

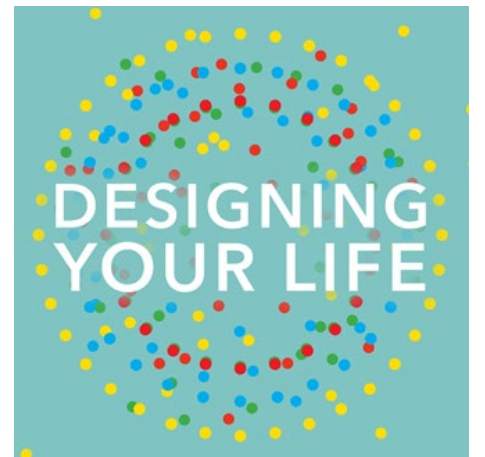
An Introduction to MCD & Life Design at OHSU

Seth Igarta, MA

Brenda Martinez, PhD



Mentorship
and
Career Design





MCD Audit: In the chat, on a scale from 1-4, how intentional are you about the professional relationships you build (at OHSU)?

- 1** Not at all: I don't think about building professional relationships
- 2** I know professional relationships are helpful, but I invest little time
- 3** I have at least one mentor and/or one mentee
- 4** I have several mentors and mentees supporting my network



MCD Audit: In the chat, on a scale from 1-4, how often do you have career conversations (discussions about your personal career goals) in your current role at OHSU?

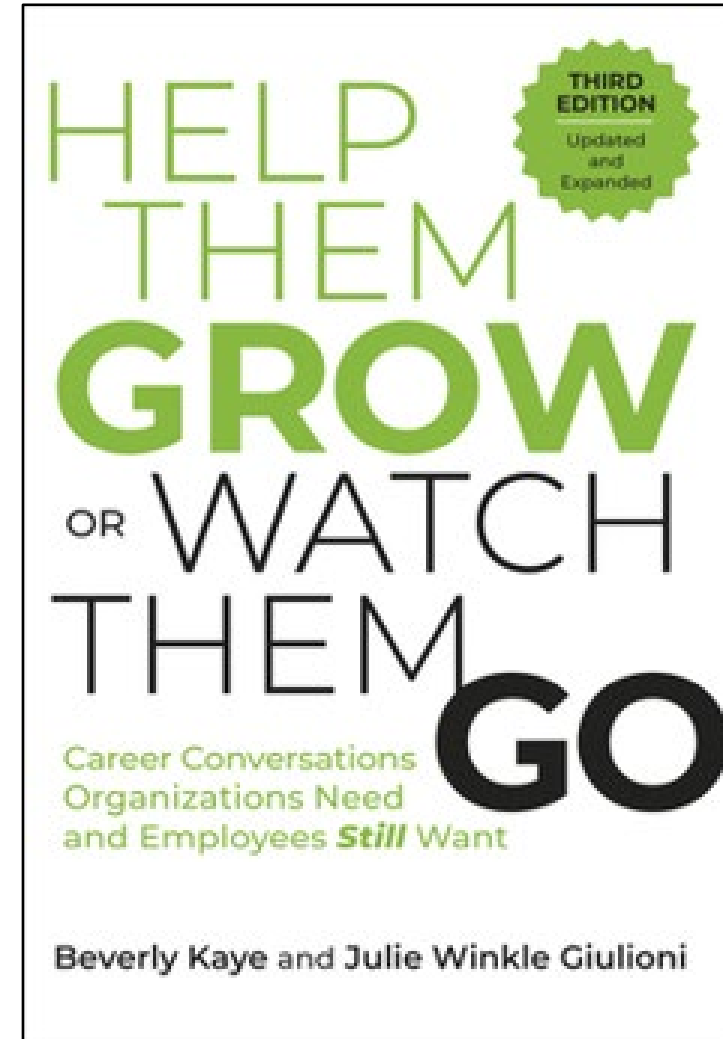
- 1** Not at all: I don't talk much about my career goals in my role
- 2** I know career conversations are helpful, but I don't have them often
- 3** I have annual review conversations about my career goals
- 4** I integrate career conversations into many aspects of my role



CAREER CONVERSATIONS

Study after study confirms that career development is the single most powerful tool managers have for driving retention, engagement, productivity, and results. Nevertheless, it's frequently backburnered. When asked why, managers say the number one reason is that they just don't have time.

(Kaye and Winkle-Giulioni, 2024)



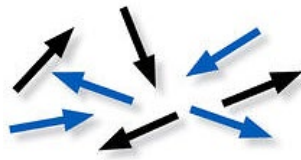


WHAT WE'LL TALK ABOUT

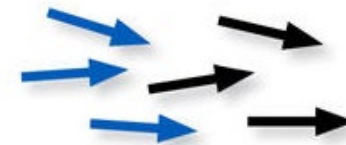
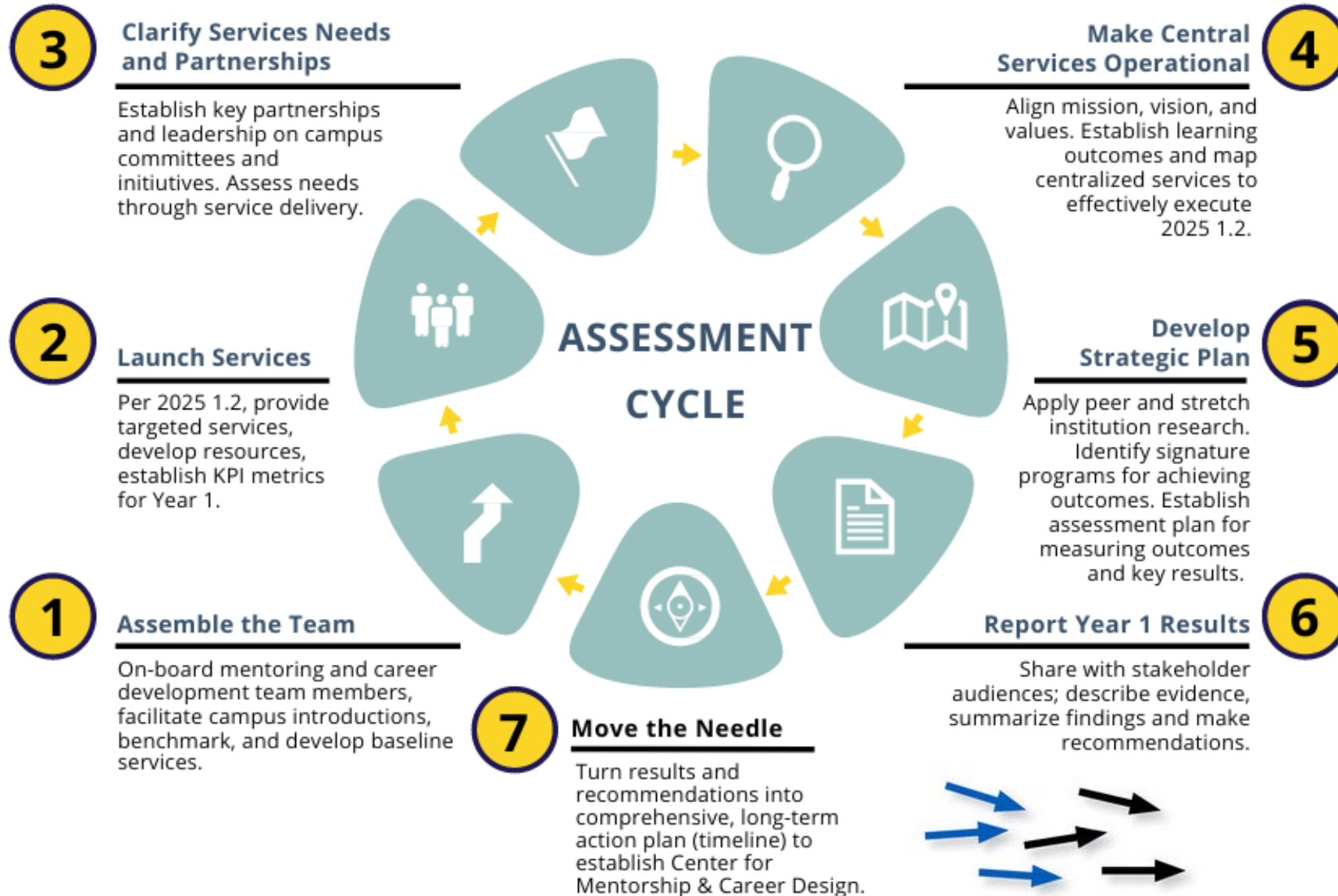
- 1) Mentorship and Career Design (MCD)
- 2) EII Mentorship Education
- 3) EII Career Education
- 4) Human-Centered Life Design
 - Design Tool : Work, Play, Love, Health
- 5) Questions



