



Temple Professional Network: Doing follows Being

Pat Fligge M.Ed. '23 – Director of Temple Professional Network
patrick.fligge@temple.edu



- What is The Temple Professional Network?
Or TPN?
- Brand definition for alumni-focused career development programs, events, and on-demand resources.
- Your alumni career services!

- Tether your actions to a clear identity, and they're more likely to persist
- But to change your mind, you have to act your way there

- Uncertainty and the ancient brain
- Developing a career compass
- Zooming out to your organizational role
- Brain plasticity

What's the squirrel afraid of?



What are you afraid of?



Control and Uncertainty

- Write down 2-3 things you're worried or concerned about
- They can be big or little – no gatekeeping on what's worth worrying about!
- Map who or what's contributing to those items
- Indicate your level of control over each of those variables



owls always do

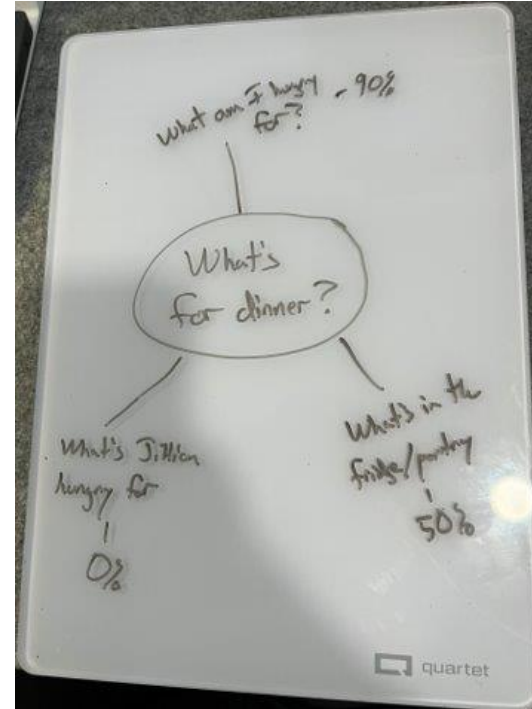


owls always do



Control and Uncertainty

- Write down 2-3 things you're worried or concerned about
- They can be big or little – no gatekeeping on what's worth worrying about!
- Map who or what's contributing to those items
- Indicate your level of control over each of those variables



owls always do

TEMPLE



owls always do

TEMPLE



- We can't control everything – sometimes anything!
- But even small amounts of control help to manage stress

Career Compass to manage Career Uncertainty



- The job market might feel uncertain to you!
 - Use that mapping exercise to find your variables and assess control.
- Whether you choose to make a career change, or one is made for you, let's take some time to figure out what you're seeking.
- Let's figure out:
 - Who are you?
 - What are you good at?
 - What might you want (or not want) in the future?
- Let's not rely on luck - mitigate the uncertainty that inevitably comes our way.
 - Create internal tethers/tentpoles/comparison points so you're not captivated by novelty.

Points of the Compass



- Resume Audit
 - Add every possible job, and then every possible bullet – don't worry about length
 - Analyze – would you want more/less of this in your future?
 - Zoom out to larger skills
 - Note where culture was a strong influence – positive or negative
- Work Pro/Con list analysis
 - For *at least* two weeks - note times at work when you're in flow and when time drags
 - Analyze for patterns and triggers
- What this provides: A sense of who you are - being
- ***What surprises emerge? What gut instincts are confirmed?***



Let's practice!

Taking your compass for a walk in the woods...



- You've spent time clarifying your identity – your sense of being – now translate it into action
- Doing follows being
 - Deviations from your path are okay – maybe inevitable? – think of yourself as ruggedly flexible
 - Intentionality > Autopilot – examine your actions
- This is iterative – learn from the process – repeat as necessary!
 - Change is natural – we act on our environment, and it acts on us
- Update your resume and LinkedIn – make it reflect the direction you want to go towards
 - Your TPN tools can help: alumni.temple.edu/TPN



Zoom out!

Personal to organizational

- You're an alumni leader
- You belong to at least one volunteer group
- What makes that group distinct?

