From Foundation to Tower: Building Blocks for Your Library Career

Nataly Blas, Anna Craft, Beth Filar Williams, Mary Krautter
University of North Carolina at Greensboro
What skills do librarians need?

http://www.eduhacker.net/libraries/librarian-skillset.html
Building Block 1: Early Career Librarian
Building the foundation

• Theory and practice
• Exploration and self-reflection
• Mentorship
• Networking
Theory and practice

- Library school
- Library literature
- Internship
- Practicum
- Assistantship
- Volunteer
- Explore different types of libraries

http://chiefmartec.com/2013/02/moving-a-blog-is-quintessential-marketing-technologist-work/
Exploration and self reflection

What skills do I have?

What are my interests?

Learn about your personality style

What are my career goals?
Mentorship

http://www.nwlink.com/~donclark/leader/mentoring.html
Networking

Tips for Networking

1. Give yourself plenty of time
2. Initiate the conversation
3. Be professional, but feel free to make small talk
4. Share your passion
5. Smile
6. Keep the communication two way
7. Follow up
Building your interpersonal skills

- Observation
- Seek self improvement
- Practice!
Career advancement – It begins before your first day of work and never ends! (Tucker and Sinha, 2006)

https://twitter.com/colourlovers/status/383201824175423488/photo/1
Building Block 2: Mid-Career
Overview

- Assessment of where you are and where you’re going.
- Putting your career building blocks in place.
- Strategies - to keep yourself building on your awesomeness!
what are my passions?
am I on the right track?
can I experiment with my career path or direction?
what are my strengths?
am I ready to choose a new direction?
http://www.strengthsquest.com/

http://www.authentichappiness.sas.upenn.edu
Career goals/paths

Practice / Librarianship

Teaching

Management
Build your skills

Library-specific

Interpersonal / Communication

Teaching

Writing

Project management

Technology

Management
LEARNING
10 things I learned at the MPLA 2005 Leadership Institute @ Ghost Ranch

- Always risk how hard can it be?
- Look to the wiser: *they are old, they know things!*
- Groups aren’t teams. Teamwork takes time.
- Always find out who is in charge of the butter
- Take care of yourself first, be healthy.
- Laugh often!
- You can lead from wherever you are.
- Good leaders empower others.
- Strive to be a pioneer, but sometimes its okay to be a settler.
- Give yourself the freedom to fail.
Strategies!

Find a mentor

Network

Stay open to new opportunities

Share your skills

Be a mentor
Networking

http://www.flickr.com/photos/mybloodyself/501605671/ (CC BY-NC-SA 2.0)
Mentoring

http://www.flickr.com/photos/buijie/5440930610 (CC BY-NC 2.0)
Share your skills

http://www.flickr.com/photos/ben_grey/4582294721 (CC BY-SA 2.0)
Find a balance
Building Block 3:
Late Career Librarian
Perspective: What Have I Built?

- Put your career in focus
- Accept new challenges
- Become a mentor
  - Contribute through networking
  - Value your skills
The Capstone: Happiness with Your Unique Balance

Personal

Professional

http://www.flickr.com/photos/16180154@N07/5448427182/
Your Definition of Professional Success

Traditional:
- supervision
- title
- salary

Result:
- $
- prestige

Skills based:
- expertise
- knowledge
- mentoring

Result:
- intellectual challenge
- professional recognition
Change is a Constant

Grow or give up?

http://www.flickr.com/photos/9422878@N08/799810839- Bill Gracey
Change vs. Loss

http://www.boston.com/bigpicture/2008/06/mississippi_floodwaters_in_iow.html
Choosing Growth
Hone Your Skills
Learn to Say:

N O!
Mentoring and Networking: Pass along Your Knowledge
Generational Challenges

So how do you download apps, again? And what is an app, anyway?

VS.
Twitter is going to revolutionize Libraries!
Value Your Contributions and Your Colleagues!

The Well Stacked Sci-Brarians representing Santa Monica Public Library take the floor on their way to winning first place in the Book Cart Drill Team World Championship sponsored by DEMCO. ALA 2008.

http://www.flickr.com/photos/ala_members/2646368549
And maybe – go out with a bang!
Helpful Resources

- [http://ala-apa.org/newsletter/2012/10/07/why-you-should-take-a-librarian-or-two-to-lunch/](http://ala-apa.org/newsletter/2012/10/07/why-you-should-take-a-librarian-or-two-to-lunch/)
- [http://wikis.ala.org/acrl/index.php/ULS/MidLevel](http://wikis.ala.org/acrl/index.php/ULS/MidLevel)
- [http://www.authentichappiness.sas.upenn.edu/default.aspx](http://www.authentichappiness.sas.upenn.edu/default.aspx)
- [https://www.strengthsquest.com/register/default.aspx](https://www.strengthsquest.com/register/default.aspx)

Our contact info: Mary Krautter mmkrautt@uncg.edu, Nataly Blas nrblas@uncg.edu
Anna Craft arcraft@uncg.edu Beth Filar Williams efwilli3@uncg.edu
Sources


