

# Public Health AmeriCorps Career Development Webinar Series

## Webinar 10: Navigating your Job Search with Intention

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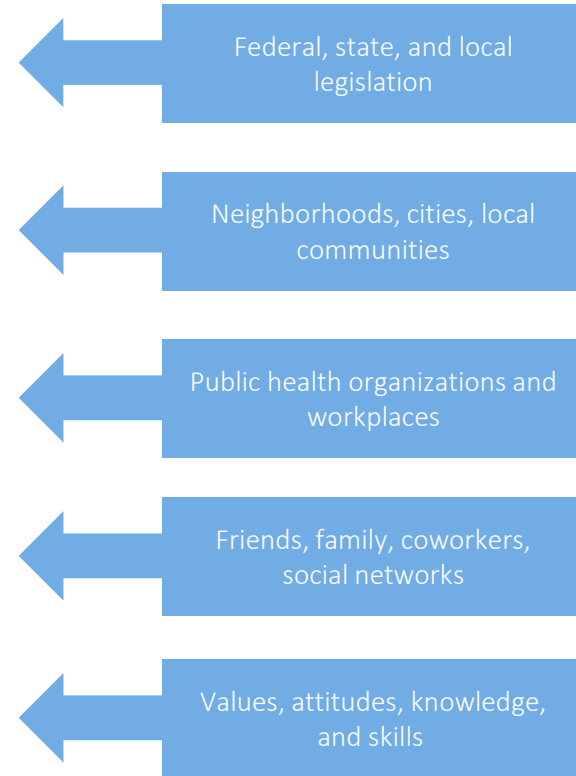
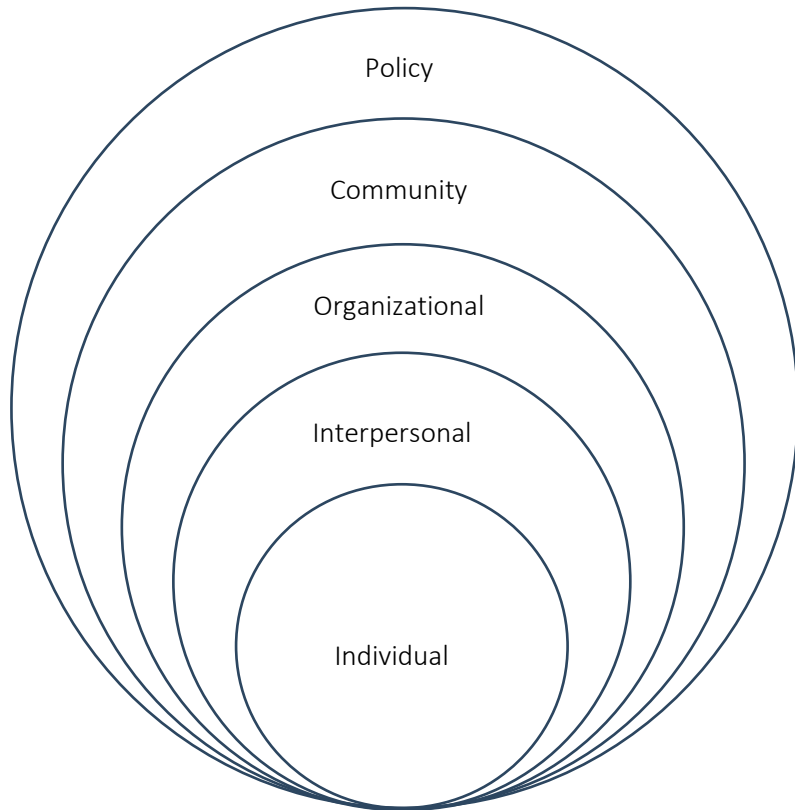
National Network  
of Public Health Institutes

# Agenda

- ❖ Zoom Features
- ❖ Welcome!
- ❖ Today's Topic
- ❖ Finding Belonging in the Job Search Process



