The Psychology of Success: Tips for Transitioning into the Workplace

Dr. Laura Mitchell
Director, Student Success Centre
Alumni Matters 2018
What does success mean to you?

* give us your feedback and get a smartboard.
Happiness

My family's pride & happiness

Ambition
Determination
Proactive

Getting feedback that I'm helping others.

Pursuing my dreams

Peace & better life

Happy life

Confidence & happiness

Hardwork & confidence at work

Finding the right path

Being satisfied with life

Being happy

Sticking off

Health
What I Learned Before I Sold to Warren Buffett

AN ENTREPRENEUR'S GUIDE TO DEVELOPING A HIGHLY SUCCESSFUL COMPANY

BARNETT C. HELZBERG, JR.
Former CEO of Helzberg Diamonds
Which psychological factors boost success and luck?
Successful people create and notice opportunities – they are able to spot them and seize them.
How do they achieve this?
- Overcoming anxiety and worry in order to feel more relaxed and open
- Introducing variety into their lives whenever possible

Openness to experience – a key to success throughout career development
How we perceive and deal with setbacks:

Resilience

The ability to modulate and constructively harness the stress response

Basically – adapting usefully in the face of stress so that it doesn’t break you
What a successful job search looks like:

no, no, no, no, no, no, no, no, no, no, no, no, no, yes!
"I just love being ignored!"

Said no one ever.
How to build resilience

Your level is partly inborn and formed in your early experiences, but –

All of us can increase our level of resilience
1. **Physical fitness and practicing relaxation:**

   Look after yourself, and don’t overlook the importance of this

2. **Social support:** Having others to turn to for advice and help us

   If they deal well with stress, all the better
3. Enhance your **positive emotions** as much as you can

4. **Accept challenges and take risks** (even if just incrementally)

5. Learn to **re-interpret negative events**
Other traits linked to success in the workplace

- Openness to **feedback**

- Ability to keep going when feedback isn’t instant or available
Employers are looking for people who can see difficult tasks through, are undaunted by setbacks, and are open to and will act on constructive criticism.
Note to self...
For when you feel ‘why is this important at all?’:
Know the reason your workplace exists, and remind yourself of it when deciding how to operate each day.
Curb your perfectionism

When you have multiple tasks, you have to just let them go when they are ‘good enough’

Too much conscientiousness can immobilise us through fear of failure and disapproval
If things are getting too much – ask your supervisor or boss to make time together and take their advice on prioritising and what you are spending too long on.

If delegating is part of your job, don’t forgo it!
COLLABORATING with the ENEMY

WHAT IT TAKES TO COLLABORATE IS 180° DIFFERENT!

4 OPTIONS to deal with things:
- Using force
- Being adaptive
- Exiting
- Collaboration

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We need to act like one!

There are multiple wholes.

STRETCH #1:
- Let's recognize there are multiple wholes
- We need to experiment
- Strategy is always emergent

STRETCH #2:
- Our way forward
- Consider what is and what I should do

STRETCH #3:
- My role
- Enemy-fying
- This is a daily life for politicians...

Conventional Collaboration

Purpose? What problem to solve? What action?

Key insights
- Fear of being a traitor...
- When collaborating with the enemy

Juan Manuel Santoyo
Foster your generalist skills

Understanding a broader context and having well-rounded skills are key to today’s careers
Flexibility

There’s no harm ever in looking at your options – you can always reject them

The Chaos Theory of Careers

Unpredictable factors do affect our trajectory, so have the flexibility to follow different paths
Future Work Skills 2020

While all six drivers are important in shaping the landscape in which each skill emerges, the color-coding and placement here indicate which drivers have particular relevance to the development of each of the skills.

**Extreme Longevity**
Increasing global lifespans change the nature of careers and learning

**Computational World**
Massive increase in sensors and processing power make the world a programmable system

**Superstructured Organizations**
Social technologies drive new forms of production and value creation

**Sense-Making**

**New Media Literacy**

**Cross Cultural Competency**

**Virtual Collaboration**

**Globally-connected World**
Increased global interconnectivity puts diversity and adaptability at the center of organizational operations

**Rise of Smart Machines and Systems**
Workplace robotics nudge human workers out of routine, repetitive tasks

**New Media Ecology**
New communication tools require new media literacies beyond text

**Design Mincset**

**Computational Thinking**

**Novel and Adaptive Thinking**

**Social Intelligence**

**Cognitive Load Management**

**Institute for the Future**

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Remember we’re still here for you!

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<th>&lt;1 year since graduation</th>
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<td>Use of CAPS jobs postings (with alumni access)</td>
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<td>Career fairs and company information sessions</td>
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Career and Planning Services are still available post-graduation
STUDENT SUCCESS CENTRE

PREPARED FOR TODAY.
READY FOR TOMORROW.

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