Career Development for the New Public Health Professional – New Hampshire PHA

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 Appreciation to:
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Overview

- The Future of Public Health
- Generational Differences
- Establishing a Professional Reputation
- Building Your Career Path/Toolkit

- “Today, the need for leadership is too great to leave it’s emergence to chance.”

- Everyone needs to be a leader
Changing Requirements for Success
Robert Eichinger and Michael Lombardo

[Diagram showing the importance of leadership skills, managerial skills, and technical skills across professional, management, and executive levels.]
Generations in Today’s Workforce

- **Silent Generation, Traditionalist** - Born before 1945
- **Baby Boomers** – Born between 1945-1964
- **Generation X** – Born between 1965-1980
- **Generation Y** – Born between 1981 – 2000
B. Boomers

- Accepts authority figures
- Works hard and long hours
- Results-driven
- Cynical, but loyal
- Self-focused
- Good team players
- Willing to go the extra mile
- Service oriented
- Wants RESPECT
- “I am what I do” attitude

Shirley Davis PhD, SHRM, 2006
Generation X

- Independent
- Self-reliant
- Training/learning focused
- Technologically savvy
- Likes informality
- Learns quickly
- Seeks work/life balance
- Embraces diversity
- Thinks globally

Shirley Davis PhD, SHRM, 2006
Generation Y

- Self-confident
- Likes informality
- Needs supervision
- Open to feedback
- Outspoken
- Technology savvy
- Learn quickly/wants meaningful work
- Likes working on a team
- Expects constant learning

“BTW. Im runnin late. Will still have ur report by 10. Thnx.”

Source: Shirley Davis, SHRM
Areas of Generational Conflict

- Work Ethic
- Company Loyalty
- Organizational Hierarchy
- Dealing with Change
- Managing Technology
- Formality
“Each generation imagines itself to be more intelligent than the generation that went before it and wiser than the one that comes after it.” — George Orwell
Characteristics of Effective Leaders

- Conscientiousness
- Reliable
- Respectful
- Responsible
- Trustworthy
- Being principled
- Positivity
- Curiosity
- Intelligence
- Sensitive
- Confidence
- Humility
- Manage challenge and risk
- Resilient
Establishing a Professional Reputation

- Characteristics of desirable employees
- Leadership “must haves”
  - Credibility
  - Seek Feedback
  - Manage Conflicts
  - Relationships are EVERYTHING!
  - Positive Attitude
Building a Toolkit

- Be prepared
- Be connected – business cards
- Behavioral based interviewing
- Become a life-long learner
- Believe in yourself!
A Career to Last Lifetime

- Who do you want to be?
- Stepping stones for success
- Think about the future; live in the here and now
- Look for opportunities absolutely everywhere
- Build bridges; don’t burn them
- Celebrate success along the way
CONTACT INFORMATION

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