(Mac Hall, 1182)



MCD: YEAR 1 - ASSESS





MENTORSHIP & CAREER DESIGN ECOSYSTEM

Breaking new ground: cultivating a mentorship and career design ecosystem

Nourishing
the soil!

Mentorship Education



Career
Education



DEI
A&B



Daily maintenance

Life Design



Competencies



Coaching



Water these plants often.

Training



Alumni
Engagement



Community
Building



Water these plants as needed.



DEFINITIONS

Mentorship a reciprocal learning relationship between individuals who work together to facilitate each other's personal and professional growth through career and psychosocial support.

Career Development

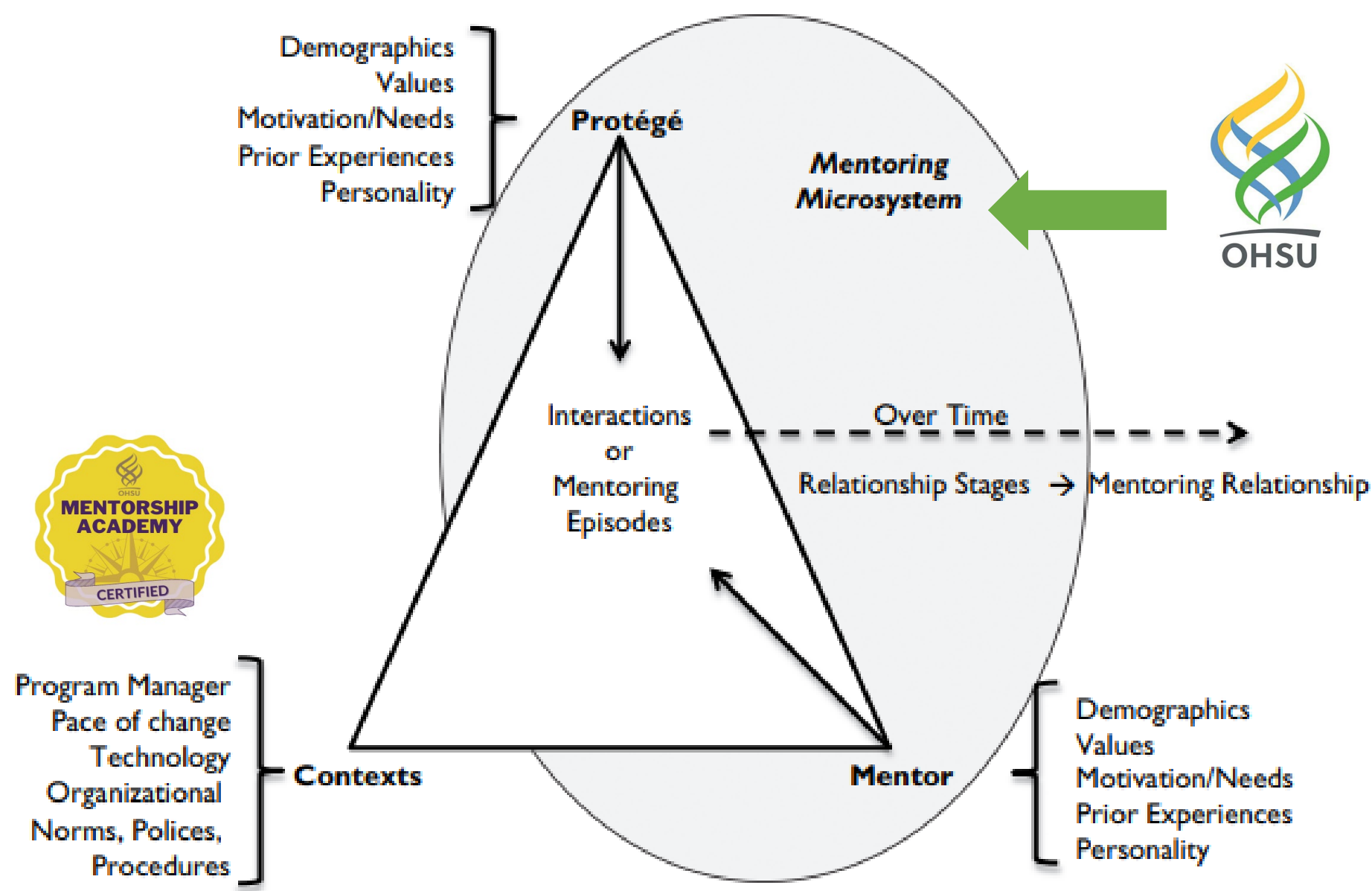
The total constellation of psychological, sociological, educational, physical, economic, and chance factors that combine to influence the nature and significance of work in the total lifespan of any given individual (NCDA, 2003).

Life Design

MCD follows life design - a **proactive** approach that invites individuals to follow meaningful **career pursuits and curiosities** through **mentorship** and immersive **experiences** to construct **work life wellness**.

(Adapted from JHU, Integrative Learning & Life Design, Imagine Center)







OHSU Mentorship Academy

The OHSU Mentorship Academy provides CIMER training for educators from across the institution to develop mentoring competencies that foster mentee success. The target audience includes faculty, staff, and postdocs in long-term mentoring relationships with learners.



