

Title: Navigating Change at Mid-Career

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Host: Hello and welcome to today's webinar, *Navigating Change at Mid-Career*. This presentation is part of a new APA series, *Professional Resilience in Changing Times*, designed to offer strategies for psychologists facing career shifts, employment disruptions, and supporting clients through job uncertainty. Some housekeeping notes before we get started. The views expressed in this presentation are those of the presenter and may not reflect the views of the American Psychological Association. Next, this program does not offer CE.

However, we will email everyone watching live today a Certificate of Attendance. Certificates will only be issued to those who watch for a minimum of 45 minutes. A recording of this presentation will be emailed to everyone in two weeks' time. The recording will include the presentation slides. During our time together, you will be on mute. You can communicate to us using the Q&A box located on your webinar screen. Have a question for our presenter? Type them in using the Q&A box located on your webinar screen. A link to this presentation will be posted in the chat box of your webinar screen. If you miss them, don't worry. We will email them to you along with the recording.

Now let me introduce our presenter today. Terry Finney is a psychologist, executive coach, and personal coach who partners with clients to develop the skills they need to thrive in both business and life. Dr. Finney began her career in clinical private practice, later moving into forensic psychology in search of new challenges and a different kind of impact. Her second career transition led her into coaching where she now works with executives, entrepreneurs, and individuals navigating periods of growth or change. Welcome, Dr. Finney.

Dr. Terri Finney: Thank you. Thank you for the introduction. I'm happy to be here. Especially honored to be with you, sharing this very timely and important discussion about mid-career transition. In my job, I work as a coach and I work with professionals around transitioning. It can be personal or professional, whether by choice or by circumstance. There's some research out there that says 15 to 30% of psychologists have been looking for, between age 40 and 60, have been looking for alternative roles. My bet is that number is higher these days, given the political climate that we're in.

Career transitions can be exciting, but they're super complex. What I intend to do is share some tactical strategies, some psychological strategies, and then I want to share with you some of the things that I've learned on my journey through two major career transitions.

The first thing that I like to start off with is professional confidence. Start with a mindset shift about this transition. You're not starting over, you're starting from experience. The world is changing, you're not behind, but you're aligning. I have people build a wins document. On that document, and I think it's an evolving document, would be what you've done, what you can do, your training, your experience. You start with a wins document. My experience is that can be useful in interviews and resumes. It's also been, for me and for others, very grounding when you get anxious, which you will.

Why transition? The next six slides are going to be a lot about clarity. I don't think you can move forward at all without clarity. Where we'd start is the big why. Some people will move, some people will be moving toward something different. Some people will be moving away from something that they're not comfortable with, that's not serving them anymore. Some people will be impacted by external forces.

For me, going from clinical to forensic work, I was not unhappy being a clinician at all. I actually found it fulfilling and I was enjoying it. The work towards forensic psychology, for me, was that I wanted new challenges. I wanted to learn new skills. I wanted to know how law and psychology overlap. I wanted to use my evaluation and writing skills. I actually love to write. I might be the only person in this group that likes to write, but I do. That, for me, was going toward.

I was in the forensic psychology field and was fascinated, and then I started getting really burned out. I was tired of seeing people at their worst. I was tired of being in a litigious environment. I was tired of testifying in court. I wasn't thrilled about what I was doing, but the money was lucrative. I wasn't exactly sure what I would do, if I were to do something differently. I was on the fence and I was a little bit scared.

Then I had a trauma in my family, a tragedy in my family, that pretty much brought me to my knees. What we know about trauma is, if you do it right, you can stand back. Get a sense of your own mortality and how you want the rest of your life to look. From my knees, I could see that I clearly did not want to spend the next 10 to 15 years of my life in the forensic psychology field. I got off the fence and started taking action toward a different venue as a psychologist.

