

# Launching Your Career – How to Lead and Succeed

APA Convention Presentation: August 7, 2009

Josephine S. Minardo, PsyD

Tom DeMaio, PhD

# Introduction

- ECPs define “Leadership” in a variety of ways
  - Developing global (concrete) leadership skills
  - Leading in your own career
    - Launching your career successfully as an ECP
  - Leadership in professional organizations (SPTAs, APA)
- Moving forward requires a planning process

# Workshop objectives

- Become aware of your ideas about how you want to lead and succeed
- Be able to identify some concrete goals
- Understand the concept and process to achieve your goals

# The planning process

Have you seen the back of a yellow taxi?

“Failing to plan is planning to fail.”

Getting somewhere, especially somewhere very interesting or advanced, requires a sophisticated plan.

# The planning process

- Visioning
- Establishing goals
- Executing the goals
- Evaluating outcomes

# Develop a vision

- Explore multiple options
- Seek out information
- Talk with others
- Be aware of your self
- Develop a vision (specific or general)

# Establish goals

- Do your research
- Talk to others who have been on the path
- Take your best guess
- Be prepared for trial and error

# Execute the goals

- Find opportunities to practice new skills
- Build your skills and take on harder tasks
- Be persistent

# Evaluate your outcomes

- Assess the success of your steps
- Ask if you like where you are
- Reassess your vision and goals
- Make a new plan; go back to the beginning

# Principles of leadership

1. Accept people
2. Provide nurturance
3. Build family and team
4. Encourage development
5. Operate with structure
6. Appreciate differences

# Principle 1: Accept people

- Be respectful of others
- Accept that people operate irrationally
- Be flexible
- Be open-minded

# Principle 2: Provide nurturance

- Care about others
- Support the efforts of others
- Be enthusiastic

# Principle 3: Build family and team

- Have a collaborative process
- Be inclusive
- Be fair

# Principle 4: Encourage development

- Be encouraging
- Look for resources
- Build on others ideas

# Principle 5: Operate with structure

- Have a plan
- Be disciplined
- Be consistent
- Hold yourself and team accountable to goals
- Be proactive

# Principle 6: Appreciate differences

- Encourage a wide range of ideas
- Seek diversity of people

# “Leadership”

## SIMULTANEOUSLY:

- Built Leadership skills
- Creating success in my own career
- Leadership in professional organizations
  - NY State Psychological Associations
  - APA

# Planning:

- Always a planner
- Started early
- Planning in my head but it pays to WRITE IT DOWN!
- BUT ever vigilant about how each of the plans played out
- Always re-evaluating and adjust goals/expectations

# Vision:

- To be a successful psychologist and leader in my field.

# Goals:

- To practice psychology in a personally rewarding way.
- To earn a very good living (incl. starting a practice/more recently a business).
- To make a difference in the field and directly affect change in a positive way.

# My Trajectory:

- 1997: Started degree; 1<sup>st</sup> position in NY SPA
- 2000: Student Chair; 1<sup>st</sup> Student Vote on any SPTA governance
- 2000-2004: Graduate School; Multiple elected NY SPA positions and presentations/workshops
- 2004: Completed PsyD ; 1<sup>st</sup> State Leadership Conference
- 2005: Home ownership; License
- 2006: Academic appointment; Established office
- 2007: Started NY SPA ECP initiative; APA position
- 2008: 1<sup>st</sup> ECP Division in US; NY SPA Parliamentarian; started business/launched [www.psychinternshipprep.com](http://www.psychinternshipprep.com)
- 2009: CECP Chair-Elect; NY licensure task force; business growing

# How'd you get there?

- LOTS of research and networking, networking, networking
- Talked to others who I felt were successful in these areas
- Got involved... **.REALLY GOT INVOLVED!**
- Took a leap of faith, tolerated anxiety, got support
- Definitely went through some trial and error (which led to adjustments and re-evaluation of goals)
- Stayed flexible: always PT jobs; bridged to next step
  - Professional identity
  - Bread and Butter

# Executed Goals:

- Sought out and found opportunities
  - Opportunities lead to opportunities
  - Resources lead to resources
- Built up my skills and took on greater challenges / positions / risks harder tasks
  - ECP leadership — > Senior leadership
  - NYSPA — > APA
  - Informal Consulting — > Business
- Was definitely persistent!

# Evaluated Outcomes

- Would constantly evaluate the outcome of my efforts and made many changes and turns in my trajectory and original plans
  - What was my success so far? Any reasonable expectation to succeed any further?
  - Was I satisfied?
  - Had my vision changed? Did I need to reassess my goals?
- Frequently made new plans (and started over)

# Lessons Learned:

- ALWAYS re-evaluate
- DESPITE planning, you never end up where you thought you would
- Learn to tolerate uncertainty and ambiguity
- It's OK to be anxious, just don't let it stop you
- Have realistic expectations but THINK BIG!
- Take calculated SMART risks
- Give yourself some credit and take breaks to promote stability
- Network! Network! Network!

# Planning exercise:

- What would I like to accomplish in the next 3-5 years?
- What are three steps I would need to take to make this happen?
- What resources do I need to get there?
  - Technical knowledge
  - Leadership skills
  - Support from others