1

Introduction +
Maintaining Effective
Communication



2

Aligning Expectations +
Assessing
Understanding



3

Enhancing Cultural
Awareness



4

Cultivating Mental
Health and Disability
Support



5

Promoting Professional
Development + Fostering
Work-Life Integration



6

Fostering Independence +
Articulating Your
Mentoring Philosophy



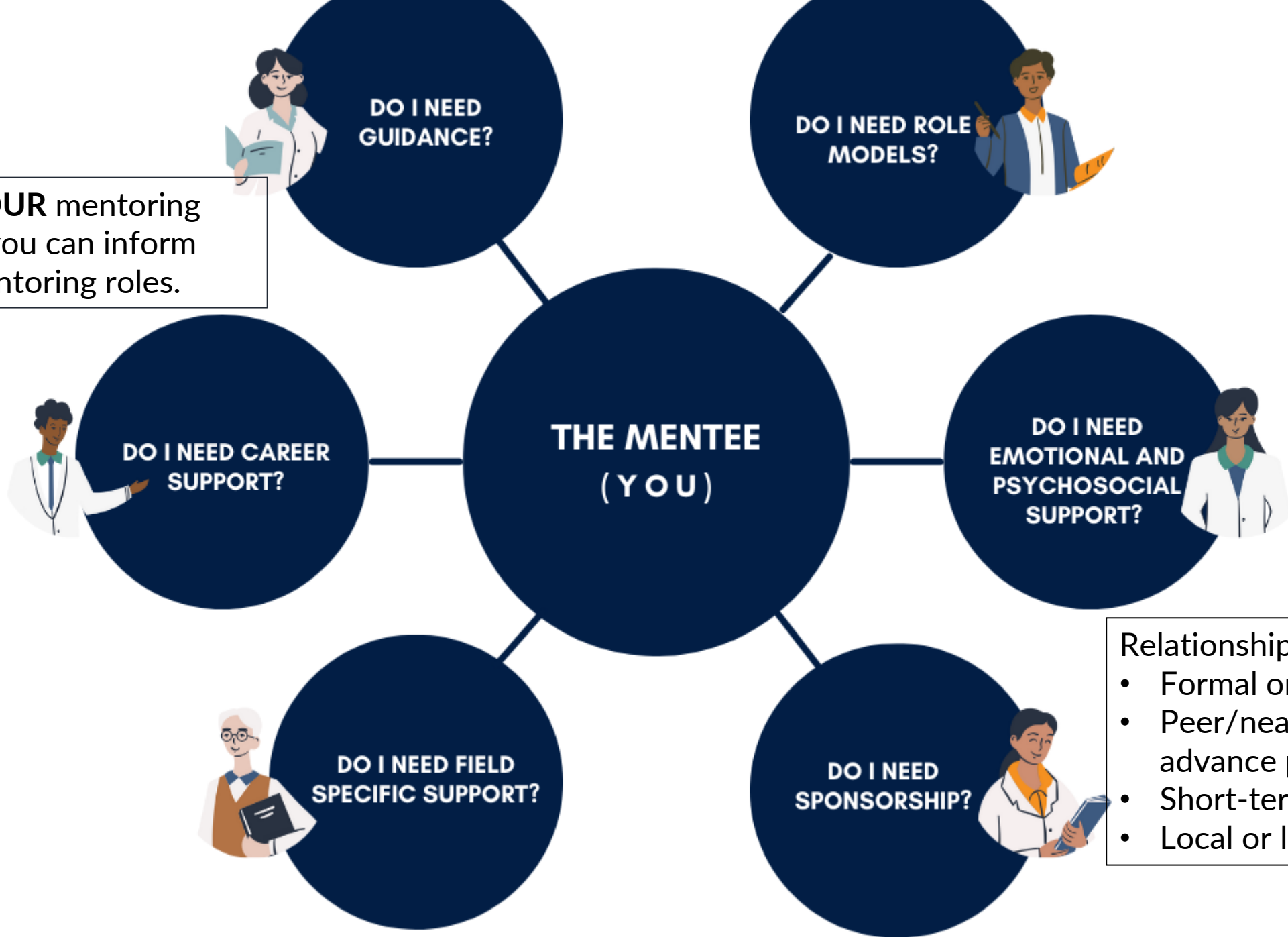
120-minute: Modules focused
on peer-to-peer discussion



90-minute: Modules focused
on resource, strategies, and
content



Define **YOUR** mentoring needs so you can inform **THEIR** mentoring roles.

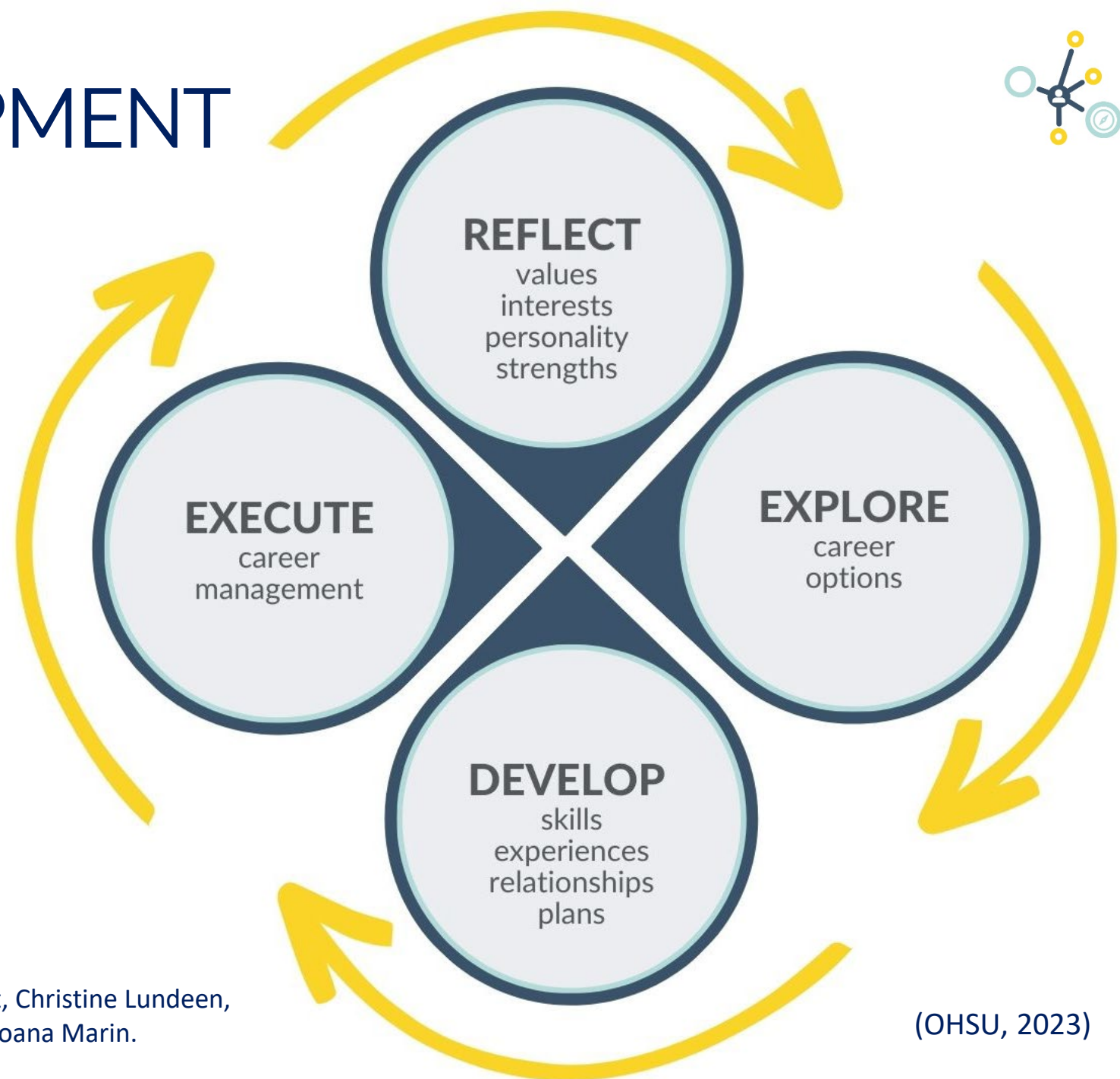


Relationships may be:

- Formal or informal
- Peer/near-peers to advance professionals
- Short-term or long-term
- Local or long-distance

CAREER DEVELOPMENT FRAMEWORK

Based in career development theory, the framework identifies four themes of development: 1) Reflect, 2) Explore, 3) Develop, and 4) Execute.



*OHSU Career Development Workgroup
Framework Committee: Seth Igarta, Andrea Cedfelt, Christine Lundeen,
Jessica Walter, Kimbree Brown, Amy Forester, and Ioana Marin.

(OHSU, 2023)

REFLECT: *Self-Awareness*

- Clarify personal factors
- Values, Interests, Personality, Strengths

EXPLORE: *Career Options*

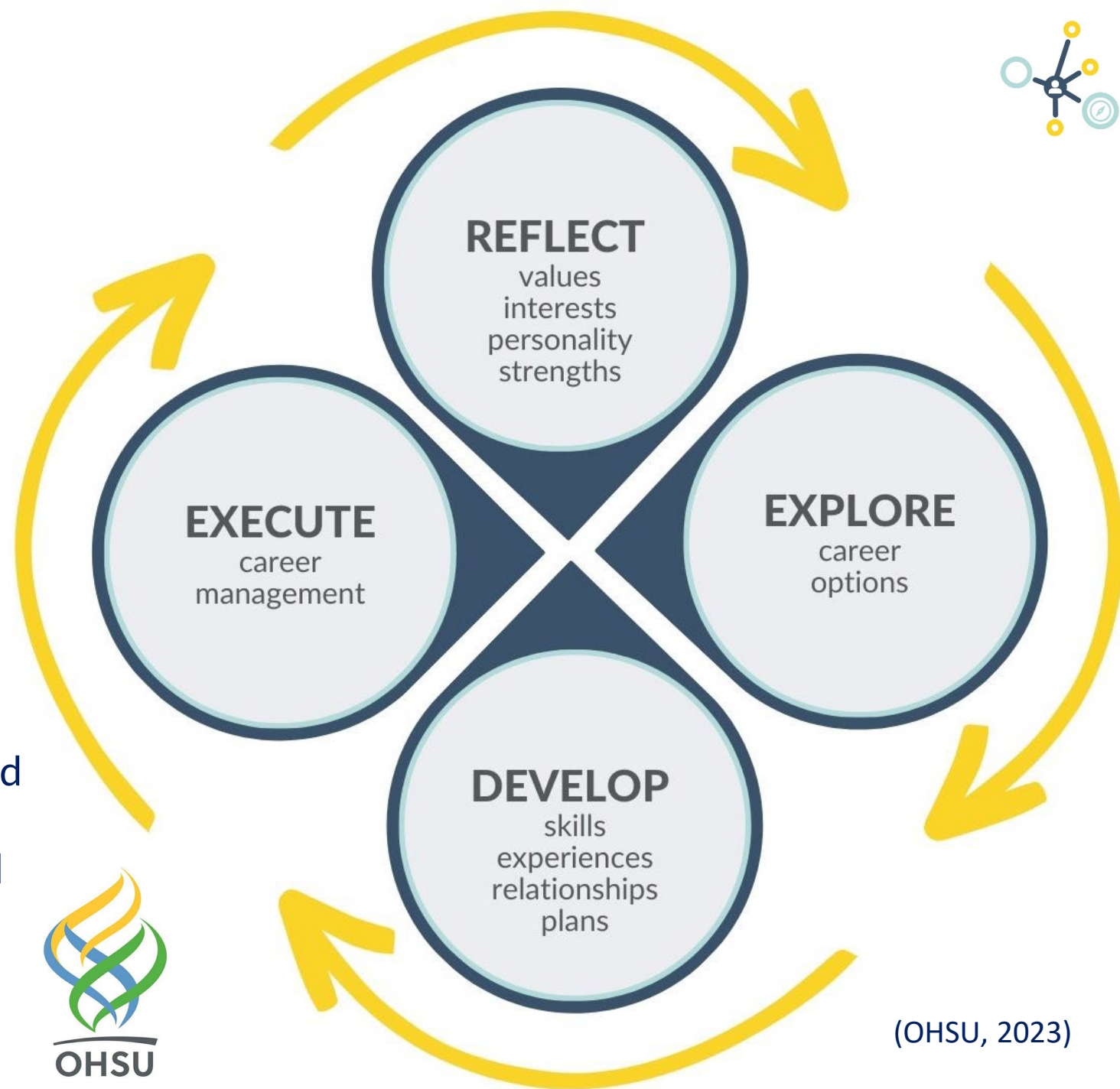
- Follow curiosity
- Apply knowledge of self to career plans

DEVELOP: *Competencies & Relationships*

- Grow skills and experience in professional settings
- Navigating networks and searches

EXECUTE: *Career Management*

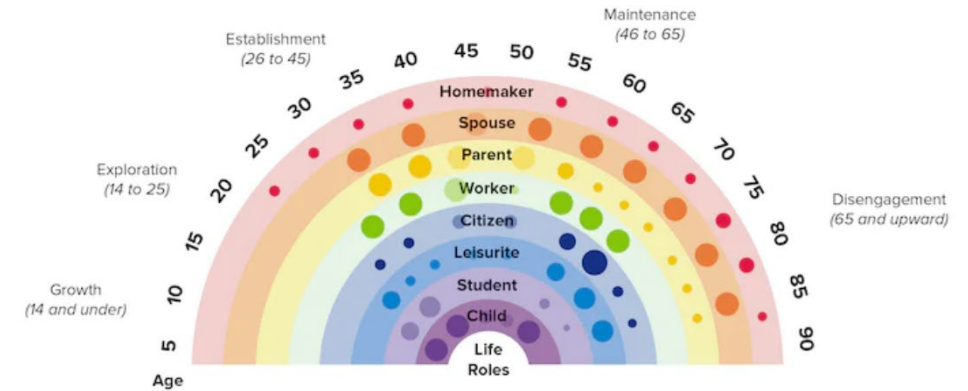
- Carry out meaningful career pursuits and transitions
- Cultivate professional development and relationships
- Navigate work-life integration and wellness