Trauma was the impetus for me. For a lot of people, it's some sort of external force. I think probably today, the external force would be the political climate that we're in and the federal government and how that's going to change how we practice as a field. [silence]

There's danger and opportunity in any transition, any change that we make. In this transition, the financial danger clearly is income gaps and instability. The opportunity is long-term growth and the potential that you actually might make more money than you're making now. The emotional danger is a bit of an identity loss and self-doubt. We as psychologists are deeply rooted, most of us, in our professional identity. One of the things that might happen is that you might get a little bit rocked around about that, which is uncomfortable. The opportunity is a renewed sense of purpose.

The professional danger, skills mismatch. It's possible that you're going to need to learn some new skills or start over. The opportunity is you get to learn new skills and expand your network. The social-reputational danger, and this has been a hard one for me. The danger is a lack of validation and credibility from your peers. I know that when I made the switch to coaching, nobody directly said, but it was implied that I was moving down in the food chain. It wasn't said directly to me, but it was implied.

The opportunity, social-reputational opportunity, is cross-industry validation and fresh insights. How I handled was the social-reputational pieces that I didn't like. I don't like the word coach a lot due to the lack of regulation and standards and the lack of licensure. How I've handled that is I refer to myself as a psychologist who does coaching. What I've learned is that because you change your role, you don't have to

change your ethics. I have, in light of all of that, kept my licensure in the state of Colorado as a psychologist.

Personally, stress and anxiety. Our brains don't like change, they don't like risk, they don't like uncertainty. There's a lot of these kinds of factors in transitioning. The opportunity is growth, alignment, and fulfillment.

[pause 00:08:53]

Where you're going to start is reflection and assessment. This is a process, this is an ongoing process. What I like to have people do is think about what you want, what you really want. Your brain's going to probably say, "No, you can't have that." Thank your brain for sharing, and stay focused on what it is that you truly want. What do you enjoy about your job or career? What do you want to keep moving forward? What is it that you don't like? What would you like to eliminate from whatever you do next?

Are there other industries or professions that might be interesting to you? Then there's the lifestyle issues that you need to get really clear about. Would you like more flexibility? Are you the person that likes stability? Would you like less hours? Would you like more hours?

Would you like to work with a team or work alone? Would you like to work remote? Would you like to work in-person? Would you like a different pace? Is there a certain amount of income you need to factor in, what income you need to have going forward? Another thing that I have thought about is there another place, another environment, another geography where you would like to work?

We psychologists like assessments. Here's a few that I use. I don't know that there's a whole lot of need for these assessments. I'm assuming that everybody I'm talking to is pretty self-aware. Here's some that I use because we all like to look at ourselves on paper. I use the PRO-D predominantly. It stands for Person, Role, Organization. It's good for career exploration, leadership, team building. It works off of nine career value archetypes.

I like it because it goes deeper into where your skills, where your passions, and where your personality line up. It was developed at Princeton. Not a lot of people know about it. They haven't really promoted it. If you want to learn how to give it, get in touch. I'm happy to share the person who could help you learn it.

The Gallup StrengthsFinder, I like a lot. I think the Gallup organization does tons of good research. It costs \$24, \$25. What StrengthsFinder does, and, it sounds like a pretty simple tool, and it actually is pretty simple. You take it online. 34 talent areas that it lists, starting from the top, what you're best at to the bottom, where you really need improvement. This is really useful because you can find out. There's always surprises. When I took it, I was really surprised by some of the things I learned about myself. You want to hang out at the top where your strengths are, but also be aware of what's at the bottom and where you need to improve.

The other two, the Big Five and the Life Values Inventory, those are free online. They are aimed at helping you strategize your career more effectively, get a sense of

your traits and how they influence your daily experience. I don't use those two. I mostly use the top two.

Transferable skills. Remember that we, as psychologists, have a way more in-depth understanding of humans than people in most other industries. I put a list of some transferable skills. My bet is that when other people do this exercise, they're going to find even more. The obvious ones, emotional intelligence, communication, assessment, leadership, relationships, systems thinking. Some of us are good at speaking. Some of us are good at writing. Some of us are good at teaching. Some of us are good at conflict resolution. Some of us are good at crisis response, program development, research.

