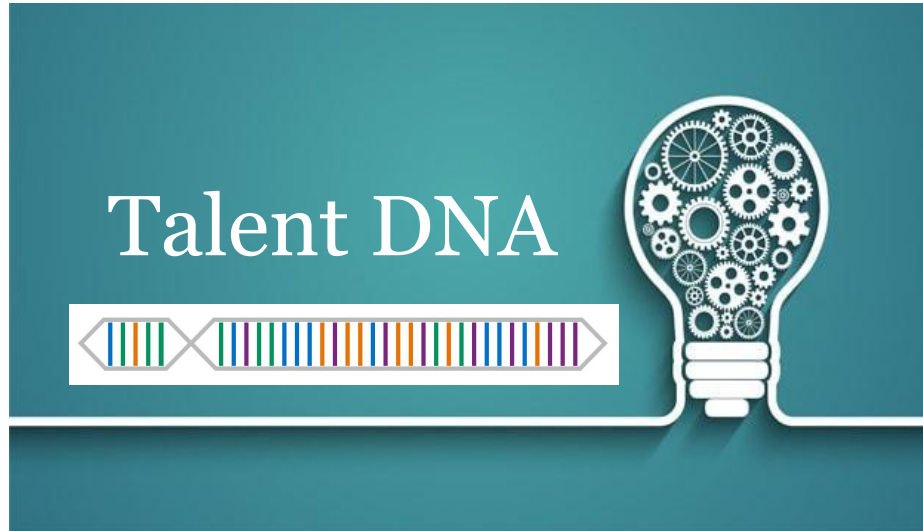
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# Naming, Aiming, and Claiming Your Unique Value



# 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

<b>EXECUTING</b> 执行力	<b>INFLUENCING</b> 影响力	<b>RELATIONSHIP BUILDING</b> 关系建立	<b>STRATEGIC THINKING</b> 战略思维
People with dominant Executing themes know how to <b>make things happen</b> .	People with dominant Influencing themes know <b>how to take charge, speak up, and make sure the team is heard</b> .	People with dominant Relationship Building themes have the ability to build strong relationships that can <b>hold a team together and make the team greater than the sum of its parts</b> .	People with dominant Strategic Thinking themes help teams consider what could be. <b>They absorb and analyze information that can inform better decisions</b> .
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.

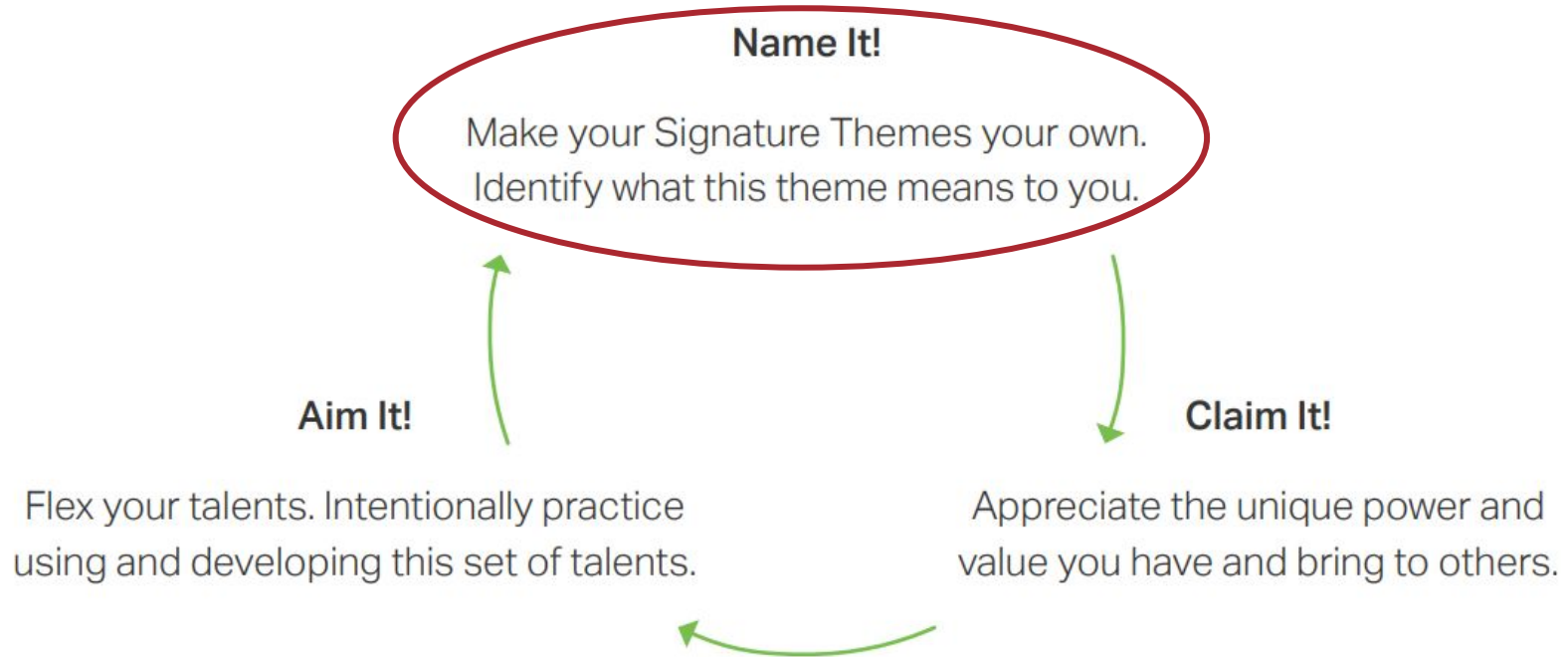
**People-Oriented**  
*Influencing &  
 Relationship Building*