# Ecological Model



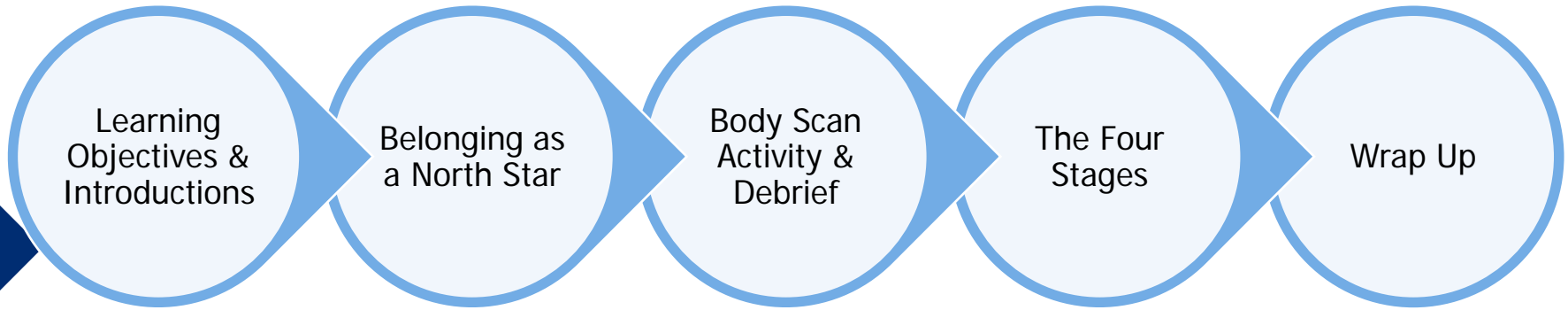


# Finding Belonging in the Job Search Process

Andrew Padilla Johnson, MA (He/Any)

Emma O'Rourke-Powell, MBA (She/Any)

# Outline of the Session



# Learning Objectives



- By the end of this session, participants will...
  - Consider what belonging means for me.
  - Explore how belonging relates to the job search.
  - Learn tools to analyze an organization's belonging capacity.
  - Identify strategies to analyze the relationship between me and my potential organization.
  - Have questions to ask in an interview; and to reflect upon afterwards.

# 2013: Whitman Residence Life



# Belonging Defined





The slide features several large, overlapping geometric shapes in shades of blue and yellow. A dark blue triangle points right from the left edge. A light blue triangle points down from the top edge. A medium blue triangle points up from the bottom edge. A yellow diamond is positioned on the right side. The quote text is centered on the left side of the slide.

“

"Belonging is the feeling that we're part of a larger group that values, respects, and cares for us—and to which we feel we have something to contribute. The word 'belonging' literally means 'to go with,' and our species has evolved to journey through life with each other."

Geoffery Cohen

Cohen, Geoffrey. *Belonging: The Science of Creating Connection and Bridging Divides*. W.W. Norton & Company, 2022.



Belonging

Othering

# Why Belonging: Impact Data

The BetterUp Study showed that people who felt a sense of belonging had:

56% increase in job performance & 75% reduction in sick days

A 2021 McKinsey survey revealed that:

51% of workers cited not feeling a sense of belonging at work as their top reason for quitting their job