I'm sure there are more when you start putting together your list of transferable skills. Also, it's really surprising how many of these skills will transfer into other domains. I've always been interested in how psychology skills transfer into the legal field, into business. It also transfers into health psychology and into sports. There's a lot of ways that these skills transfer.

The next thing that I would have people do is a zoning out process. This is like thinking about alternative careers. It's widening the lens. It's looking at the world of all possibilities. A lot of times people start with coaching individual or executive. Actually that's an area where a lot of psychologists transfer to, coaching and consulting. Online course, program creators, teachers, writers, entrepreneurship, which would be essentially private practice. DEI consultant, mental health advocacy. I don't know what's going to happen to those these days. I'm hoping that there's still a place for us to do that work. Academic advisor, clinical trainer, human resource consultant.

At this point, you're zooming out. You're widening. You're looking at all the potential possibilities. The next thing you're going to do is you're going to zoom back in. You are going to zoom into.

[pause 00:14:53]

Alternative careers, that's a zoom in. We just went over that. Some of the jobs that I didn't get to, family court facilitator, academia, corporate wellness. A lot of things that I see come across as job openings are psychologists for colleges, academic and career counseling. Also, psychologists are needed at student health centers on universities all over the place. I'm going to give you. I really don't like this screen.

[pause 00:15:57]

I'm going to give you a couple of examples of people that I've worked with and what they have done in terms of transitioning. First one would be a man named Dave. He was a chief financial officer in a venture capital company. He was exhausted. He was stressed. He was missing his family. He was feeling like he wasn't learning. What he was doing wasn't particularly fulfilling to him.

We worked together for about a year and unwound some of the job issues he had and then also some of the risk adversity that were problematic for him. He ended up leaving his company and he started a consultant company. He now consults with

early stage startups, which is way more fulfilling to him. As a consultant, he has a flexible schedule. He likes to spend time with his family.

Second person would be Jesse. She is also a senior executive in a public utilities company. Her issue was that she was working in a culture of good old boys. There was no direct criticism of her, but pretty regularly she and her department were minimized. The result for her is that she couldn't do what she wanted to do in her job. She ended up leaving. She thought about being on corporate boards. She was asked to be on a lot of corporate boards. What she ended up doing is going back to her love of art and now she's a docent in an art museum, which was fabulous for her.

The third person, Megan, also a high level leader in a venture firm, but more on the back end of an accounting firm. She was exhausted. She was stressed. She was, she didn't have the support she needed. She wasn't sleeping. She was sick. She left. Took a while, but she left. Didn't know what she was going to do. Thought about starting a new business. Eventually, what she chose to do is to stay home and raise her two 10-year-old twins.

It's pretty likely that you are going to have to update your skills and your professional branding, especially if you're going to start a private practice or a consulting business. The branding is going to be important. You may have to get training and new certifications. You may have to learn new assessments. I had to learn the PRO-D when I started doing coaching with executives. You need to get visible, and that usually involves having a LinkedIn profile and a personal website. Those of you who have Psychology Today programs, those are probably going to need to be updated.

[pause 00:19:17]

Now you have a mindset shift. You have a list of your transferable skills. You have a sense of what it is that you want going forward. You've explored possibilities. You've narrowed your focus. The next step would be to create a tactical job search plan.

I'm just going to share for you what mine has been because I think that that's the most concrete example of how that works. When I switched from clinical work to forensic work, the first thing I did was I went out and did a ton of training.

I took workshops all over the country through the American Board of Forensic Psychology. I attended conferences sponsored by the Colorado Bar Association. I attended family law conferences. I joined an organization for lawyers and psychologists that work with child custody issues. I went to conferences. I presented at conferences. I wrote an article for Colorado Legal Magazine. I started getting contract work with agencies where I could do evaluations and write reports. The beginning agency for me that really worked was the Juvenile Probation Department.

