

# Dr. Terri Finney

## Personal and Professional Transitions for Mid-Career Psychologists



# Professional Confidence

- Mid-career professionals often feel obsolete in fast-changing world. What is your enduring expertise?
- Your identity as a psychologist is foundational, not limiting.
- Build a “wins” document helps build self-worth and informs resumes or interviews.



# WHY TRANSITION?

Moving Toward

Moving Away From

External Forces

- **Going toward.** For me: From clinical to forensic psychology. Wanting new challenge, different kind of work, wanting to use more evaluation and writing skills.
- **Moving away from.** For me: From forensic to coaching as it relates to business, including entrepreneurship and executive leadership. I was thinking about transitioning out, but on the fence and fearful of the risk.
- **Trauma or external forces** often offers the opportunity to look at your life differently, get clear how you truly want it to be and take action.

# Danger and Opportunity

Financial

Emotional

Professional

Social-Reputational

Personal



# Reflection and Assessment

What you enjoy about current job/career?

What would you like to eliminate?

Are there other industries or professions you would like to explore?

What are your life-style needs

- Flexibility? Stability?
- Less hours?
- Work with team or alone?
- Different pace?
- Financial income?





# Assessments

- PRO-D (<http://www.pro-d.com>) Good for career exploration, leadership development, team building.
- Gallop Strength Finder \$24.99 (<http://www.Gallop.com>)
- Big 5 Personality Test (free) (<http://truity.com>)
- Life Values Inventory (free) <http://www.personality.co>

# Transferable Skills

- Emotional Intelligence
- Communication
- Assessment
- Empathy
- Leadership
- Relationships
- Systems Thinking
- Speaking
- Writing
- Teaching
- Conflict Resolution



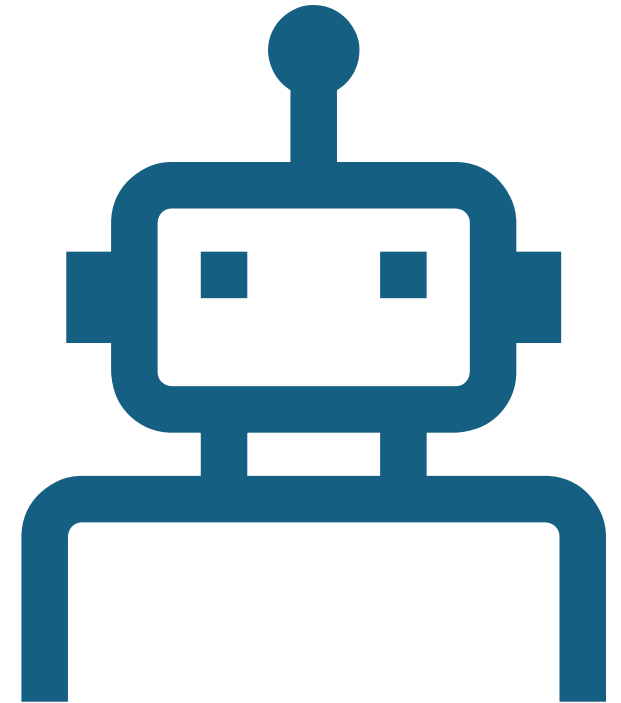
# Explore New Possibilities and Opportunities



- Clinical or non-clinical
- Networking strategy – re-engage with peers, attend conferences
- Consider private practice
- Different industry
- Different client population
- Different role e.g. consulting
- International work
- New AI/tech opportunities

# Alternative Careers

- Coaching – individual or executive
- Online course or program creator
- Writer or Teacher
- Entrepreneurship
- DEI consultant/Mental health advocacy
- Academic advisor
- Clinical trainer
- Human resource consultant