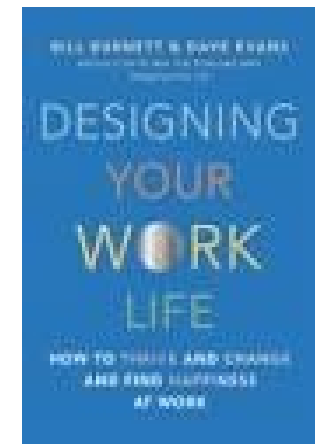
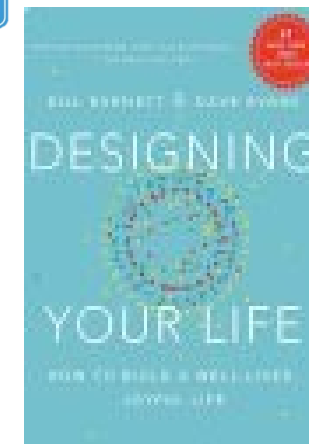


LIFE DESIGN & DESIGN YOUR LIFE AT OHSU

- Donald Super
 - Life Span Life Space, 5 Stages
- Mark Savickas
 - Construct and create a meaningful life
- Post Modern VUCA society
 - Volatility, Uncertainty, Complexity, Ambiguity
- Life Design & Design Thinking Principles
 - Human-centered approach to build your way forward
- Design Your Life (DYL)
 - *Get curious*
 - *Talk to People*
 - *Try Stuff*
 - *Tell Your Story*



(Super, 1980)



(Burnett & Evans, 2016, 2020)





HUMAN-CENTERED LIFE DESIGN

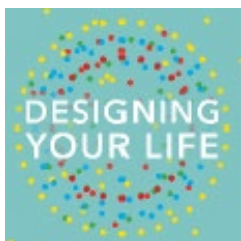
Designing Your Life

Coaching ▾ Certifications ▾ Workshops ▾ Books ▾ Insights 🔍

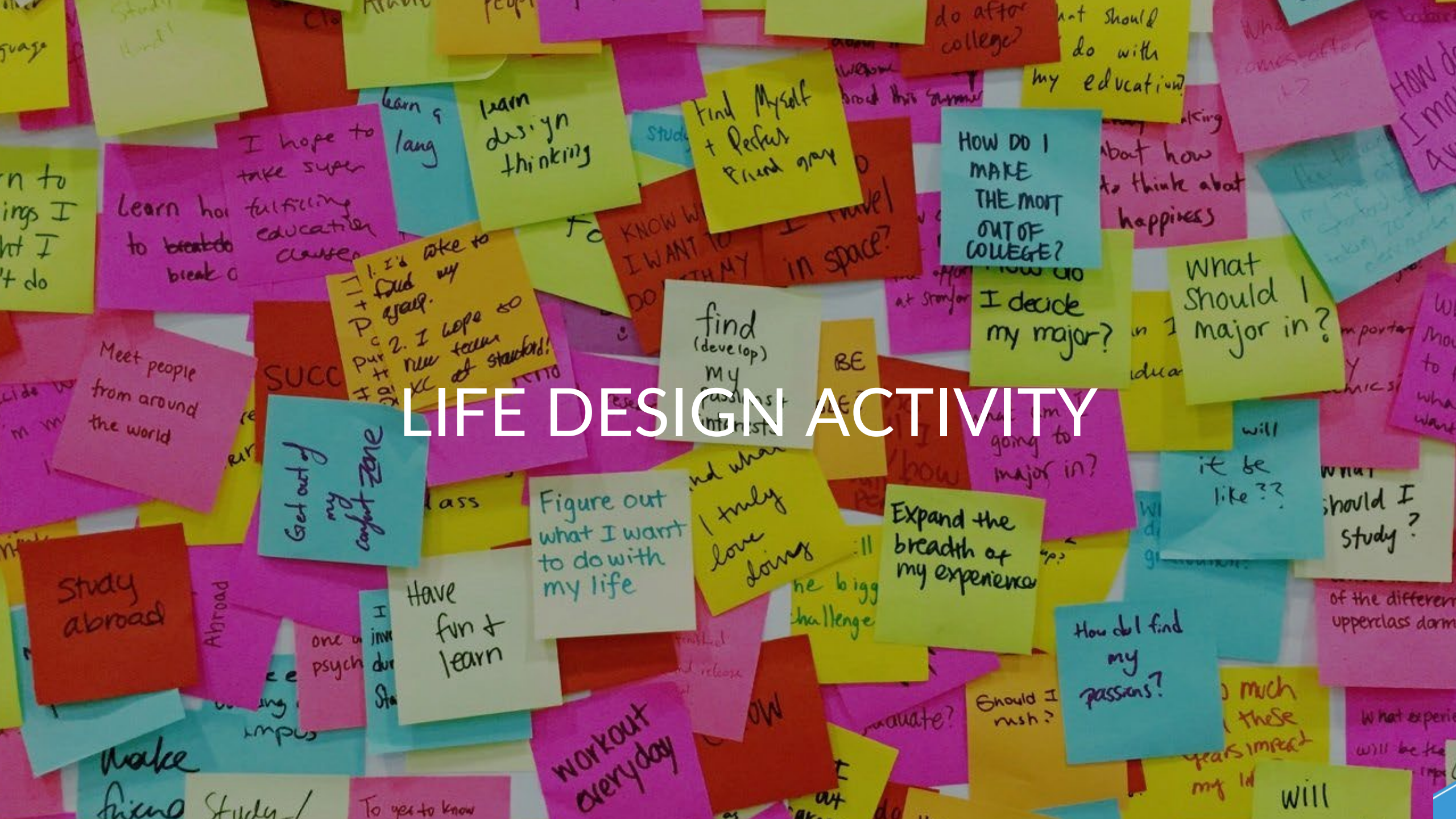
What do you want to **[DO]**?

-03:03

(Design Your Life, <https://designingyour.life>)