I networked a lot. I took a lot of lawyers to lunch. I reconnected with people that I know who I hadn't seen for a while. I went to a lot of events where I had to meet people, which, for shy people that's hard, but it's one of the things you have to do. I read. I read everything I could get my hands on, books, articles, professional journals, everything I could. Then when I did the transition from forensic psychology to coaching, again, the first thing I did is I went out and I got training because it is different than therapy. It's a different approach. I did training and I got a certificate.

I created a LinkedIn profile and a website, and I had a lot of help with both of those from professionals. When I started working with entrepreneurs, how I got there was, I volunteered. I volunteered to mentor startup businesses for accelerator companies. I also mentored students at the University of Denver, where there's an entrepreneurship program in the School of Business. I got involved with them. I also started doing presentations over the phone and in person for entrepreneurs about mental health issues that are problematic for entrepreneurs. It's actually a really fascinating field. There's tons of mental health issues that are rampant in the entrepreneur community. I started doing those talks, and I still do those talks.

Families of wealth. It's like the third bucket of people that I work with. Again, started getting training, joined an organization that works with families of wealth, which includes lawyers, accountants, state planners, people like me, all the different kinds of people that would be involved with families of wealth. I presented, actually, too. I would go yearly to this summit and learn all this stuff, but I also presented. What I presented on was conflict competency, and I would venture to say that probably everybody in this room could do a talk on conflict competency.

[pause 00:23:18]

Those are the steps. Those are the strategies and the steps that I have used. I put some resources together for you. Some books, and some of these are pretty conceptual. Some of them are strategic. Some of them are more psycho-spiritual. Some of them more have to do with transition in terms of purpose and meaning. More resources. *Pivot. Let Your Life Speak. Let Your Life Speak* is more a poetic, more man-search-for-meaning book. Podcasts. *Second Life*. I just mostly like the titles of these. *Squiggly Careers*, and then *The Career Changemaker*. Here are some resources that I've put together.

I think it's important to look at what's out there. These are some, job search web resources. Whether you're going to apply for a job or not, and I never have applied for a job, but I've been on some of these platforms because I want to see what's out there. What are the jobs that are out there? What are people doing? I was going to say that the two biggest ones are Indeed.com and Monster.com. Only today, Monster.com declared Chapter 11. Don't go on Monster.com. Indeed.com is a great platform. Just put in there, what you want to do.

Every day, there are options that come through that show you, where there are jobs to be found. I like LinkedIn. By now, you have a LinkedIn profile. You can go into the search bar in LinkedIn and write down that you want a job in psychology and see what comes up. Stuff will come up daily for you to look at. The other one that's interesting on that is FlexJobs. It's more international. Jobs that tend to be more international-oriented. In summary, transition's challenging, but it's also rewarding because it's not a career change. It's also a personality transformation. It involves looking at yourself differently as a psychologist.

There are steps and strategies that are helpful. I think that you all are going to get some of this information and some of these resources to take. I know you're going to get them going forward. My hope is that this conversation will provide more clarity, which is super important, and more confidence as you move forward. Thank you for

being here, for listening, and I think that Peggy's going to help us take some questions.

Peggy: Yes, indeed. Thank you for your presentation. We have a lot of questions that we got in advance, and I'm going to start with those, and then we'll also take some live questions. First up, what is the most often experienced challenge when making a mid-career change or career pivot?

Dr. Terri: There's two. One would be the identity shift, really, and being able to see yourself in a different role and being brave enough to really put yourself in a different place. It would be like the identity crisis piece. The other piece is getting visible. Marketing and introducing yourself and going out into the world and having to pitch what you do. For me, that's been the hardest.

Peggy: Okay. This one is probably very common. This person feels unfulfilled in the profession and doesn't know when it's time to switch gears. Do you have any advice?

Dr. Terri: Change only happens when you're uncomfortable. I think change happens best when you're uncomfortable and you have a coach or a therapist or somebody to help. I would suggest getting-- It's like you need to take steps. What are the action steps? A lot of times people need to be coached and encouraged and supported to take action steps. If you're uncomfortable, that's the sign. I would recommend doing it before you have a trauma or some sort of external event that forces you out.