# Update Skills and Professional Branding

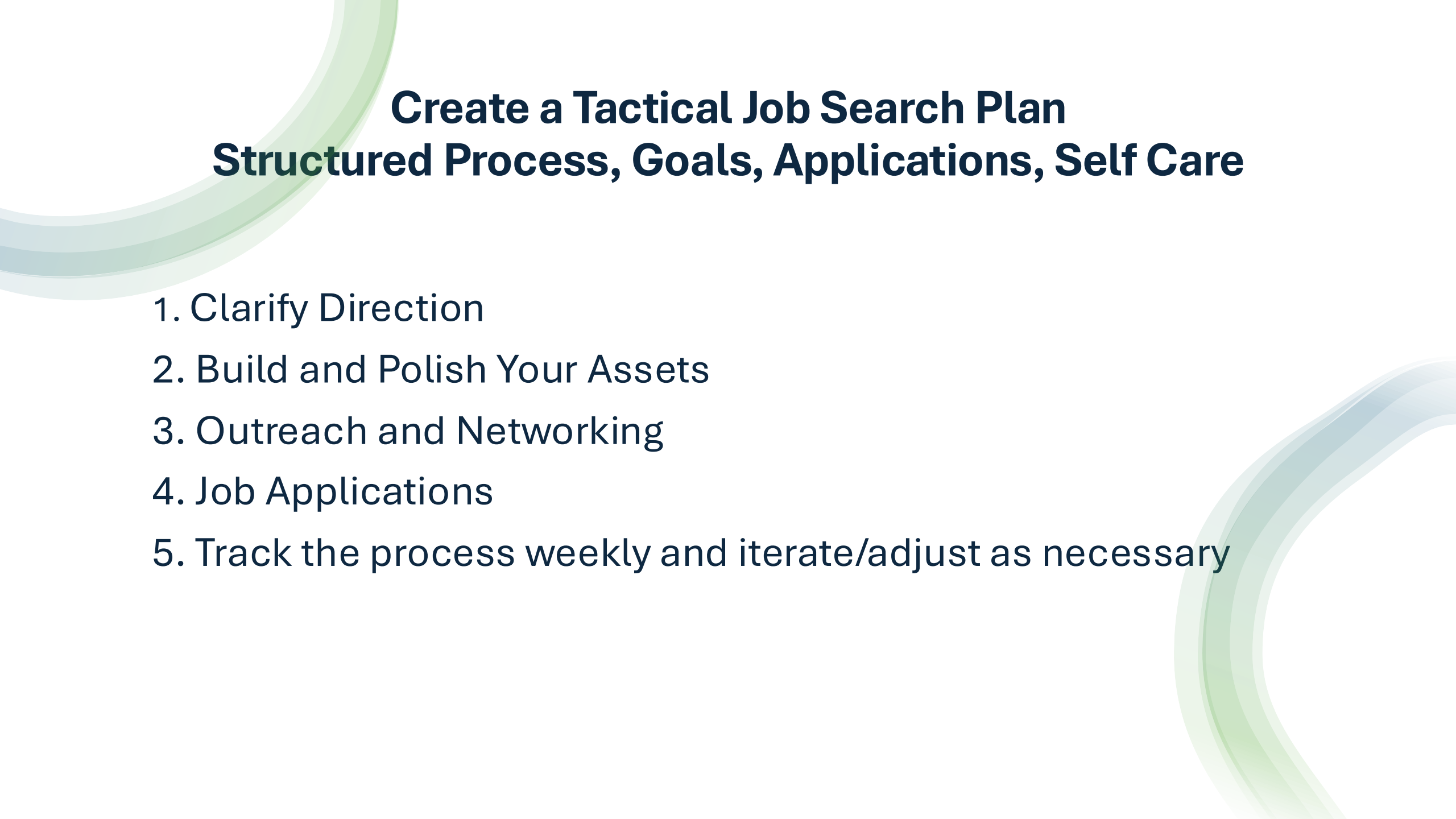
Training or certifications

Learn New Assessments

LinkedIn - Revamp online presence

Psychology Today profiles

Personal website



# **Create a Tactical Job Search Plan**

## **Structured Process, Goals, Applications, Self Care**

1. Clarify Direction
2. Build and Polish Your Assets
3. Outreach and Networking
4. Job Applications
5. Track the process weekly and iterate/adjust as necessary

# Resources

## Books

### Working Identity **by Herminia Ibarra**

- A classic on how people reinvent themselves professionally—not through planning, but by experimenting.

### Transitions **by William Bridges**

- Focuses on the emotional phases of transition

### Designing Your Life **by Bill Burnett & Dave Evans**

- Uses design thinking to help you prototype potential futures. Hands-on and creative.



## More Resources

Pivot: The Only Move That Matters Is Your Next One **by Jenny Blake**

- Offers a practical four-stage process

Let Your Life Speak **by Parker Palmer**

- A reflective, poetic book on vocation and inner calling. Ideal for midlife or purpose-driven transitions.

The Second Mountain **by David Brooks**

- About moving from career success to deeper meaning and service. Good for people considering a “second act.”

# More Resources

## Podcasts



Second Life by Hillary Kerr

Squiggly Careers by Helen Tupperville and Sarah Ellis

The Career Change Maker by Jamie Esbrand

# Web Resources

- [PsychologyJobs.com](https://PsychologyJobs.com)
- [Comphealth.com](https://Comphealth.com)
- [Join.headway.co](https://Join.headway.co)
- [Indeed.com](https://Indeed.com)
- [Monster.com](https://Monster.com)
- [Psyccareers.com](https://Psyccareers.com)
- [Flexjobs.com](https://Flexjobs.com) (international)
- [LinkedIn](https://LinkedIn)

# THE END

But not really the end.

More like a beginning.

Enjoy the journey!