# Team Grid

Team Strengths Grid

GALLUP cascade	Strategic Thinking								Influencing					Relationship Building						Executing														
	23%								19%					25%						33%														
	68 People								62 People					68 People						69 People														
	Analytical	Context	Futuristic	Ideation	Input	Intellection	Learner	Strategic	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative
Mateo Acosta Loza	15	32	18	29	13	34	5	27	30	33	7	21	9	19	17	10	11	3	4	6	12	2	25	14	24	26	8	1	23	31	16	22	20	28
Amni Austin	11	30	9	12	4	16	18	26	22	7	20	1	6	23	3	27	14	32	33	29	15	21	25	24	10	2	19	34	8	17	28	5	13	31
Colton Bassford	4	25	26	30	34	31	10	27	2	11	3	5	24	15	7	6	29	17	28	32	8	23	9	22	18	1	21	19	12	33	13	16	20	14
Sri Vidya Battula	23	8	20	13	32	24	17	10	12	2	22	3	29	14	6	11	27	21	25	33	31	34	5	9	1	15	18	16	30	26	28	7	19	4
Fulton Bayman	13	21	22	31	25	26	6	23	28	12	19	2	32	9	5	24	34	18	29	33	11	20	27	30	15	1	10	7	8	17	16	3	14	4
Vincent Bianchi	18	15	31	30	13	7	2	29	19	22	34	3	27	8	23	32	20	21	14	24	33	26	25	17	5	1	12	11	28	4	9	10	6	16
Ryan Louise Briones	1	28	17	10	29	16	9	13	30	20	31	25	26	24	33	32	8	18	6	22	4	14	23	15	5	34	12	27	3	2	19	21	11	7
Zhiyu Cai	3	18	13	22	23	12	11	31	32	21	34	8	33	28	9	29	25	19	26	15	1	30	7	27	20	10	17	16	5	2	6	4	14	24
Sakshi Chandak	15	26	6	33	19	24	16	34	9	32	8	1	4	30	10	14	20	21	27	22	2	28	11	23	29	7	13	25	5	12	3	17	18	31
Rongtao Chang	21	20	16	2	12	11	13	5	8	6	23	1	18	9	4	26	31	34	28	27	33	29	15	24	7	10	25	22	30	32	17	3	19	14
Kamryn Chavez	10	12	28	27	30	31	21	29	4	17	3	26	32	25	6	2	33	14	19	24	9	1	8	5	16	15	20	22	13	34	18	23	11	7
YUE CHEN	21	30	17	28	25	34	23	33	14	24	7	27	4	26	15	6	3	18	5	8	1	29	19	2	13	12	11	22	10	32	20	16	9	31
Gayatri Chintala	24	12	18	29	4	10	20	5	23	11	28	22	34	14	15	33	26	19	30	16	21	32	27	31	6	9	3	13	25	2	7	8	17	1
Samuel Condori	4	33	6	11	16	22	1	34	24	30	19	29	21	8	18	28	32	12	13	14	10	31	15	27	17	25	26	23	9	20	7	2	5	3
Edward DeWane II	10	33	30	11	18	20	1	32	26	31	19	24	27	21	22	15	34	23	5	12	2	16	6	14	3	7	4	17	29	28	25	13	8	9
Howard Ding	9	4	19	17	12	25	3	32	33	27	7	23	34	18	14	28	20	11	13	21	24	5	29	16	8	1	6	31	10	26	30	15	22	2
Ruixin Ding	5	33	6	2	18	23	10	34	15	14	28	24	16	27	21	20	1	32	11	3	17	8	4	7	26	30	13	25	12	31	29	22	19	9
Hongxing Du	7	18	21	5	16	2	4	20	29	34	10	28	32	22	30	31	26	6	3	13	15	1	27	19	11	14	17	9	24	33	23	25	8	12