Peggy: Very interesting. Very good point. I love this question. This is a live one. Can you speak to the anxiety related to the risk of financial loss in the transition? We have a lot of people who are worried about the financial impacts of a mid-career transition.

Dr. Terri: Sure.

Peggy: Let us start with the anxiety part.

Dr. Terri: They go together. I had it easier than some people because I don't have a family to support. I could take risks that maybe other people couldn't take. I gave up a fair amount of money when I left on forensic work. It's a lucrative business. You pay the price psychologically, but it's lucrative. I walked away not knowing. I will say that there were months when I would lay awake at night and go, "Wonder how this is going to work out for me?"

You keep moving, you stay gritty, you get support, you get mentors and coaches. You have to know that there's going to be a financial risk. Unless you're going to take a job, go to work for a corporation or a company where you know exactly what you're going to get. If you're the person that needs stability and health insurance, I would say go that route because starting to practice is super risky, and it's hard, and it takes a while.

Peggy: I guess I will go ahead and ask another sort of salary-related question. Do you have suggestions on how to

list salary expectations when you're transitioning or how to maintain or enhance your earning power at mid-career?

Dr. Terri: I'm hopeful that what I've offered up is a way to boost your credibility, your transferable skills, what you've done, your experience, so that you have all of those on a resume. The salary piece, there are career coaches that deal with interviews and resumes and salary kinds of issues. That's not what I do. I do more with like the personal transformation. If those are questions, I would find a job coach or a career coach.

Peggy: Right. You just mentioned transferable skills, so we've gotten some questions on those as well. Do you have suggestions that you can offer on showcasing your transferable skills as an asset?

Dr. Terri: Sure. Some of that will go on a resume. If you do a resume, if you're going to apply to a job, a lot of that goes on a website. I got a lot of professional help with my website. The whole purpose of having a website is to really display who you are and what you can do. LinkedIn, same thing, transferable skills. Like I said, I have never written a resume or applied for a job, but that's also another place where you put transferable skills. The reason I like the PRO-D, I like to use the PRO-D is because the language of it is specific and it's actionable. A lot of people who have taken the PRO-D, they can use something like some of the language from there to put on resumes that are really descriptive and explain who they are and what they've done.

Peggy: This is a nice a follow-up question to the transferable skills. Often, this person says, often transferable skills are soft skills. How do you display them on a website or a LinkedIn? Do you have any tips for that?

Dr. Terri: Oh, I hate that word, soft skills. It gets used all the time. It's so ridiculous because soft skills is the bread and butter of how a lot of corporations make it in the world these days. It's all stuff that goes, how to describe it on a website? On a website, you put like who you are, what you've done, what you believe, what your purpose is, and then you put what you do. Here are all the things I do. Here are my specialties. Here's my product. Basically, this is my product.

The hard thing about a website and about going into private practices, you are the product. Part of it is describing what you've done, what you can do, and it helps research the organization that you're going into to know what they're looking for. I think also part of it is like, you need to show up as a person, especially when you're pitching. If you're going to events and you're pitching your work, you need to figure out how to box those transferable skills into like an elevator speech, which is really hard. Part of that is, it's called branding, basically. It's super hard to compact your transferable skills into a package, where people can look at you and get quickly what it is that you got going.

Peggy: This question is about imposter syndrome. How do you help not feel like an imposter when you're trying to transfer to an area where you may feel like you're less of an expert?

Dr. Terri: Everybody does. I know I've been in rooms with like a table with a whole bunch of really smart people and thought, "Oh my God, I must be in the wrong room. If these people really knew how stupid I was, they probably wouldn't refer to me." I get that whole imposter thing and it's rampant in the entrepreneur industry. What you do is actually you sit down and like we've been talking about, what have you really done?

