

Cogent skills
for science industries

**Beyond the Lab:
Developing your IB Career**

**Solutions not Problems –
What gets you fired!**

Jenny Clucas, Cogent Skills

YOU'RE



FIRED



Get the serious stuff out of the way:

GROSS MISCONDUCT

These will get you fired!

Theft

Fraud

Assault

Alcohol possession & abuse

Taking or possessing illegal drugs

Breach of company confidentiality

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What else?



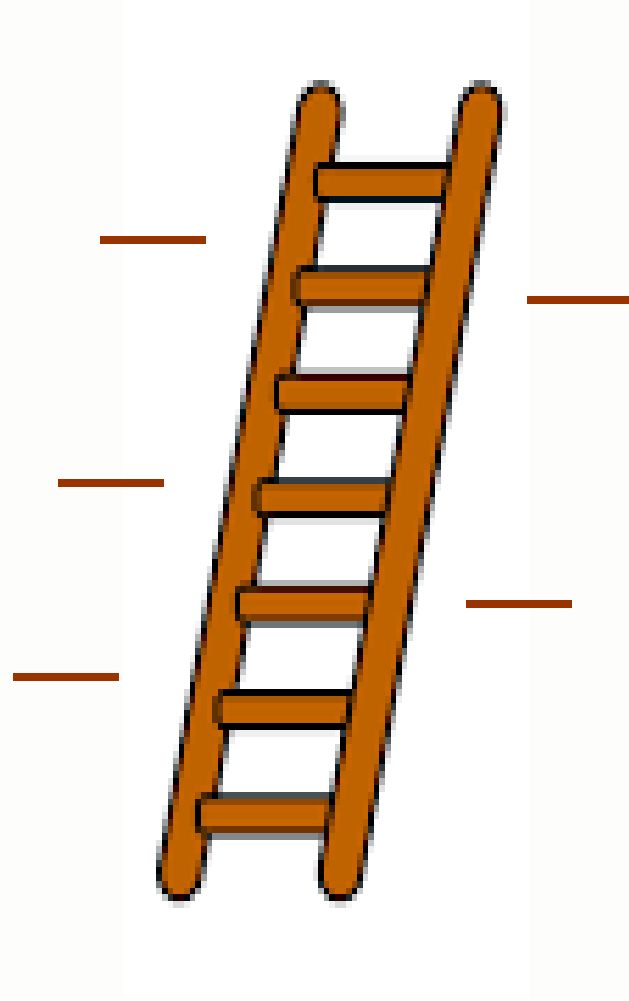
What is the major reason employers cite for people not getting promoted or selected for projects?

Lack of technical
skills or knowledge
or experience

OR

Poor/inappropriate
attitude
and
behaviour

Career Choices



Capability

Performance matters

Good behaviour

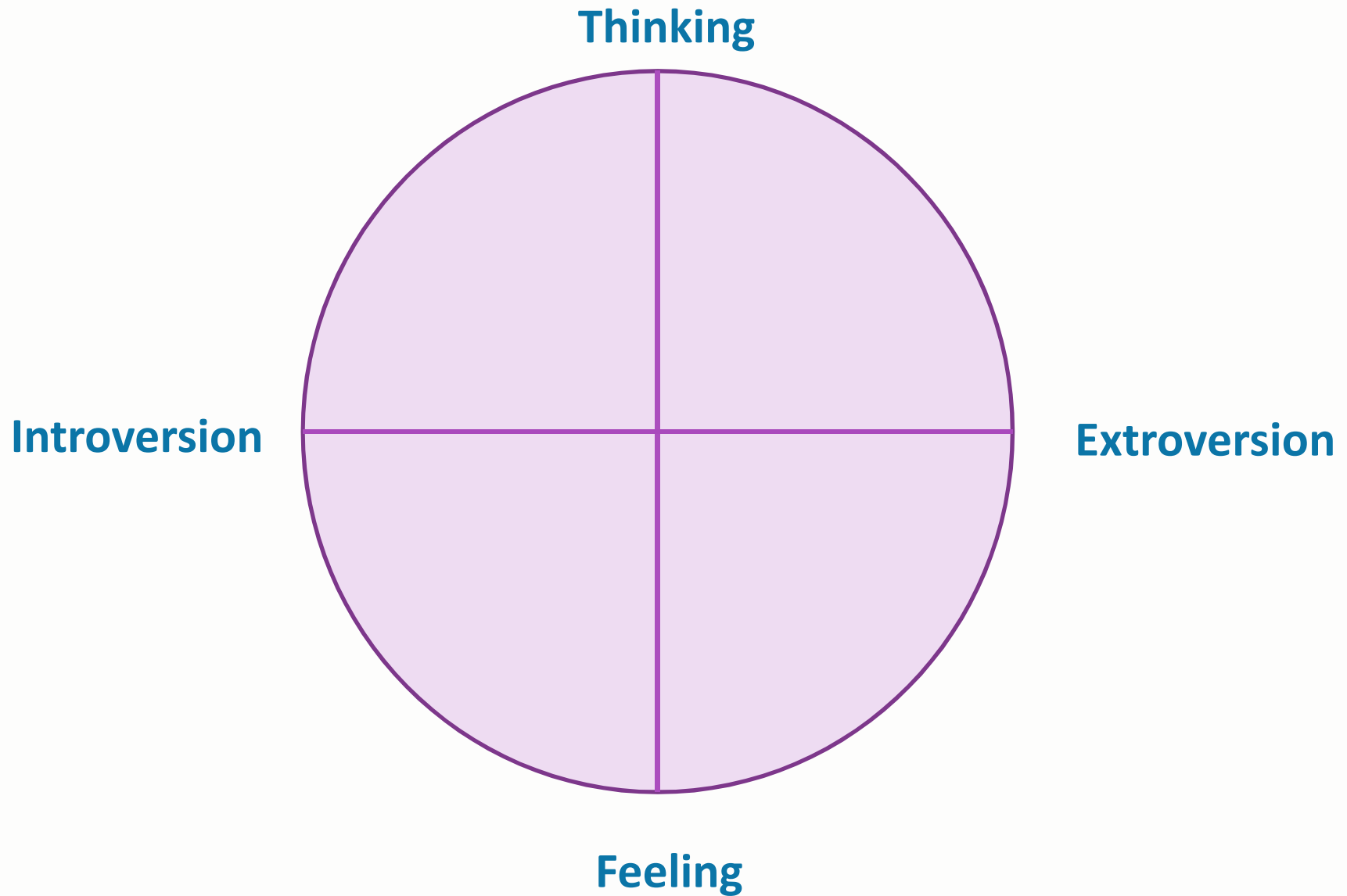
Poor behaviour

Social / emotional intelligence

Self awareness

Your preferences







Company culture

- What is this?
- What does it matter?
- What types are there?
- What are you looking for?
- What if you don't fit in?
 'square peg round hole!'



Examples of Company Cultures:

Work hard
play hard

Cost is king

Customer
focussed

Macho

Targets
driven

Paternalistic

Process
driven

Power based

Autocratic

Consultative

Fast paced

Micro
management

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So if you haven't before, consider:

- Importance of attitude & behaviour
- Social / emotional intelligence – why it matters
- The impact of your attitude and behaviour, and preferences
- Company / workplace culture – what brings out the best in you?
- When you manage others what environment do you / will you foster?
- You need to 'sell' yourself



Questions / discussion



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