

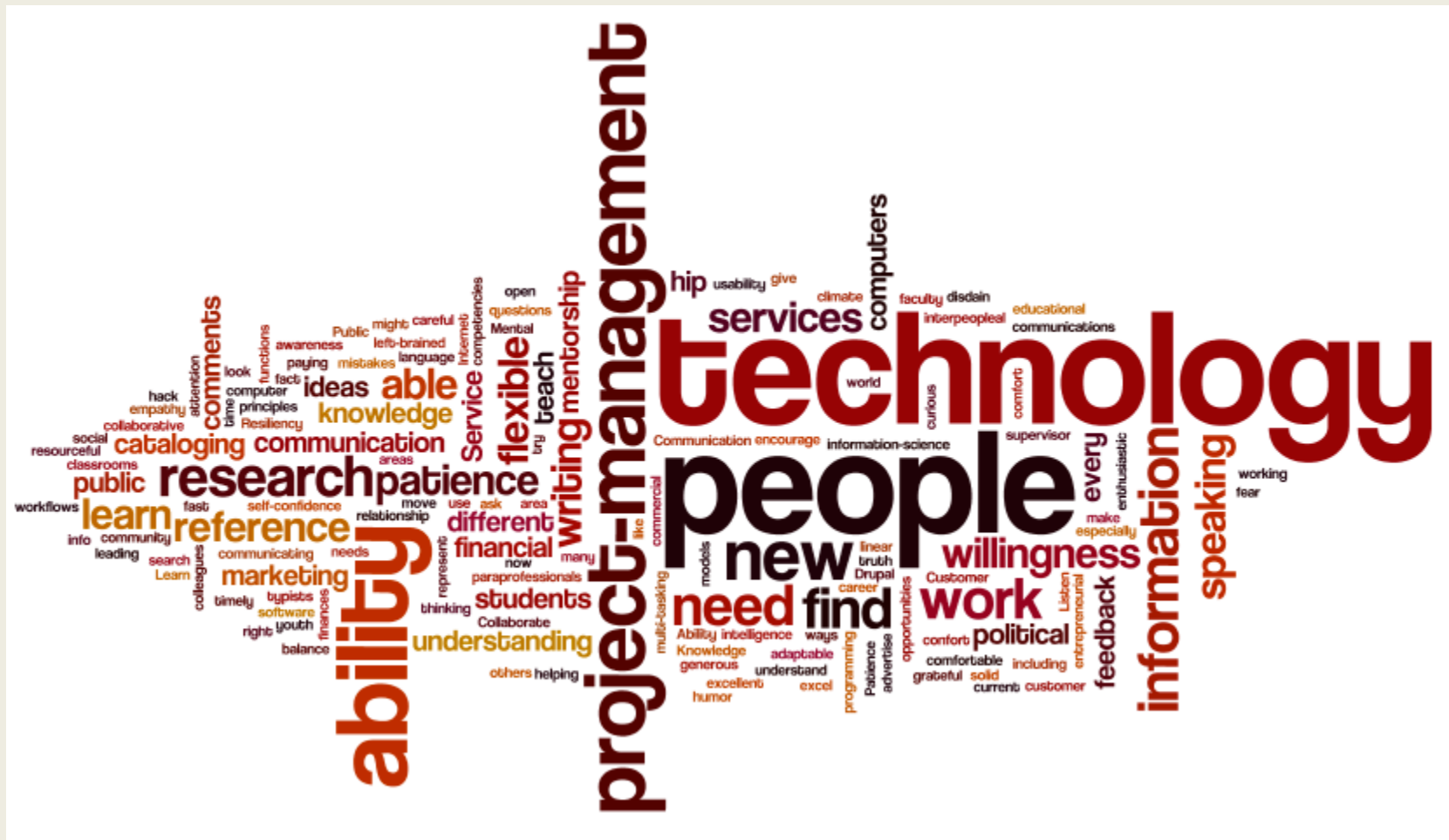


# **From Foundation to Tower: Building Blocks for Your Library Career**

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University of North Carolina at Greensboro