This is like, you go back to the wins document. What have you really done? What are you going to build on? Imposter syndrome, it's rampant. I would venture to say that pretty much everybody has it and you just muscle forward. You put on your big girl clothes and your high heels. You get gritty and you just march forward knowing because you have a wins document that you're incredibly competent and you've done things that other people haven't done.

Peggy: Great. What are some ways to demonstrate relevance and keeping current during a time of in between jobs or maybe career change?

Dr. Terri: I read a lot of books, articles and journals about businesses, about companies and about what companies are looking for. There's a great book called *From Good to Great*. It's a great book that talks about that there's a lot of executives out there who don't have soft skills. What gets you from good to great is really the soft skills and it goes, the book is great about really describing what those skills are and how to translate them. I think what's important is that you really get a sense of what you're looking at the industries or the business. Look at what they're writing about and look at what they're writing for or what they're looking for and figure out which of your skills. There are lots of skills that we have that would transfer into other businesses and industries. I would start with looking at reading about companies and what they're looking for.

Peggy: Great advice. Let's talk a little bit about coping with a transition. A lot of people are worried about the impact not only on themselves, but on their family. Can you talk a little bit about just creasing, dealing with the coping of a transition?

Dr. Terri: Get really good at using your self-regulation strategies and skills. Some of this is really obvious. Have a really strong support group around you. I wouldn't count on your family for all of that, some of that, but I've always had a really good group of professionals around me. Some of them have been mentors, actually. I've had some amazing mentors. Have people around you to support you. I think it always helps to have a spouse, especially if you're starting a business, have a spouse that knows that, "Here's what I'm up to and we may not have enough money for a bit." Those are collaborative conversations.

When I work with executives that are making a transition, there's always a conversation about, "Is your wife supportive of this or is your husband supportive of this? How's this going to impact your family?" The other thing that, and I work with, when I work with executives, it's the same thing. You have to find a way to shut off your work when you walk in the door at home, whatever that looks like, where you shut off your computer. Or, you leave your phone at the door. Figure out some way to make a separation between work and home, so that when you're home, you can really be with those people. Then there's things like skiing and outdoor music and dogs and art and all of the things that you love. Don't forget to have a life.

Peggy: What's a realistic timeline for a transition? I think we often-- Everything moves so fast these days and, but it might take longer than we would imagine. What have your experiences been like?

Dr. Terri: My experience is the three people that I talked about took a year. A lot of that was like the reflection and the assessment, figuring out what they really wanted. The second part was like looking. Doing research, what's out there. There's a part about unwinding yourself in where you're at. Dave, the person who is a venture capitalist, his risk aversity and his need to please people and not have people upset with them. Those are the personal things that have to unwind and they actually take a little bit more time. My experience is that it's taken a year. For me, when I did mine, at least a year between when I was making money in one field and then the next field. They're pretty scary, in between times.

Peggy: You said you'd had two transitions.

Dr. Terri: Yes, from clinical to forensic and then from forensic to coaching.

Peggy: Both of those took about a year?

Dr. Terri: The forensic one was easier because I kept working on clinical cases while I was picking out forensic cases. It wasn't like stop one and start the other. There was overlap and that really helped with like the financial piece. Also, some of the contract work that I picked up was really helpful just to pay the

rent, basically, and pay for my office space. Wait, there's another point I wanted to make. Oh, the transition from forensic work to executive coaching, very different fields. There's a lot of learning, that was probably the harder transition because it was a whole different population, entirely different population.

Peggy: We do have a few people, we have recently did a webinar on transitioning to retirement. Maybe you could talk a little bit about sort of pivoting like from a mid-career point to a retirement point. Have you had any experience, especially, I think the point that people are trying to make is, they don't want to retire. They want to maybe transition into something a little less full-time.

Dr. Terri: I've never worked for anybody, but I can see wanting to get out of the full-time work, especially when you get to be in your 50s. The thing about retirement for people in general is that you have to be really careful to go into retirement with some meaning and some purpose and some structure in your life. A lot of people retire and they think, and this is probably true for men mostly, "Who am I without my identity, right? I'm going to the country club now and they don't know me as Mr. CEO, they know me as Bob."