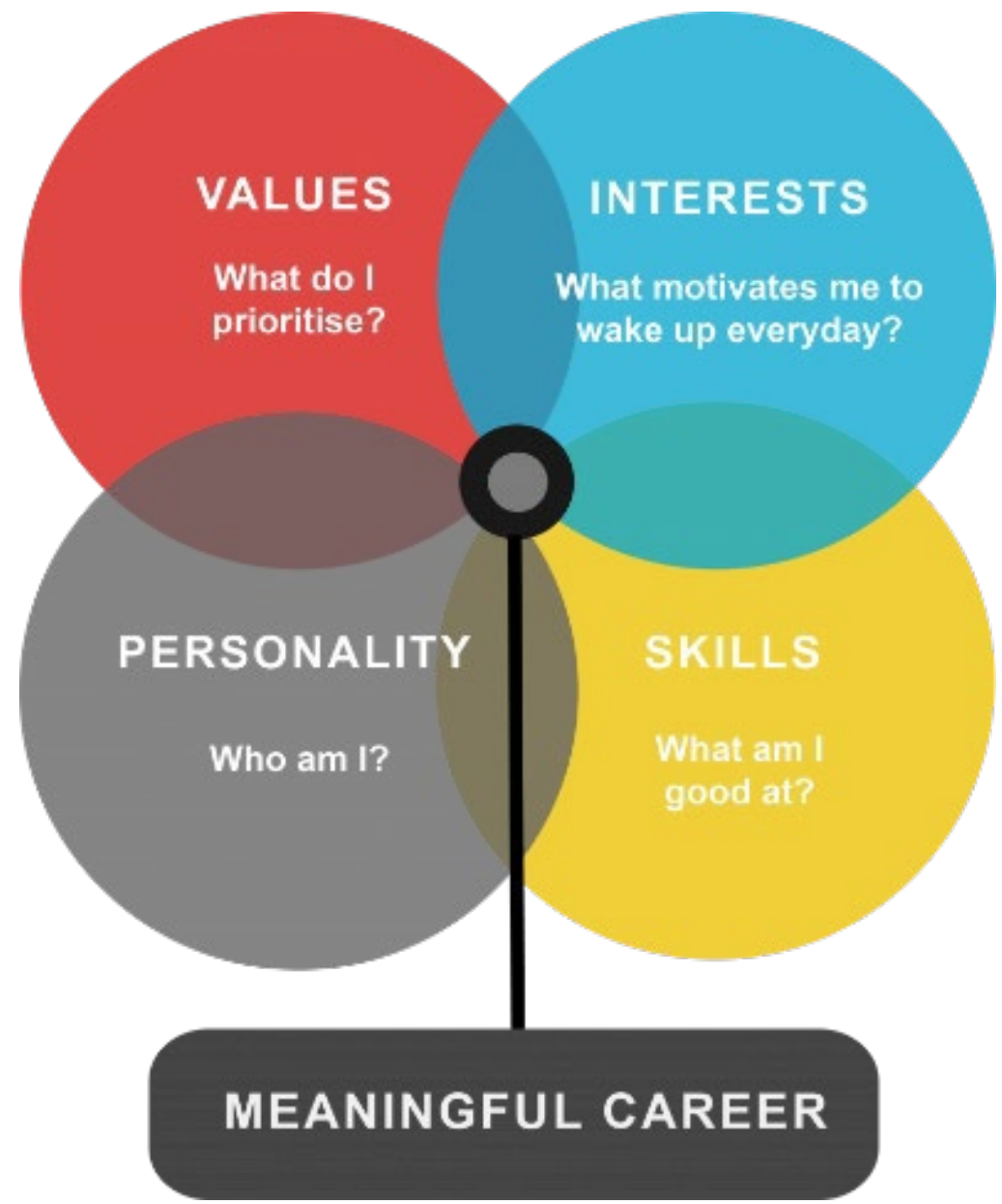
LIFE DESIGN ACTIVITY





SELF-AWARENESS

VIPS

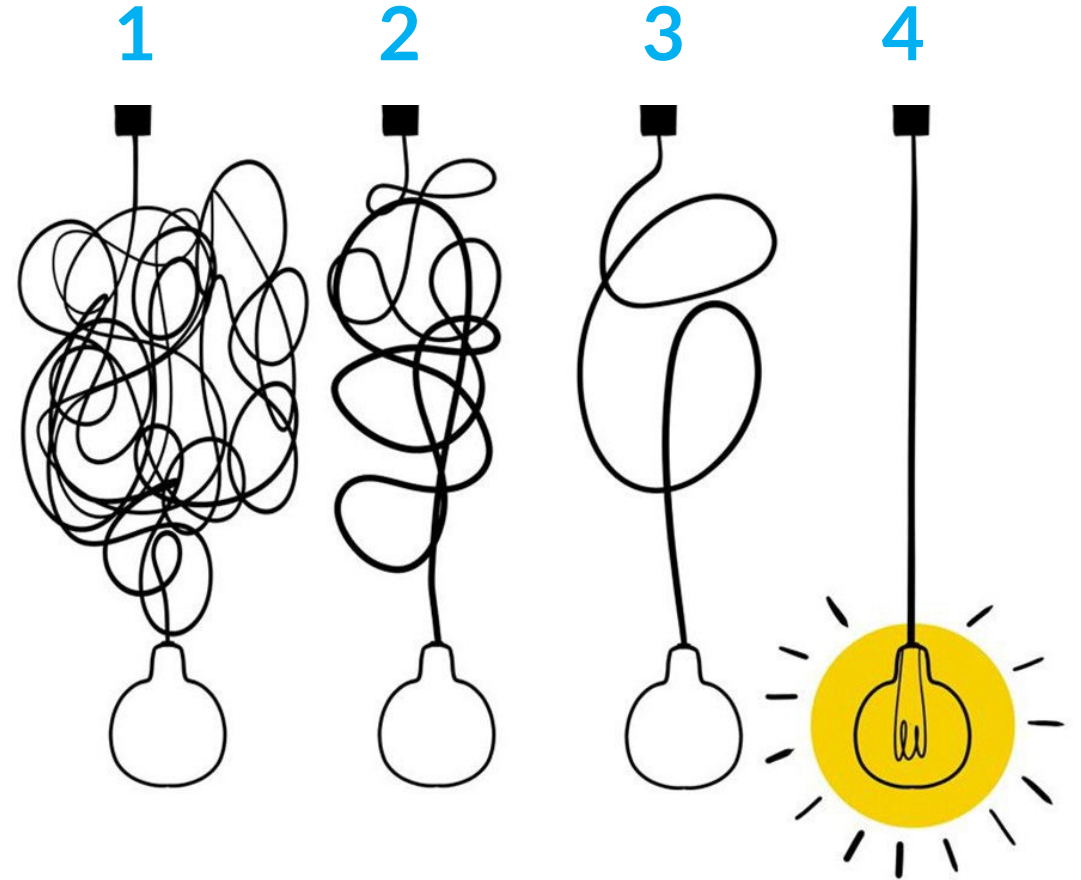




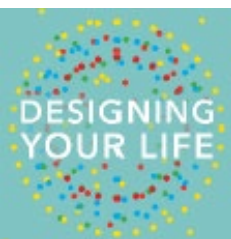
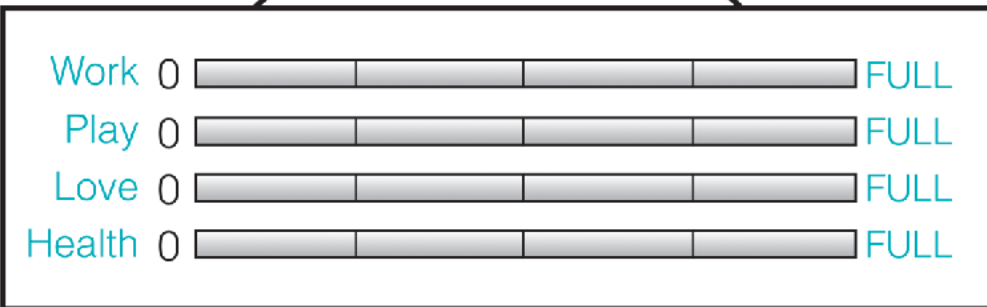
REFLECTION TOOL