# What skills do librarians need?



# **Building Block 1: Early Career Librarian**



# Building the foundation

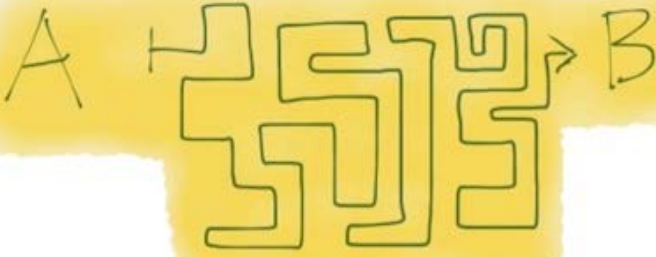
- Theory and practice
- Exploration and self-reflection
- Mentorship
- Networking

# Theory and practice

Theory:



Practice:



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

# Exploration and self reflection

**What skills  
do I have?**

**What are  
my  
interests?**

**What are  
my career  
goals?**

**Learn about  
your  
personality  
style**

# Mentorship



# 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



[www.mbda.gov](http://www.mbda.gov)

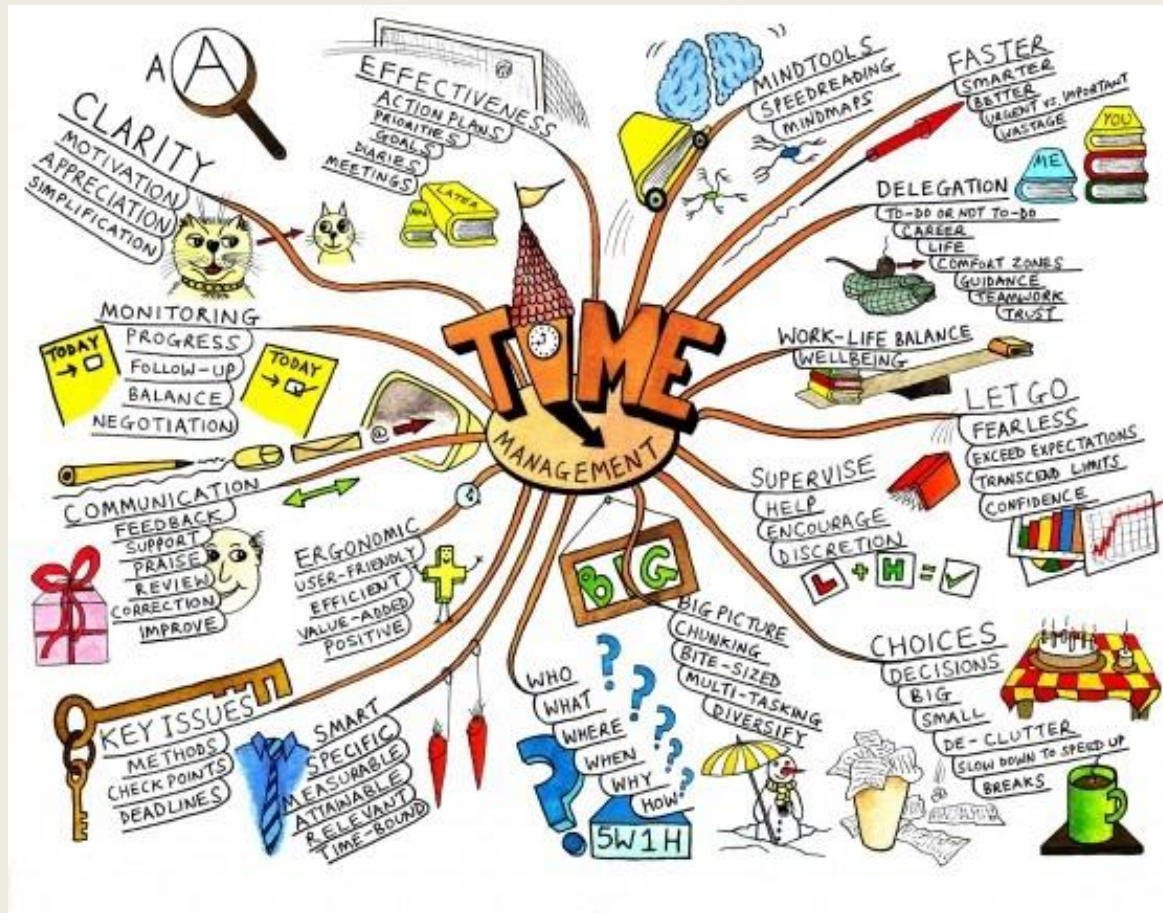




# Building your interpersonal skills



# Career advancement – It begins before your first day of work and never ends! (Tucker and Sinha, 2006)



# 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!





<http://www.flickr.com/photos/tilaneseven/548168843/> (CC BY-NC-ND 2.0)

what are my passions?