There's an identity piece, and I think that would be true of psychologists too. There's the structure piece, and then there's like the expectations. A lot of people, they retire and they think, "I'm going to golf every day, or I'm going to ski every day, or I'm going to fish or whatever it is. I'm going to travel all the time." The reality is that you're going to get sick of golfing and fishing and skiing. Your wife is probably pretty used to not having you there. Now you're there, and that's not going to be so much fun.

You have to work through that. As you get older, your friends are going to die off. Going into retirement, just thinking that you're going to have a great time is a real setup for a lot of things, including like alcoholism and depression.

People ask me, a lot of people ask me at my age, if I'm going to retire. I have zero intentions of retiring because I love what I do, but I have my own schedule. I don't have to work full time. I can take time off when I want. I can do my schedule around how I want to live my life. That's a private practice or a consulting job. It's a little bit harder to get there, but for me, it's always been worth it.

Peggy: That's great. Our next question is about, there's a little bit of anxiety about technology and AI replacing practitioners, which might be why a lot of people are looking to have a mid-career transition. What are your thoughts on that? Just how does that play into the mid-career?

Dr. Terri: The world is changing and that's out there. Clearly I am not the tech person, since I can't even really work Zoom and share a screen. I know people who are tech. I actually had a conversation with a DU student that I was going to mentor. He's putting together, it's an AI product, essentially to replace therapists. It's like you train these bots on your own voice and how you work. It essentially replaces therapists. I came to the conclusion that I'm not the person to mentor him and to grow him.

I think there's probably a lot of ways that AI can be useful. Not sure-- Well, I know that it's not going to replace the relationship and the personal contact that we count on as psychologists. There's some things, I took some notes about this. The places where we might be helpful in AI is like development of products, consulting about that, consulting about ethics, collaborating with computer scientists, if you have that kind of a brain, which clearly I don't.

How you would get to those jobs would be through tech companies. Health tech startups, I've seen a ton of those. Some are really successful, some of them not. Academic labs, partnering with AI research. I know that goes on at DU. Human factors, applied psychology and AI. There's a lot of ways to go into that field. For me personally, I would use that as an adjunct or as administrative support.

For me, it doesn't fit. I can't really get behind a company that is using AI to replace me. Especially, for the younger generation that's really tech savvy, I think there's a lot of places that you can go and make a difference. Product development and ethics, user experience. Just have to know a lot about technology.

Peggy: Thank you. Our next question is about what are some strategies for people with limited financial resources so they don't really have a lot of extra cash for hiring professional coaching and attending conferences, that sort of thing, and wanted to get your thoughts on what they can do to.

Dr. Terri: I would be thinking about getting a job, working for somebody where you don't have that financial risk, because I can't think of a way that you'd go into a private practice or a consulting business and not have a lot of financial risk. If that's one of the really important things in the lifestyle list that you've created, I would really be thinking about getting a job so you have the financial stability. Not necessarily

have a gap between what you're doing now and what you do in your new job. Might not be what people want to hear, but I just can't see a way to go into a private practice or consulting firm without a lot of financial risk.

Peggy: You did supply us with a private practice startup checklist. Did you want to take a time to talk about that and we can share that with the audience?

Dr. Terri: Sure. This private practice startup timeline and anxiety calming checklist. That's a lot of words for a title. Essentially, this is a lot of what I have talked with you about. It's ground yourself in purpose, break the process into steps, nervous system regulation, build a support network, reframe your thinking. Then a lot of self-reflection. It's pretty much the stuff I've been talking about. It breaks it down a little bit more into like week one, week two, week three, week four. Essentially, the strategy is what I've been trying to describe.

There's nothing on here different than what I've been talking about. Nervous system regulation, it gives you some ways to do it. Box breathing, take mindful walks, sensory grounding practices, prioritize sleep hygiene. You might want to add yoga, you might want to add exercise. They're a little bit more specific about the nervous system regulation. I assume that we as psychologists know for ourselves how to manage our own nervous system and that we all have tools and strategies that are different.