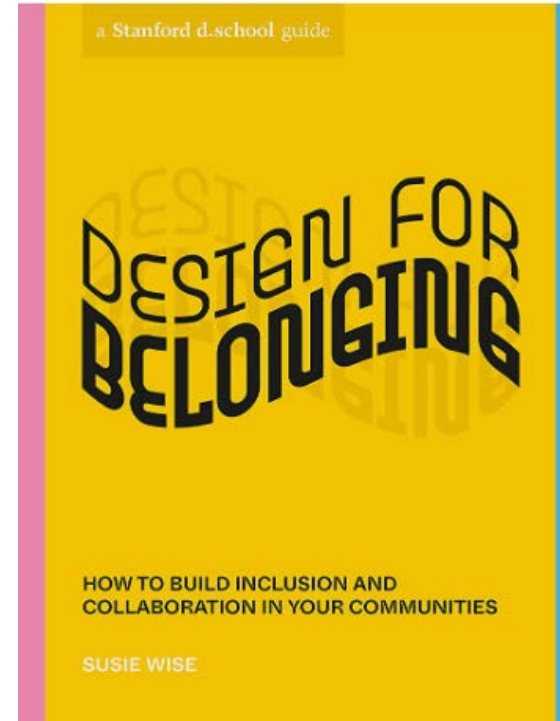


# Why we center belonging in the job search

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# Body Scan Activity

- Adapted from Susie Wise's *Design for Belonging*



Wise, Susie. *Design for Belonging: How to Build Inclusion and Collaboration in Your Communities*. Ten Speed Press, 2022.

# Reflection Activity

- Where in your body did you feel a sense of belonging?
- When have you felt belonging at a workplace or school before?

# **Belonging: from understanding to practice**

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# Foundational Definitions

## Health Equity

- “Health equity is the state in which everyone has a fair and just opportunity to attain their highest level of health.”

## DEI Applied to Workplace

- “Diversity, equity and inclusion (DEI) refers to practices and policies intended to support people who come from varying backgrounds and give them the resources they need to thrive in the workplace.”

## Values Based Organization

- “A values-based organization is a culture shaped by a clear set of ground rules establishing a foundation and guiding principles for decision-making, actions and a sense of community.”

<https://www.cdc.gov/nchhstp/healthequity/index.html>

<https://www.shrm.org/topics-tools/tools/hr-answers/mean-to-values-based-organization#:~:text=A%20values%2Dbased%20organization%20is,and%20a%20sense%20of%20community.>

<https://builtin.com/diversity-inclusion/what-does-dei-mean-in-the-workplace>



# Context



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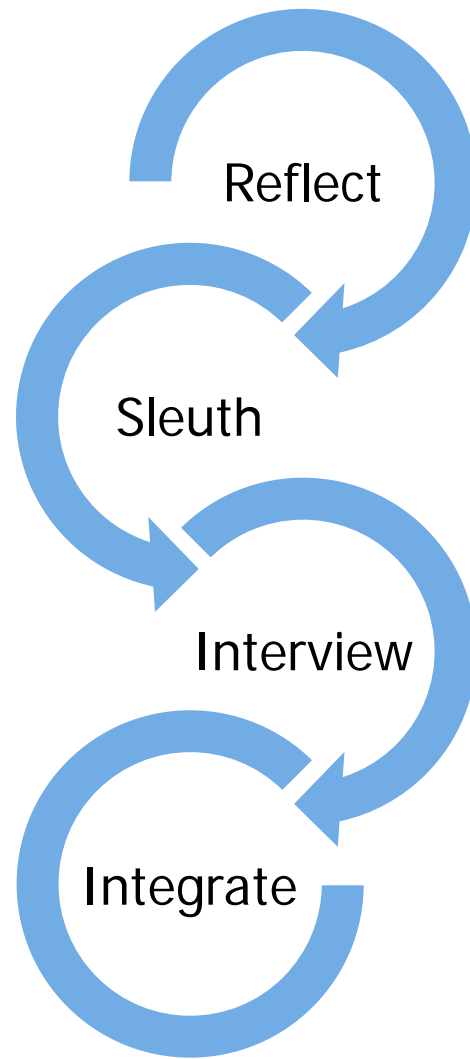
Organizations evolve.

You can have an organization that looks great and still be a bad place to work.