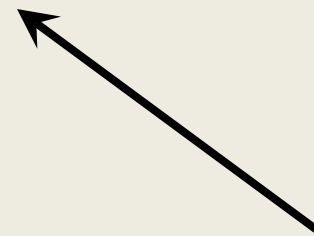
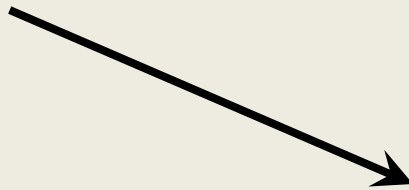
am I on the right track?

can I experiment with my career  
path or direction?

what are my strengths?

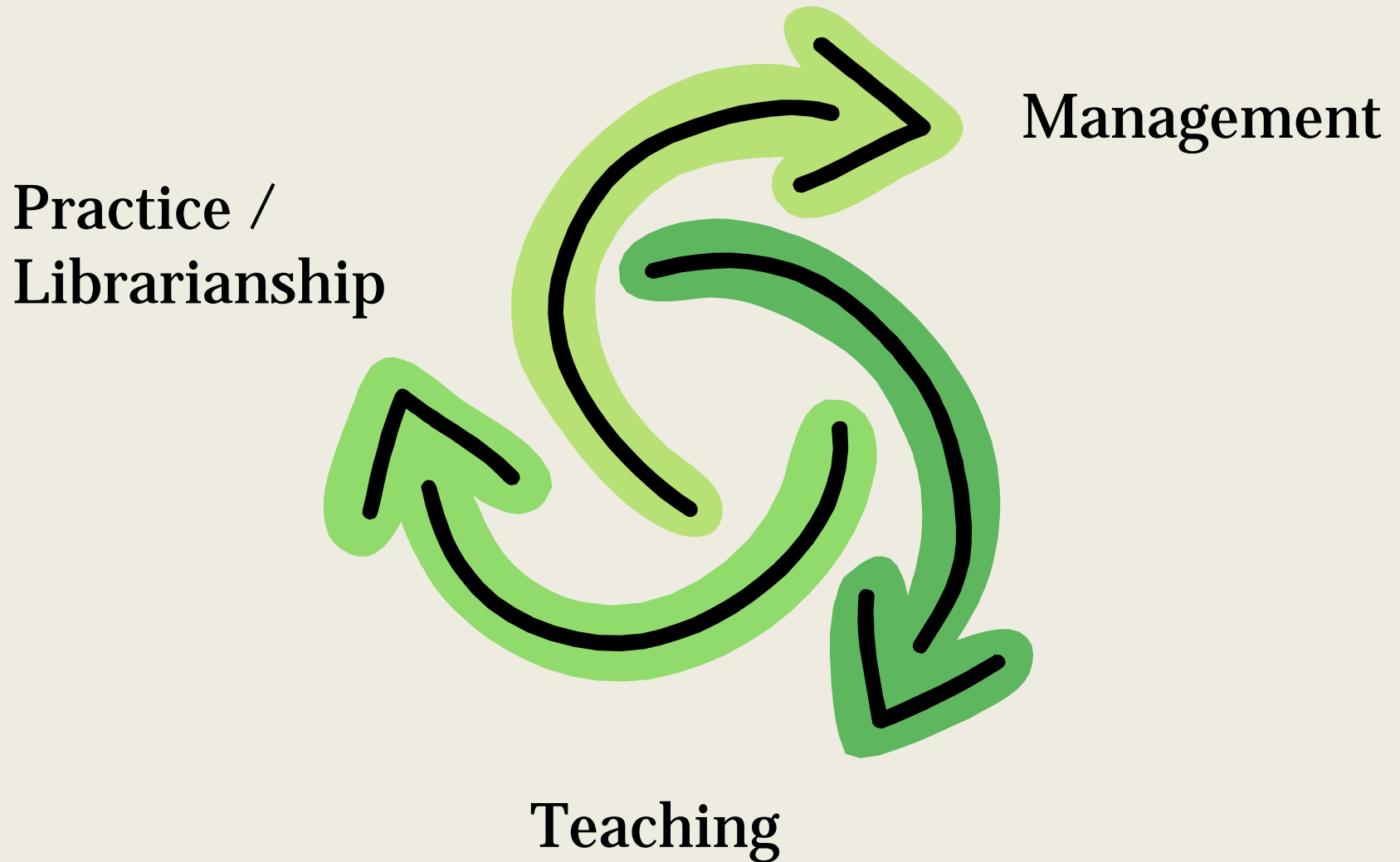
am I ready to choose a new direction?