- People are more discerning with their time, have lots on their plate
- The pandemic disrupted how we work, socialize, connect

Let's think organizationally

- Find your fellow volunteers in the room
- Think about your organization:
 - What makes it unique? (who are you?)
 - What has defined you so far? (what are you good at?)
 - Who are you trying to reach? (what's happening in your future?)
- Refer to the TUAA plan as something to tether your group into
 - **Spirit, Pride and Celebration | Best-in-Class Communications | Early Engagement**
 - **Professional and Affinity Engagement | Collaboration Across Units | Philanthropy**
- Focus on WHO you are for now – implementation can come next in partnership with your staff liaisons – focus on being, the doing can come second



owls always do

TEMPLE



owls always do

TEMPLE





Change is Hard



But it's possible!



Perseverance Conquers

- Brain Plasticity or Neuroplasticity - The brain's capacity to continue growing and evolving in response to life experiences. (Psychology Today)

You CAN change your mind!

- Raise your hand
- Thumbs up
- Point at me



owls always do



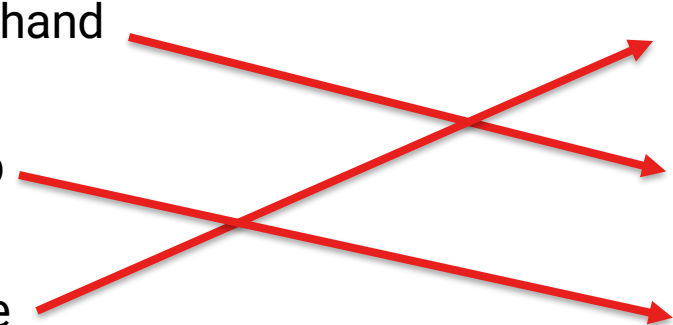
owls always do



1884

21

You CAN change your mind!

- Raise your hand
 - Thumbs up
 - Point at me
- 
- Raise your hand
 - Thumbs up
 - Point at me