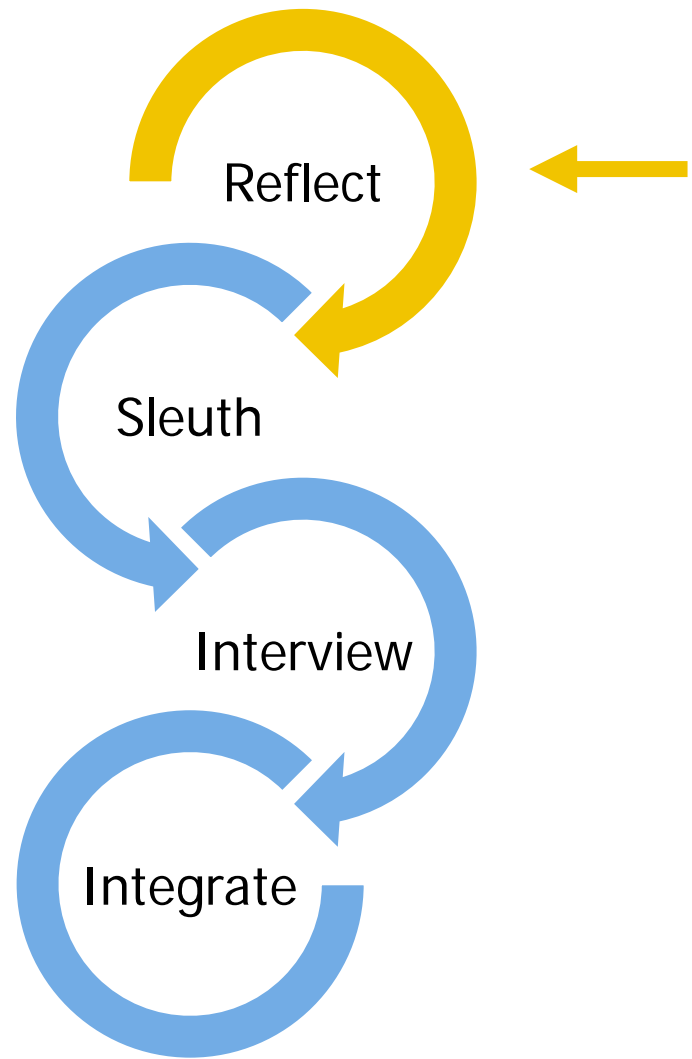
You can have an organization that doesn't present well and still be a good place to work.

We're primarily speaking to the US job market; these things can change to varying degrees internationally.

# The Four Stages



# The Four Stages



# Reflect: Values

- Identify your own values and needs
- Work values assessment: <https://www.careeronestop.org/Toolkit/Careers/work-values-matcher.aspx>
- General values assessment: <http://colas.sebastien.free.fr/values/>

I can try out my own ideas.

◀ 12 of 20 cards left ▶

Most	More	Somewhat	Less	Least
I use my talents and abilities. ✖	I can stay busy all the time. ✖	I am treated fairly by my employer. ✖	I have opportunities to advance in my job. ✖	I can get a feeling of accomplishment. ✖
My co-workers are easy to get along with. ✖	My pay compares well with other workers' pay. ✖	I can give directions or instructions to others. ✖	Open Space	Open Space
Open Space	Open Space	Open Space	Open Space	Open Space

**Please choose 10 values to start**

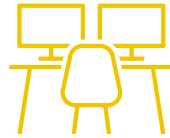
Remaining choices: 10

<b>Fun</b>	<b>Balance</b>	<b>Courage</b>	<b>Peace</b>
Enjoyment, amusement, light-hearted pleasure	Calm, moderate, perspective	Standing up for beliefs	A world at peace, without war or conflict
<b>Freedom</b>	<b>Passion</b>	<b>Individuality</b>	<b>Family</b>
Independence, autonomy, free choice, self-reliant	Enthusiasm, powerful attraction	Originality, self-expression	Mutual support and growth
<b>Helpfulness</b>	<b>Impact</b>	<b>Respect</b>	<b>Personal Development</b>
Assisting others, improving society	Make difference, change the world, legacy	Fair treatment, valuing different opinions	Improving yourself, growth-oriented

# Reflect: Questions



How would this job fit into my life?