<http://www.strengthsquest.com/>



<http://www.authentic happiness.sas.upenn.edu>

# Career goals/paths



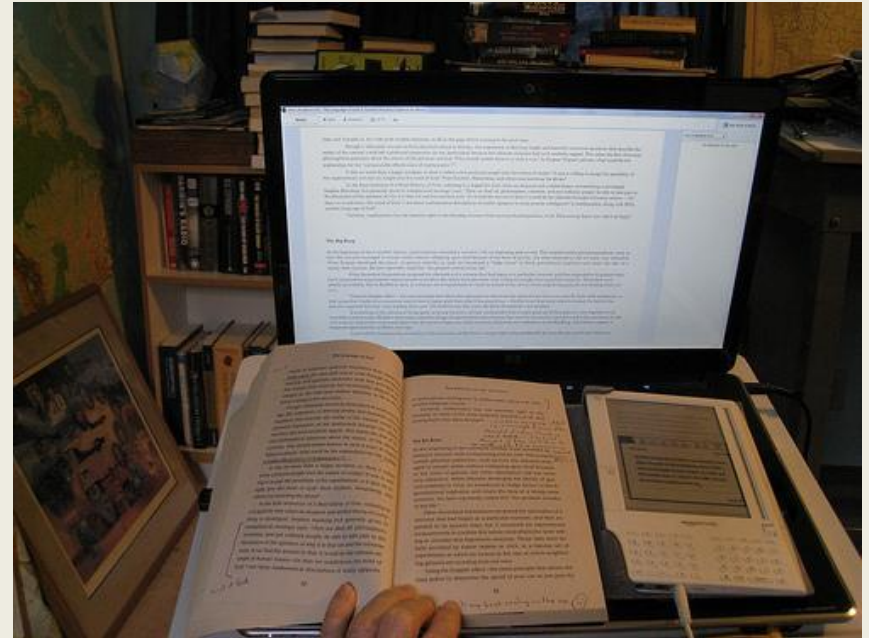


# Build your skills





# LEARNING



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

group morning sunrise hike to here!