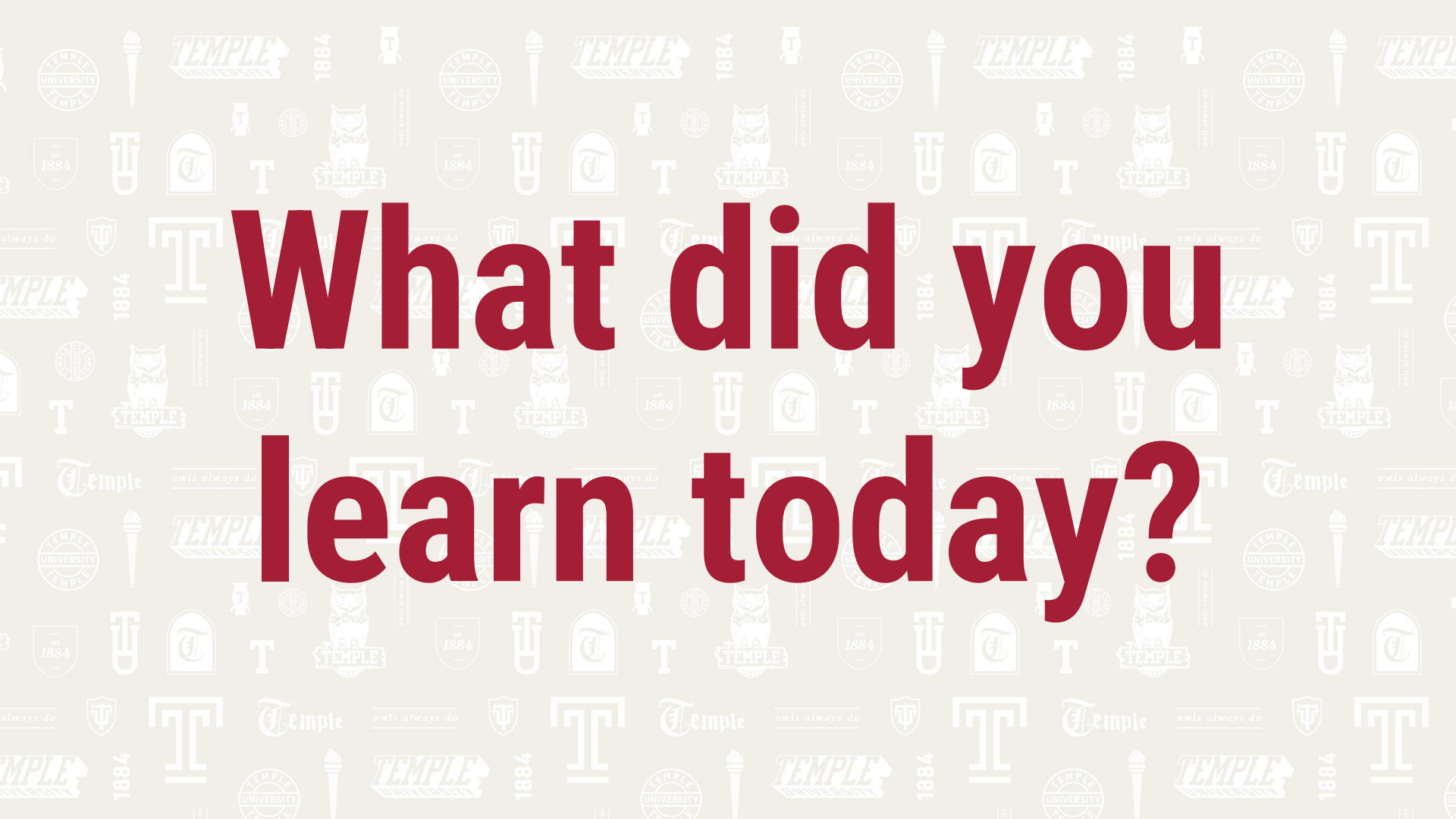
owls always do



owls always do



- <https://www.thehealthy.com/aging/mind-memory/brain-exercise/>

The background of the image is a repeating pattern of various Temple University logos and symbols in a light gray color. These include the word "TEMPLE" in a stylized font, the year "1884", the letters "TU", an owl, and a shield with "TEMPLE" and "1884".

**What did you
learn today?**

Doing follows being

- Think about what you want to BE
 - You as an individual
 - You as a group
- What actions follow from that?
 - What actions can we tether to that sense of identity?
- Paradox – you need to act your way into being
 - Motivation comes from action – don't wait for it, create it!
- Rigid flexibility – make changes intentionally
 - *May your choices reflect your hopes, not your fears.* -Nelson Mandela