Support network. it feels like that's really obvious to me. It's hard to be, private practice can be a pretty lonely job. Especially if you're working alone, you really need to have a network, have a group, have a tribe. I know that I have probably five or six psychologists that I see regularly and it's really helpful to me. Also, friends and family that know who you are and know your brilliance and can really support that. It's especially helpful when you're having imposter syndrome. You have people around you to remind you how brilliant you really are.

Peggy: Thank you, thank you very much for the checklist too.

Dr. Terri: Sure.

Peggy: Yes, and we know that there are, there might be people who are tuning in who are interested more in the academic, who are working in more academic settings that are interested too in transitioning. We hear you, we acknowledge you and want to let that we do have a

a webinar planned for, in August that I just included a link to in the chat that addresses how to leverage your research skills in business and nonprofit settings. I really hope that you join us if you're interested in making that transition. It's August 28th. Again, the registration link is in the chat.

Dr. Terri: I love that you're going to go deeper into research skills. That's like such an important part of the process.

Peggy: Is there anything you would like to share further about research skills?

Dr. Terri: Just that in like when I work for somebody over a year, we spend a ton of time doing research. I said, zooming out into like the world of possibilities and what

you really want and then starting to eliminate. A lot of how you do that is research. I'll have people look at different industries. I'll have, I've had people like go through college course descriptions, like go on the DU website and look in the business school or look in the psychology school or look in international relations school. Look at what are the classes that you might find really interesting in there. A lot of what you do in this process is research. There's a lot out there. There's a lot to know. Your job, if you're going to do a private practice or consulting business, a big part of your job is to do the research.

Peggy: Right.

Dr. Terri: I'm glad that you're doing that. You're going to go deeper into that.

Peggy: Yes. Please join us August 28th for our webinar on leveraging research skills in business and nonprofit settings. Link is in the chat. We just have a few minutes left and we'll get some more questions. To you. Let me have a look. What are some suggestions for exploring and learning a new specialty mid-career? You talked about that a little bit in your presentation, but maybe you could go back and cover it again, maybe go a little bit more deeper.

Dr. Terri: I want to be clear on what the question is. Would you mind saying that again?

Peggy: Suggestions for exploring and learning a new specialty mid-career.

Dr. Terri: The exploration is the ongoing process. It's the research, it's the exploration. When you start to get clarity, which is really a lot, like I think I spent six or seven slides on how you get clarity. That's what you really need to move forward. Once you get clarity, it becomes clear like what you need to work on, like where are the gaps, where are the things you need to learn. I don't think you can get there until you have a lot of clarity on where it is that you're going and what you want to do.

Peggy: Understood. We do have some people who are having to transition from the government, federal space out into the industry or nonprofit space. Do you have any advice for them as they navigate this time?

Dr. Terri: First of all, it's heartbreaking that this is going on. I know, I was thinking about this, that the Veterans Administration of Colorado does a really good job with mental health. I'm pretty sure that that's one of the specialties that will get cut because it's not essential in some people's lives. I don't, that's a hard one for me because I haven't had to do that. I've never worked for anybody, so I've never left the stability and the comfort of a job and gone out into private practice. I don't know. I guess the thing that I would be thinking about is you start the research. You find some coaches and mentors before you have to walk away from your job, rather than waiting until you don't have a job to start the process. Just be mindful that it's a process and it takes a while. Start it when you still have a job.

Peggy: Thank you very much, Dr. Finney, for taking the time to create and deliver this insightful presentation for our audience today. Thank you to all our listeners for your questions. Sorry we didn't get to all of them, but we got to a lot of them. A recording of this presentation will be emailed to everyone in two weeks' time. The

recording will include the presentation slides. As soon as the webinar has ended, a short survey will appear on your screen. Please take the survey and give us your feedback. That's it for now. Have a pleasant evening.

[00:55:01] [END OF AUDIO]