Design Your Life: Work, Play, Love, Health

[DYL-work-play-love-health-tool.pdf](#)



DASHBOARD

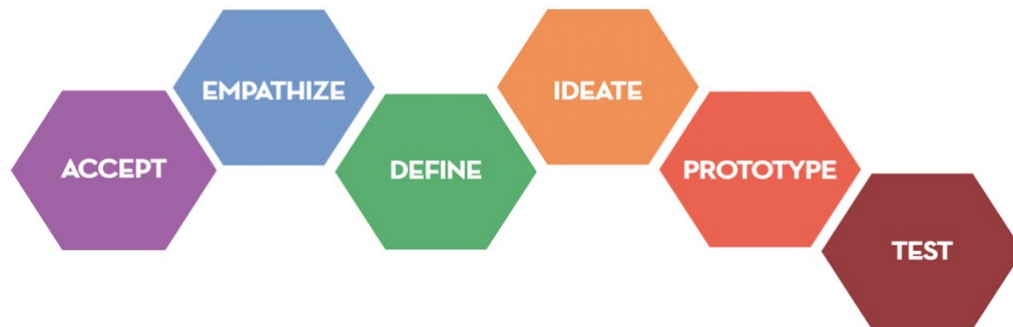




WORK LIFE DESIGN

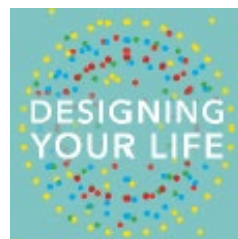
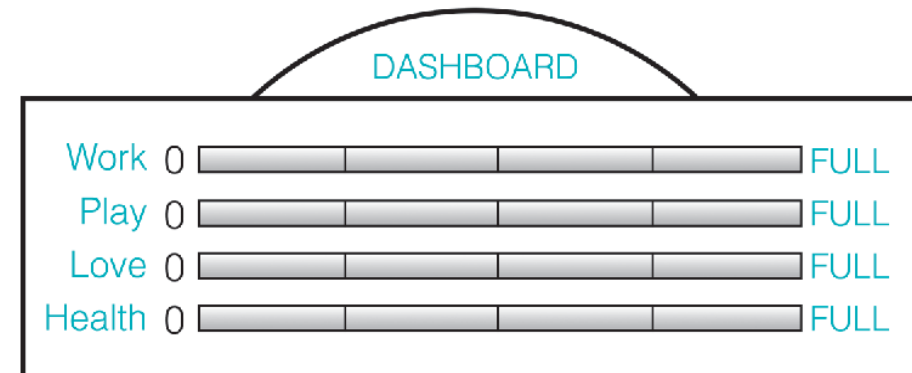
- *Get Curious*
- *Talk to People*
- *Try Stuff*
- *Tell Your Story*

DESIGNING YOUR LIFE FRAMEWORK



Try Stuff

1. Make some notes about how it's going in each of the four areas. (accept)
2. Mark where you are (0-Full) on each gauge. (empathize, define)
3. Pick one gauge and move it in a preferred direction. (ideate)
4. What might you do to achieve that design (prototype, test)



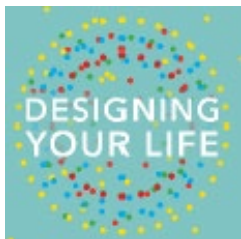


Your Health Gauge

Healthy to us means being well in more than just your body; you might want to take into account your mind and spirit, too. The relative importance of each area is entirely up to you. Make a quick assessment of your health and then fill in your gauge—are you a quarter full, or half, or three-quarters, or really full? (Bill has also filled in the gauges for his dashboard as an example to reference.)

How you rate your health will factor significantly into how you assess the quality of your life and what you might want to redesign going forward.

Health

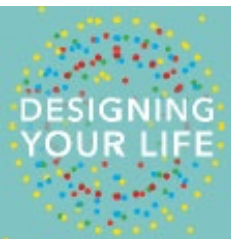




Your Work Gauge

Make a list of all the ways you “work,” and then “gauge” your working life as a whole. We are assuming that there are things on your list that you are getting paid to do. This will include your nine-to-five job, and your second job if the first isn’t enough, and any consulting or advising you do, etc. If you are a regular volunteer in any organization, figure that in, too. If you are a homemaker, like Debbie, make sure you remember that raising children, providing home-cooked meals for your family, taking care of aging parents, and doing housework are all forms of “work.”

Work

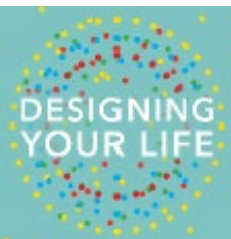




Your Play Gauge

Play is about activity that brings joy just for the pure sake of the doing of it. It can include organized activity or productive endeavors, but only if they are done for fun and not merit. We contend that all lives need some play, and that making sure there is some play in our day is a critical life design step. Make a quick list of how you play and then fill in your gauge—are you a quarter full, or half, or three-quarters, or really full?

Play

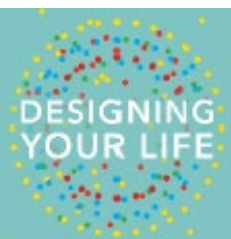




Your Love Gauge

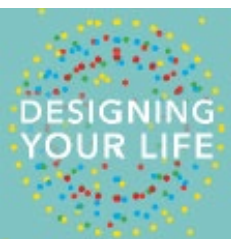
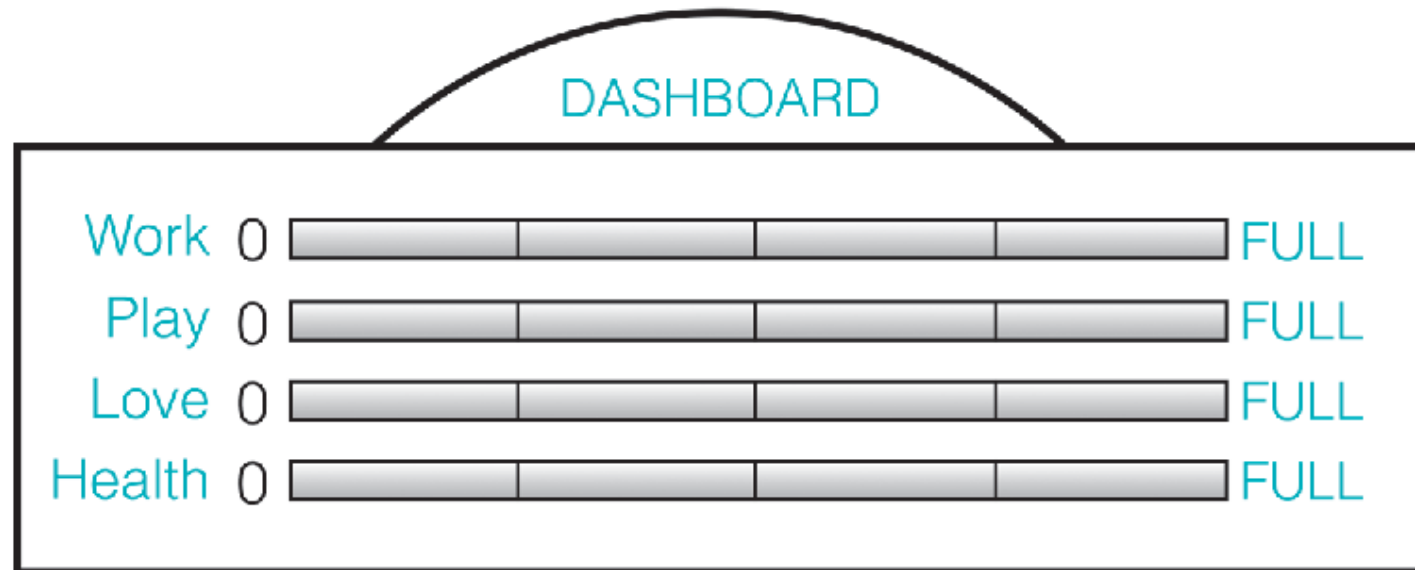
We do think that love makes the world go around, and when we don't have any, our world isn't as bright and alive as it could be. We also know that we have to pay attention to love, and that it arrives in a wide range of forms. Our primary relationship is where we go first for love, children typically come next, and then it's a flood of people and pets and community and anything else that is an object of affection. And it is as critical to feel loved by others as it is to love—it has to go both ways. Where is the love flowing in your life, from you and from others? Make a list, and then fill in your gauge.