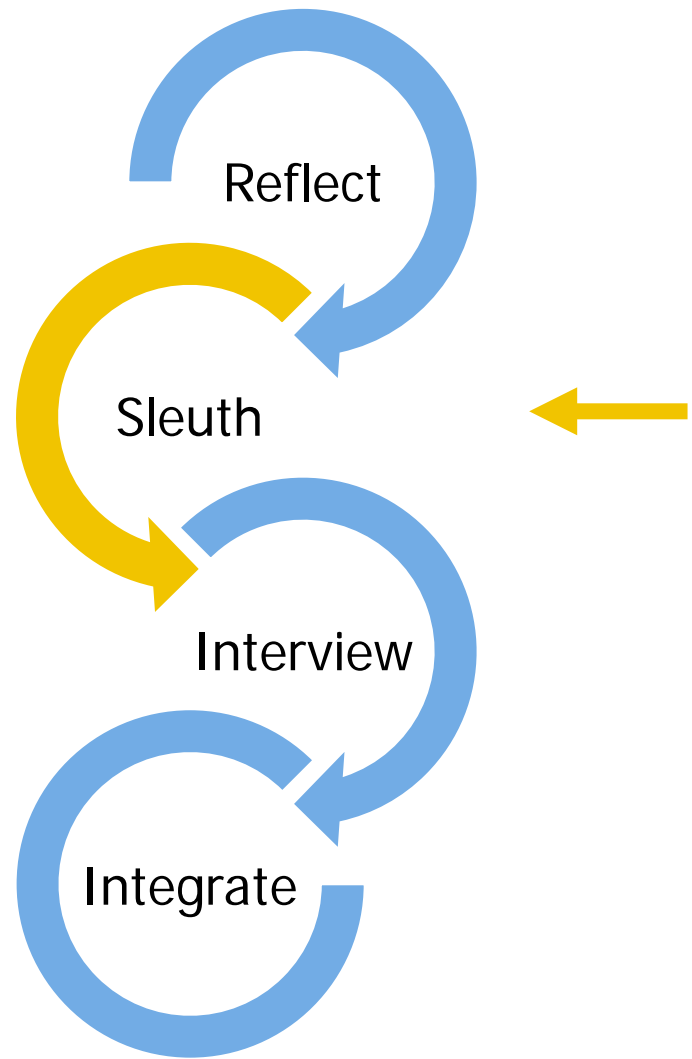


How do I feel about working for this organization?



Prepare to test the hypothesis during the interview.

