

HACE Career Transitions – Personal Story Development Workshop
Tuesday, July 13th, 6-8 PM EST

Are you thinking about or actively pursuing a purposeful climate career pivot? This HACE-led workshop will help you tell your personal story in a way that facilitates your transition.

Come prepared to share your experience and receive advice on:

- (1) telling your personal story
- (2) acing your pivotal interviews
- (3) managing your inner dialogue

There will be ample time to practice telling your story and receive feedback in self-facilitated breakout rooms after brief introductions in the main room.

Invited mentors and guides:

[Catherine McLean](#), Dylan Green, Founder and CEO | Clean Energy Recruiter

[Anand Gupta](#), HBS MBA Candidate | Nomura Greentech, Summer Associate

[Heidi Lim](#), Opus 12, Director of Product Ecosystem | Advisor on purposeful climate career pivots

Hosted by the HACE Career Transitions Team with:

[Aldís Elfarsdóttir](#), Stanford Management Science & Engineering, Incoming PhD Candidate

[Lucille Hu](#), Financial Advisor, Morgan Stanley, Conscious Wealth Management Group

[Naz Beykan](#), Climate Resilience Consultant

This virtual event will not be recorded.

STRUCTURE

We will let people self-select into rooms during the event so people can select rooms with invited mentors on a first come first serve basis. Most rooms will be self-facilitated, which is fine and good because everyone is a mentor for each other and has a story to tell. Limit will be 8 people per room.

We will get a list of registrants out to the mentors so they can get a sense of who might attend and be in their room. E.g. they can expect that someone might be from mechanical engineering, seeking to work at a solar firm, wondering how to search for the right company fit and pitch themselves in their cover letter or cold call.

- 30 minutes main room
 - Welcome from Lucy and Aldís / pep talk / guided meditation **[[3 minutes]]**
 - Individual check ins to welcome everyone either unmute or chat **[[10 minutes]]**
 - *Single word of intention*
 - *What you want to get out of this workshop*
 - Introduce mentors and guides: **[[15 minutes]]**
 - Anand, Catherine, Heidi & contact info for post-event outreach and networking
 - Breakout debrief **[[2 minutes]]**
 - Structure
 - 5-8 people in each
 - Self-facilitated or facilitated by mentors / HACE members
 - Intention:
 - Meaningful feedback and conversation
 - Share your story and receive group feedback
 - Tailor your feedback to the speaker's intended purpose
 - Expectations:
 - Listen fully to each person so as to give and receive considerate feedback
 - Giving your full presence >> coming prepared
 - Prompts:
 - "Tell me about yourself"
 - "What's your elevator pitch?"
 - Other questions:
 - Timeline & Perspective
 - What is your work history?
 - How does your present self compare with past and future selves?
 - Self & Society
 - What do you want to do?
 - What do other people want/expect you to do?
 - Steps & Goals
 - What are the next few steps you're going to take?
 - What's a near-term goal and a long-term goal for your personal / career development / societal contributions?
- 60 minutes breakout rooms
- 30 minutes buffer to reconvene in the main room OR break out again if enough people stayed on
 - Closing notes, thank you for attending! **[[5 minutes]]**
 - Our hope is that you take these tips into your career transition storytelling
 - On that note, we're opening the floor to crowdsource some tips and takeaways
 - **[[CHAT: HACE feedback form so we can improve future events]]**
 - Invitation to unmute or share in the chat **[[25 minutes]]**
 - *most helpful feedback received or given*

- key insights e.g.
 - "for other people who are struggling to explain to their families why they're transitioning into X..." or
 - "for other people who are starting their own businesses..." or
 - "for other people who are asking to grow their current position to do X without quitting and finding a new job..."
 - "here's what came up in our group"
- Optional return to same groups for anyone who didn't get a chance to finish/share/receive feedback

Crowdsourced tips / book-sourced advice / personal affirmations

Telling your personal story

Emergent Strategy, Adriene Maree Brown

- Be aware of which narratives are being uplifted and who is sharing those narratives
- It's ok if someone else speaks your truth — assume the best of intentions
- Ask “W.A.I.T. – Why Am I Talking”
- Walk your talk — embody the values that you live for: justice, peace, community...

Buy Nothing, Get Everything, Liesl Clark & Rebecca Rockefeller

- Build up your skills library — what are you good at?