- 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

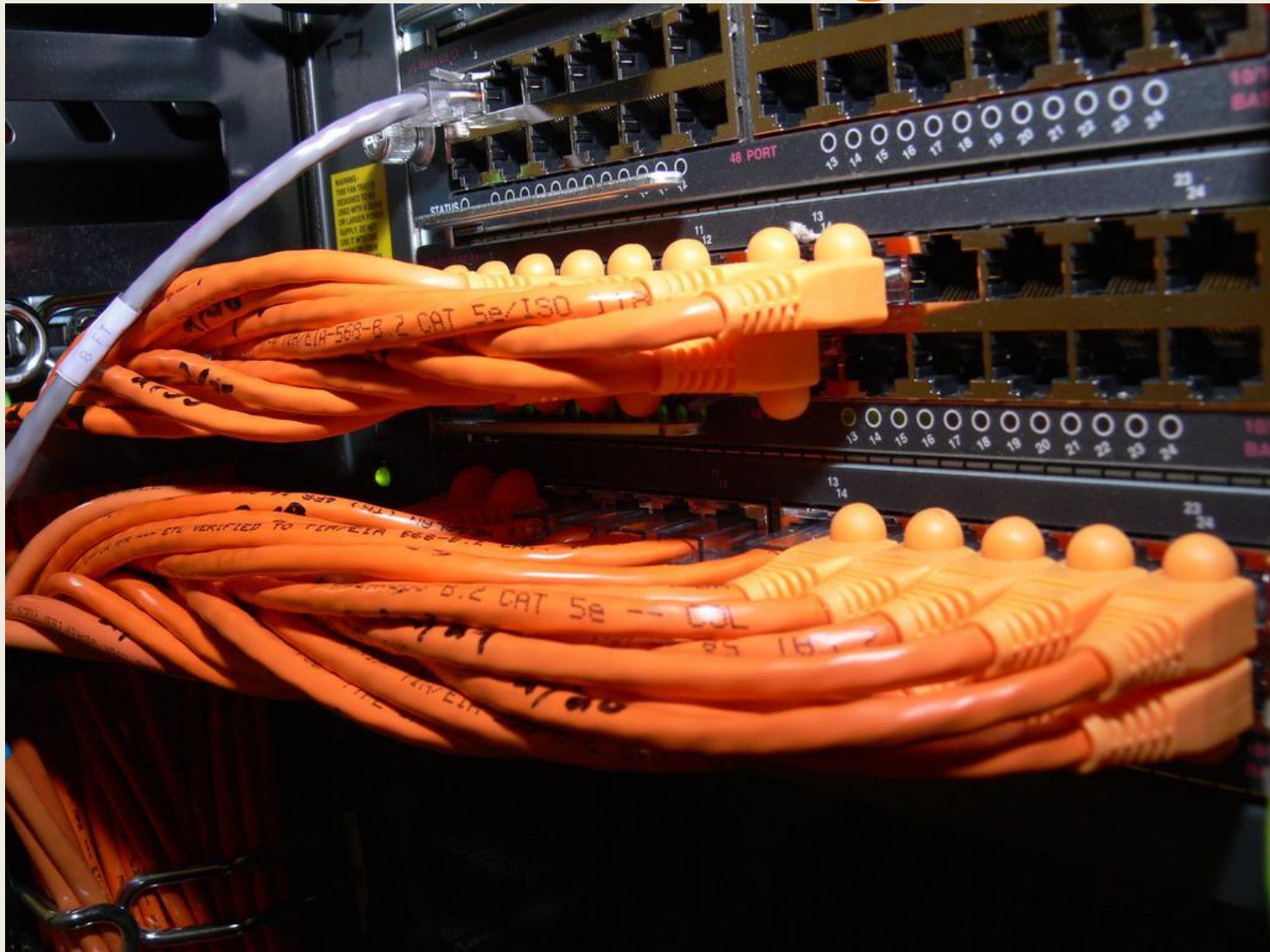
Network

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/bujiie/5440930610> (CC BY-NC 2.0)

# Share your skills



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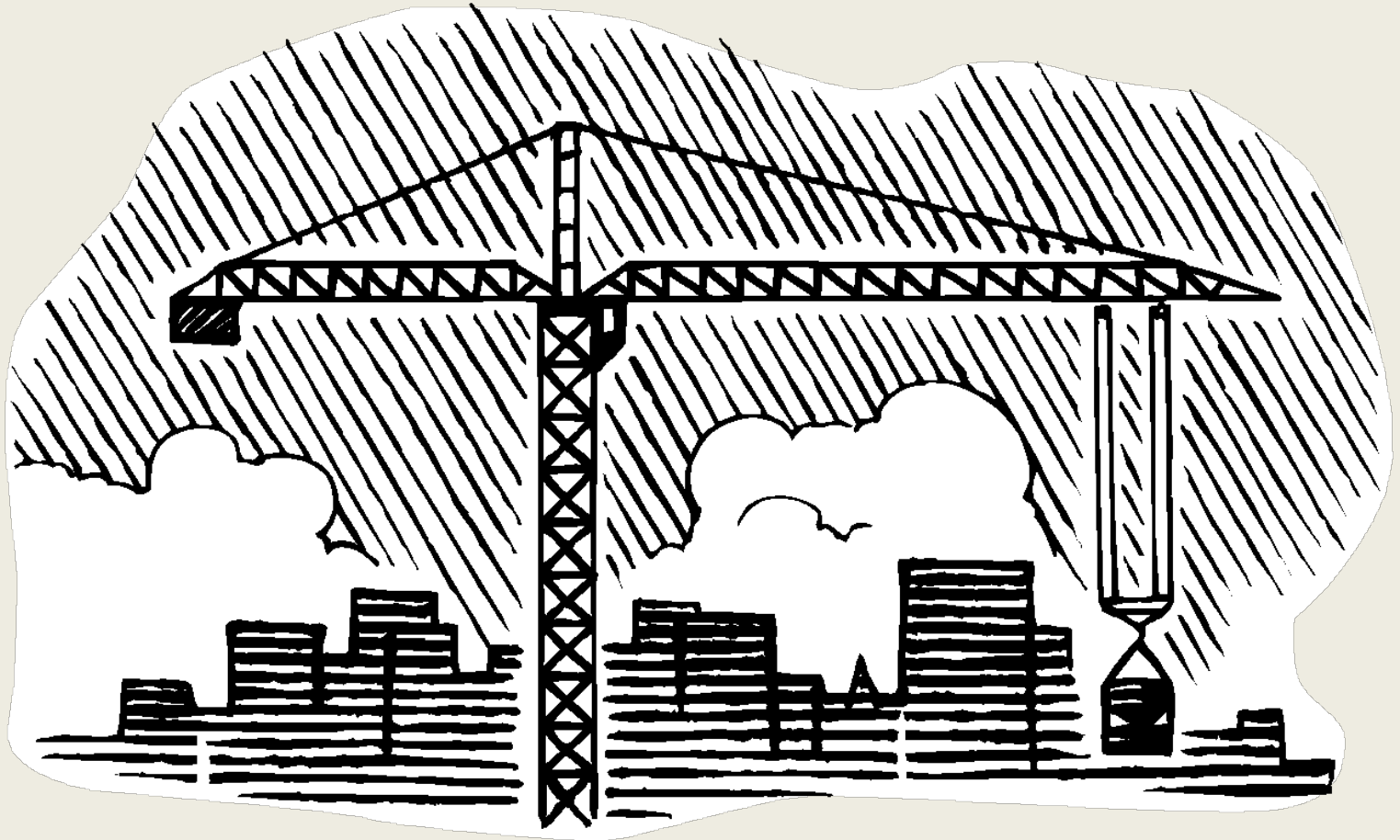
# OPPORTUNITIES