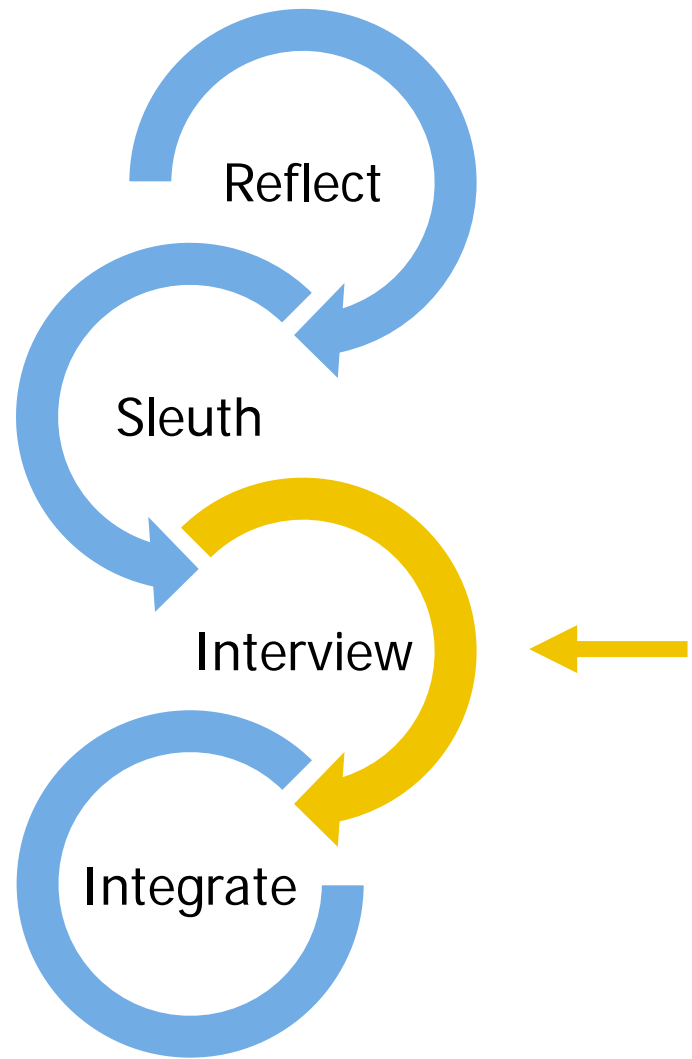
# The Four Stages



# Sleuth

- How invested are they in their employees?
- What language and terminology does the organization use?
- What do reviews say?
- What practices of gathering have they adopted as a community?
- What is retention like at the organization? How long and who?
- What are the demographics of the institution, and how public are they about them?
- What information do they communicate in their job application, and what does that tell you about them?
- Try to find someone you trust at the organization, and speak with them verbally

# The Four Stages





# Questions to Ask in the Interview

What do you enjoy about working at this organization?

How have members of \_\_\_\_\_ identity fared at this organization?

How does this organization support employees' mental and physical health / employees' wellness?

How has this organization worked to become more inclusive in the last five years?

What steps has the organization taken to attract and retain folks from underrepresented or marginalized backgrounds?

# Hypothetical



What happens if you get a negative response back from a hiring manager re: raising belonging?

When is it time to drop out of an interview?

Spoiler: mostly it's not




# Reflections after the Interview

How did they respond to your belonging related questions?



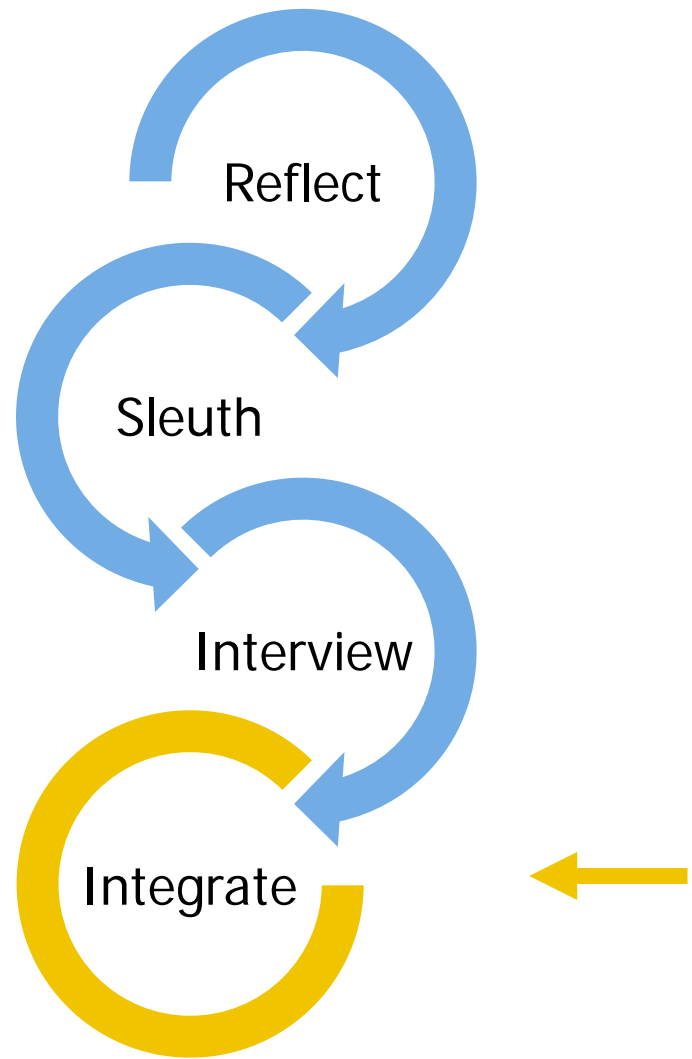
How did the questions they asked regarding DEIA land with you?