Steve Jobs

- Connect the dots

Holly Woods, The Emergence Institute

- Look for the golden thread or common threads in your experiences and interests

Ask For More, Alexandra Carter

- Frame it in a way that responds to their needs, problems, concerns, and ideas as well as your own
- Focus on gains rather than losses
- Be truthful, direct, and clear

The Power Age, Kelly Doust

- Don't be defensive
- Don't emphasize your newness
- Highlight your relevant experiences
- Reference transferable skills and parallel experiences
- Draw parallels between your current expertise and their needs
- Be clear that you're not just testing new waters out of boredom or malaise
- Prove your determination and intention with course certifications, diplomas, letters of recommendation, clubs, organizations, volunteer activities

Anti-Racist Ally, Sophie Williams

- Speak up with conviction to change the hearts and minds of those closest to you.
- You are powerful, more so than you know.

Miscellaneous Sources

- Use meaningful anecdotes that highlight specific employable traits
- Explain how this opportunity puts you in greater alignment with your long-term goals
- Demonstrate resilience, growth, intellectual vitality, creativity, resourcefulness, inclusion
- Tie up any loose ends

Acing your pivotal interviews

Emergent Strategy, Adriene Maree Brown

- Focus on strategies rather than issues
- Be an agent not a victim

HBR's Guide to Your Professional Growth

- Build up your external reputation by blogging for industry journals, speaking at conferences
- Transportable skills, meaningful experiences and enduring relationships will fuel your career:
 - Problem solving, smart risk-taking, effective action, persuasion
 - Travel, community service projects, starting your own business, structured training, special assignments, job rotations, self-directed long-term projects (deep work), writing a book, writing code, developing a product, designing a system, spearheading initiatives
 - Connections to experts, key colleagues, mentors, sponsors

The Power Age, Kelly Doust

- Thoughts + feelings + actions + faith = successful manifestation

The Definitive book of Body Language, Allan & Barbara Pease

- Be aware that your body language sends signals
- Posture counts and delivery matters
- Don't directly face your interviewer because that sends confrontational signals — angle yourself
- Your feet point to where your body and mind wants to go (so don't point them at the exit)

Miscellaneous Sources

- Are you interviewing them for information e.g. to gather job prospects and build your network?
- Or are you getting interviewed for placement in a specific role at the organization?
- If possible, listen more than you speak — learn their needs and frame your skills accordingly
- Establish rapport with your interviewer — try to connect on a meaningful level
- Hold yourself and speak with poise and self-confidence
- Know what you want from the conversation
- Respect the interviewer's time

Managing your inner dialogue

Writing The Mind Alive, Linda Trichter Metcalf

- Try proprioceptive writing by asking these questions as you journal
 - While writing, take the time to write both the questions and the answers out:
 - What do I mean by this?
 - To wrap up:
 - What thoughts did I have but not write?
 - How do I feel after writing this?
 - What larger story is this writing a part of?
 - What ideas came up for future writing sessions?

Why Are We Yelling? Buster Benson

- Your internal voices may be the voices of
 - Power (“Because I said so”)
 - Reason (“Prove it”)
 - Avoidance (“No”)
 - Possibility (“What if?”)
- Ask yourself
 - What’s at stake?
 - What life experiences or events reinforced this belief?
 - What would need to be true for me to change my mind about this?
 - If this were no longer a problem in the world, what did it take for us to achieve this?

Emergent Strategy, Adriene Maree Brown

- “What is [my/our] most compelling future?”
- “Can [I/we] do something that matters for enough people?”
- “Do [I/we] have enough time to do anything that matters?”

May Cause Miracles, Gabrielle Bernstein

- Just think “this or something better” if something doesn’t go as planned
- As much as you may plan and design your life, trust the signals guiding you to a better future

Emotional Virtue, Sarah Swafford

- Who do you want to be?
- What are you living for?
- Who are you living for?

HBR’s Guide to Your Professional Growth

- Get clear on your goals — where are you headed and what’s your next step?

Ask For More, Alexandra Carter

- What’s the problem to solve? (How do I land this job without losing the support of my family?)
- What do I/they need? / What do they need?
- What do I/they feel? What concerns do I/they have?
- How have I/they handled this successfully in the past?
- What’s the first step for me/them?
- Tell me/them more about...

The Practice: Shipping Creative Work, Seth Godin

- Move along lines of curiosity, generosity, and connectivity.
- Trust that your creations will inspire others to create the next things.
- Cultures are woven and created where none used to exist because human connection scales.
- Avoid reassurance, be generous, seek joy, don't settle for mediocrity, delay gratification, learn from your experiences, and know that positive results are a by-product of ceaseless practice.
- You have everything you need, and you always have.

Emergent Strategy, Adriene Maree Brown

- “We don't practice to feel good, we practice to feel more” (205)

Keep Moving, Maggie Smith

- Keep your mind open, even to a change in destination.
- Choose choices that reflect who you want to become.
- Even if you feel the same, trust that you are making progress.
- It's ok to revise yourself.
- You are durable, adaptable, and resilient.
- You have intellect, courage, and imagination.
- Be yourself, with intention. That's your job.