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# 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



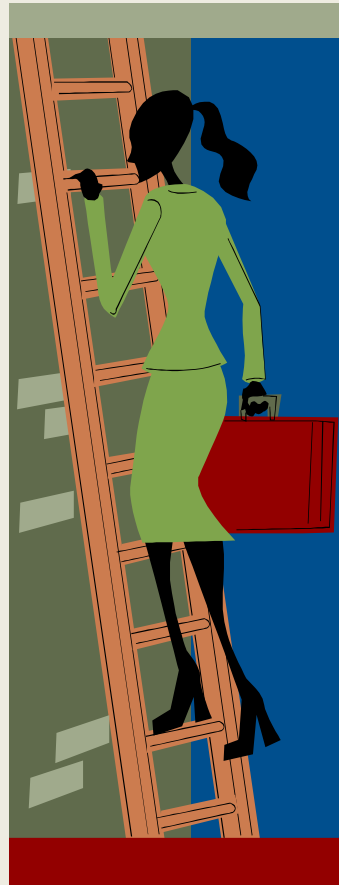
# Your Definition of Professional Success

Traditional:

supervision  
title  
salary

Result:

\$  
prestige



Skills based:

expertise  
knowledge  
mentoring

Result:

intellectual  
challenge  
professional  
recognition

# Change is a Constant



**Grow or**

**give up?**



# Change vs. Loss



[http://www.boston.com/bigpicture/2008/06/mississippi\\_floodwaters\\_in\\_iow.html](http://www.boston.com/bigpicture/2008/06/mississippi_floodwaters_in_iow.html)

# Choosing Growth





# Hone Your Skills



Learn to Say:

**NO!**

# Mentoring and Networking: Pass along Your Knowledge



# Generational Challenges

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



Google-apps-ne-besplatten.jpg by Valentyna Sagan

VS.  
Twitter is going to revolutionize  
Libraries!



Twitter

# 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](http://www.flickr.com/photos/ala_members/2646368549)

**And maybe – go out with a bang!**



# Helpful Resources

- <http://lj.libraryjournal.com/2013/03/careers/career-advice-2012-mover-shaker-nina-mchale/>
- <http://ala-apa.org/newsletter/2012/10/07/why-you-should-take-a-librarian-or-two-to-lunch/>
- <http://infomational.wordpress.com/2013/10/03/banishing-your-impostor-metacognition-and-myths-of-self/>
- <http://wikis.ala.org/acrl/index.php/ULS/MidLevel>
- <http://www.authentic happiness.sas.upenn.edu/default.aspx>
- <https://www.strengthsquest.com/register/default.aspx>
- <http://infomational.wordpress.com/2013/10/03/banishing-your-impostor-metacognition-and-myths-of-self/>
- <http://www.flickr.com/photos/filarwilliams/sets/72157594365460384/>

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