Check your own biases

- Are you viewing the interviewer in any particular way, based on their identities?

# The Four Stages



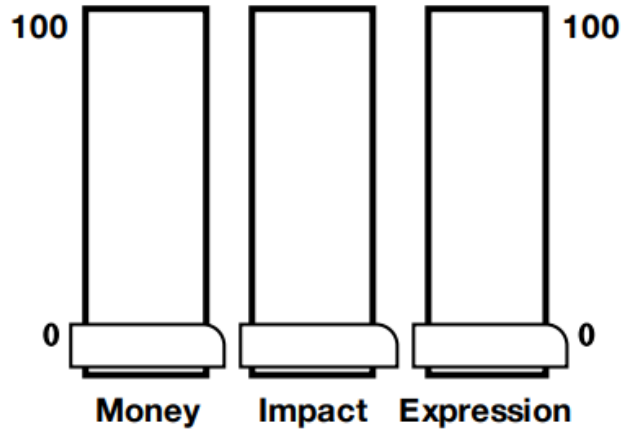


Belonging

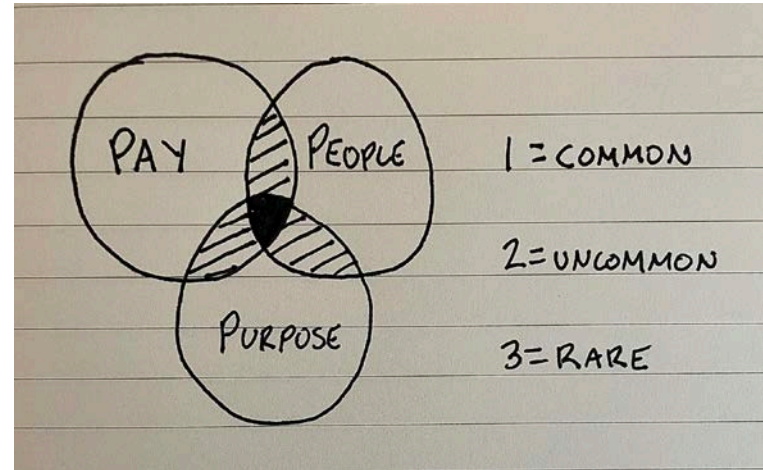
Othering

# Trade Offs

“Design Your Life”




3 P's of a Perfect Job



Burnett, Bill, and Dave Evans. *Designing your life: How to build a well-lived, joyful life*. Knopf, 2016.

[https://www.linkedin.com/posts/samkuehnle\\_are-you-happy-where-youre-working-or-thinking-activity-7155545212721795072-FQJ7/](https://www.linkedin.com/posts/samkuehnle_are-you-happy-where-youre-working-or-thinking-activity-7155545212721795072-FQJ7/)

# Integrate Everything Together

- You have an evaluation of the role and organization
  - Return to your values, and ask,
    - What good things did I notice throughout?
    - What gave me pause, if anything?
    - How would I feel if that were my daily lived experience?
  - If you're uncertain, consider: there's something to be learned everywhere—even if what you're learning is “this isn't the job for me”
- 

# Invitation to Connect

- Andrew email: [Andrew.Padilla.Johnson@gmail.com](mailto:Andrew.Padilla.Johnson@gmail.com)
- Andrew LinkedIn: [www.linkedin.com/in/andrewpadillajohnson/](http://www.linkedin.com/in/andrewpadillajohnson/)
- Emma email: [emma@orourke-powell.com](mailto:emma@orourke-powell.com)
- Emma LinkedIn: [www.linkedin.com/in/orourkepowell/](http://www.linkedin.com/in/orourkepowell/)



**Please be sure to  
complete the  
session evaluation**

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# THANK YOU

Reach out to Amy Jacobs at  
[ajacobs@nnphi.org](mailto:ajacobs@nnphi.org) with  
questions, comments, or suggestions.



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of Public Health Institutes