Love





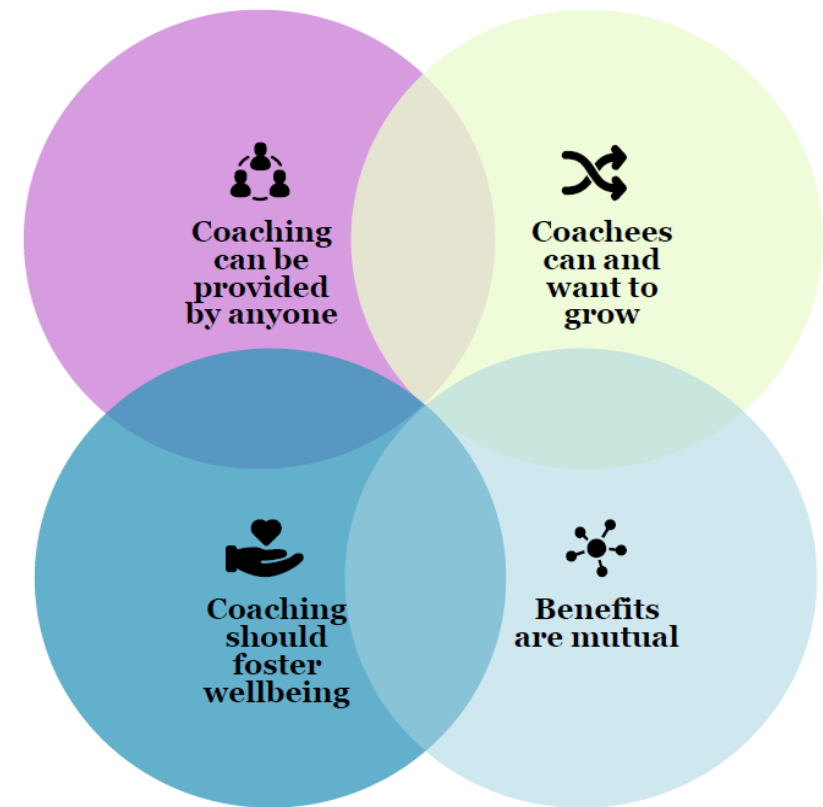
Pick one gauge and move it in the desired direction.
What might you do to achieve this design? (prototype, test)



COACHING

A coach is...

- a goal-oriented collaborator
- a generous listener who enables self-discovery
- judgement free
- future focused helper who can provide additional perspective



“A coach is a very particular kind of collaborator who can bring valuable skills and intentions that offer real help to the challenge of life design.” (Design Your Life)

Make space, take space

Be willing to learn, shift, and reconsider actions and positions

Stories stay, lessons leave

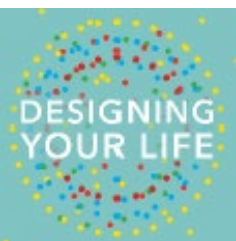


COACHING CIRCLES: *Work-Play-Love-Health*

Triads (3-5 min each X 3 = 15 min)

Each person shares their Dashboard and reflects:

- *What did this exercise cause you to notice?*
 - *How did you change your dashboard?*
 - *What might you try to move one gauge in a desired direction?*
-
- Everyone gets to be the “client” and the “coach.”
 - The goal is to have the experience from both sides of the equation, and to notice patterns and assumptions.
 - **Share collectively** (5 min)





How do you want to design your life?

Try stuff:

- Assess your mentoring needs and make note of potential connections
- Identify peer and near-peer connections who could be helpful with career conversations









CAREER & WORK LIFE DESIGN SERIES

- Four Fall 24' workshops
- Thursdays from 1-3pm
- Mac Hall 1115, in-person
- Register on Compass



Work Life Design Circles

COACHING SERIES FOR EDUCATORS 4 Circles: Faculty, Staff, & Trainees

-  wld 1: **Unique Self**
-  wld 2: **Career Opportunities**
-  wld 3: **Grow Forward**
-  wld 4: **Thrive**



Dates & Times

- Work Life Design Circle: Unique Self
Thursday, Oct. 31, 1-3pm, MAC 1115
- Work Life Design Circle: What Now
Thursday, Nov. 7, 1-3pm, MAC 1115
- Work Life Design Circle: Grow Forward
Thursday, Nov. 21, 1-3pm, MAC 1115
- Work Life Design Circle: Tell Your Story
Thursday, Dec. 5, 1-3pm, MAC 1115

***Register on Compass**



OHSU Greenhouse Supports YOUR Mentoring Network



- TESTIMONIAL -



No one can go at it all alone; we all go further, together. These principles have certainly been true for my own professional identity, as mentors in my own life have been foundational to any constructive impact I've had in my career. The opportunity to now support others on their own unique career journey is one of the most fulfilling aspects of my work.

Brian Park, M.D., M.P.H.

Family Medicine Physician
Director, RELATE Lab

OHSUmentors.com



- TESTIMONIAL -



The best mentoring relationships are those that are mutually beneficial. These life-giving relationships provide a strong sense of purpose to both mentors and mentees, allowing us to reflect on our unique experiences and inform our decision-making. I am grateful for this mentorship space to support and inspire each other.

Constance Tucker, M.A., Ph.D.

Vice Provost for Educational Improvement and Innovation
OHSU Provost Office

OHSUmentors.com

Greenhouse

A place to grow, together.





QUESTIONS

CONTACT US

Seth Igarta, MA (he/him)

Director, Professional and Career Development
igarta@ohsu.edu

Brenda Martinez, PhD (she/her)

Mentorship Specialist
martibre@ohsu.edu

Mentorship
and
Career Design



Educational Innovation and Improvement
Office of the Provost, Oregon Health & Science University
Email: careerdesign@ohsu.edu
www.ohsu.edu/education/mentorship-and-career-design