owls always do



owls always do



Key TPN Career Management Tools – Access via Temple email



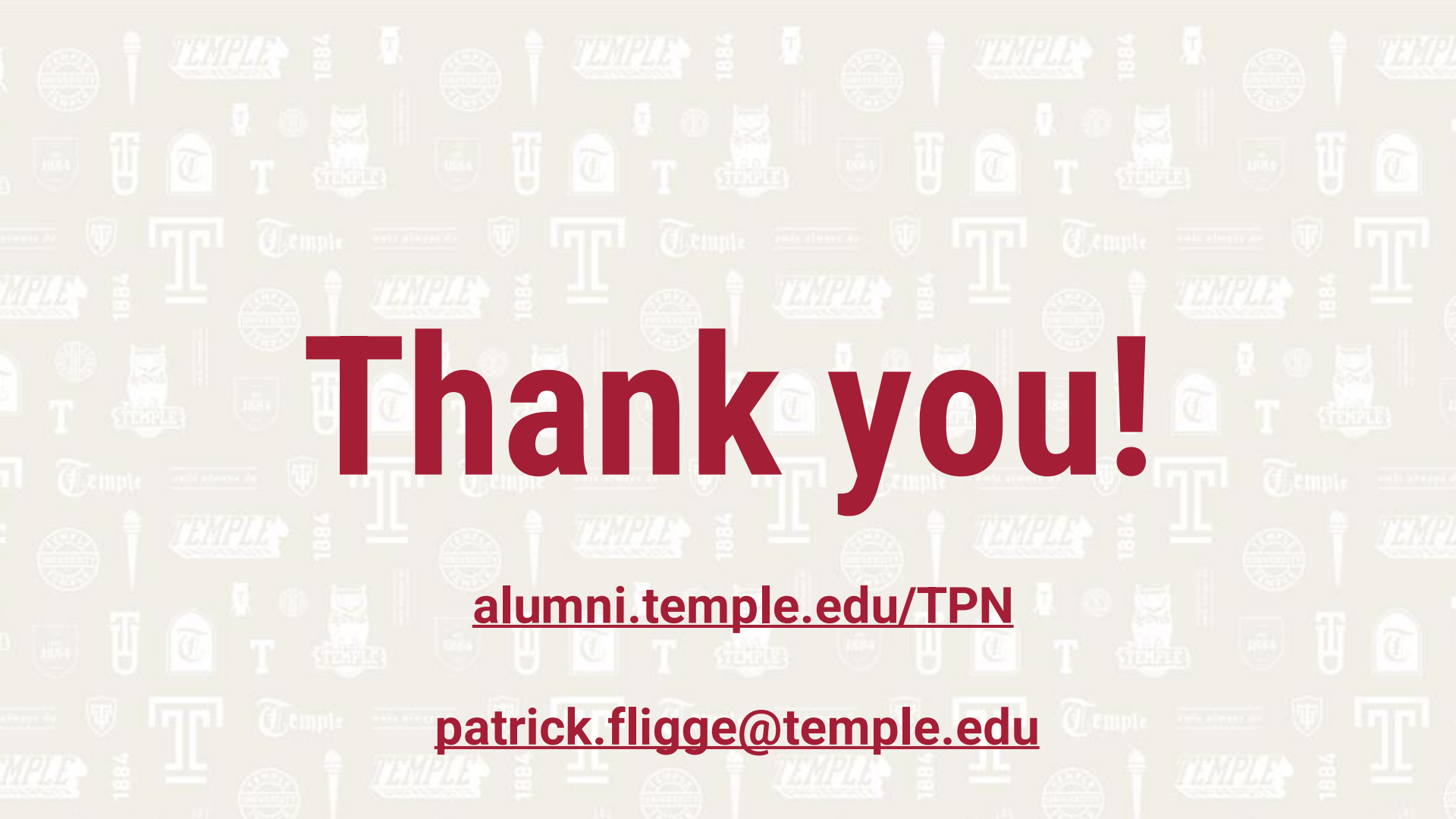
- **Owl Network** - **Temple-only networking platform**
 - Directly message fellow Temple alumni and identify yourself as available to help students or other alumni with career networking questions
- **CareerShift** - **Job search organizer and aggregator**
 - Aggregates together thousands of job postings from multiple job boards, helps you research target companies and identify Temple alumni (and their emails) at those companies, stores your applications
- **Jobscan** - **Resume and cover letter analysis tool**
 - Provides targeted feedback to ensure that your resumes and cover letters include the best keywords and are aligned to specific job applications
- **Big Interview** - **Virtual interview practice system**
 - Practice answering both industry-specific and common general interview questions, with the ability to record yourself and have its AI tools provide instant feedback to improve your interview skills

Upcoming TPN Events



- April 9 – [HirePhiladelphia Multi-University Alumni Career Fair](#)
 - 2-5 pm ET – Philadelphia Marriott Old City
 - Early and mid-level career opportunities with top Philly employers, networking with fellow Owls and other professionals
- April 17 – [TUYAA Cherry and White Networking Night](#)
 - 6-9 pm ET – Upstairs at Yards Brewing Co.
 - Strengthen your Temple Made connections
- May 18 – [Alumni Career Design Fellowship](#)
 - Flexible, 30-day online program
 - Get the clarity, plan and confidence you need to figure out exactly what comes next for your career.



The background of the slide is a repeating pattern of various Temple University logos. These include the word "TEMPLE" in a stylized font, the year "1884", the letters "TU", the letters "T" and "U" individually, and the university's owl mascot. The logos are arranged in a grid-like fashion across the entire slide.

Thank you!

alumni.temple.edu/TPN

patrick.fligge@temple.edu