Zoe Elders	16	33	4	27	34	32	23	6	2	10	7	1	11	15	3	17	21	26	29	25	31	30	5	28	14	9	18	12	20	19	22	8	13	24
James Farrell	2	17	27	9	23	7	3	19	32	30	22	15	16	8	33	29	18	20	14	24	10	31	13	12	1	4	21	34	26	6	28	25	5	11
Peizhao FENG	17	21	23	2	26	31	4	3	12	14	7	1	25	13	8	15	27	32	24	34	33	11	6	9	30	16	5	10	29	18	28	19	20	22
Antonio Flores	5	29	13	27	31	25	17	22	18	19	33	1	28	14	2	32	30	23	26	34	4	21	20	24	9	7	11	15	16	8	10	6	12	3
Andrew Flowers	9	29	3	18	24	25	13	8	2	15	6	1	10	14	22	21	32	23	34	26	31	27	11	33	20	7	17	28	19	12	4	5	16	30

# 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?
- Do you have a top domain?

# 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!

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.

# 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

<b>EXECUTING</b> 执行力	<b>INFLUENCING</b> 影响力	<b>RELATIONSHIP BUILDING</b> 关系建立	<b>STRATEGIC THINKING</b> 战略思维
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**Task-Oriented**  
*Executing &  
 Strategic Thinking*

vs.

**People-Oriented**  
*Influencing &  
 Relationship Building*

# Aim It!

## Applying CliftonStrengths to Your MSBA 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!

# Aim It!

## Importance of Strengths

- Highlights the things you do well that also come naturally to you
- Prepares you to be successful as a team member and leader in your career
- Increases your self-awareness and others-awareness
- Helps you approach various work/life situations:
  - Changing expectations
  - Performance goals
  - Relationships
  - Managing time and resources
  - Resolving conflicts and solving problems

# Gallup Access Resources

## Continue Your Learning Journey

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

# Next Steps

## Register for Upcoming Events

- [Goldman Sachs Information Session](#) – Tuesday, August 29th | 6-7 pm (Zoom)
- Consulting Panel – Wednesday, September 6th | 6-7 pm (Zoom)
- Finance Panel – Wednesday, September 13th | 6-7 pm (Zoom)
- [Fall Career Fair](#) – Monday, September 18th – Wednesday, September 20th
- Find Events and Schedule Coaching Appointments through [Handshake](#)

## Resume Reviews by Friday, September 1st

# Questions?



Lindsey's Contact Information:

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- (574) 631-0896

[Career Development Website](#)