Scientists for Global Responsibility

SELF-ASSESSMENT

Globally Responsible Careers in STEM

You and the work you want to do...

Whether you are choosing your career or changing your career – what do you need to consider?
This section includes questions for you to think about around:

You and what is important to you

The work you want to do and what is important to you about the nature of the work

Employers and the type of organisation and its activities

Issues of global responsibility and how important these are to you

You

Rank the following points using the four point scale to see how important they are to you and which is most important. Then answer the questions to start to define what is really important to you under each heading

(Four point scale – 1 = not important 2 = quite important 3 = very important 4 = extremely important)

Thinking about what is important to me, how important are the following?

SALARY

How much do I **need** to earn? How much do I **want** to earn? What is more important to me – earning a high wage or doing something meaningful?

WORKING HOURS

How many hours a week do I want to work? Am I prepared to work shifts?

LOCATION

How important is the location of where I work? Am I prepared to relocate? Which country do I want to work in? Do I want to work from home?

HAVING A 'JOB'

How important is it to me to have a 'job' rather than to do work? Am I prepared to volunteer? Would I consider being self-employed?

BALANCE

How important is it to me to keep work separate from the rest of my life? How important is my personal life?

Your skills/strengths

Rank the following using the scale to decide which skills/strengths you have. You can use this to consider which skills you could develop

(Scale 0 = I am not interested in this 1 = I cannot do this - needs development 2 = I am partially skilled but could develop this more 3 = fully skilled with no development needed

How I work

How good am I at:

using initiative and being self-motivated - following instructions and making sure I do not always have to be told what to do and when; putting forward my own ideas; seeing something through to the end without being put off by setbacks

organisational skills – planning my work to meet deadlines and targets; organising my own time and coordinating with others; monitoring and adjusting the progress of my work to stay on track

working under pressure and to deadlines – meeting deadlines and targets; handling the pressure that comes with meeting deadlines and targets; ensuring that I am seen as a reliable person

ability to learn and adapt – learning new things; learning from successes and failures; adapting and improving

How I work with others

How good am I at:

communication and interpersonal skills – explaining and presenting what I mean clearly whether spoken or written; doing my best to understand others

teamwork – understanding how I and others work best together; getting things done when working with people with different skills, backgrounds and personalities

negotiating – thinking about what I and others want and need; giving and taking fairly when working with others

valuing diversity and difference – respecting others; valuing the skills and experience different people have; showing consideration for the needs of different people

How I think

How good am I at:

solving problems – identifying key issues in a problem; using my knowledge and experience when tackling problems; developing and testing possible solutions

handling data – using numbers and data to support my work

Your qualifications

What are my qualifications? What level are my qualifications?

The Work

Rank the following points using the four point scale to see how important they are to you and which is most important. Then answer the questions to start to define what is really important to you under each heading

(Four point scale – 1 = not important 2 = quite important 3 = very important 4 = extremely important)

Thinking about the type of work you would like to do, how important to you are the following?

PURPOSE

Is there a clear purpose for the work? Does the work help other people in some way? Does the work make a positive difference to the environment in some way?

IMPACT

If I want my work to make a difference to others, how important is the scale of that impact? Would I be happy working on a local issue where I can see it making a difference? Or would I prefer to work on larger scale issues?

INDEPENDENCE

How happy am I to work on my own? How much do I need to be part of a team? How much support do I need?

IMMEDIACY

How quickly do I want to see the effects of my work? Do I want to be able to see quick results?

STATUS AND RECOGNITION

How much does status matter to me? How important is it to me to be recognised for what I do?

EXPERTISE

How driven am I to use or develop a particular skill or specialism? This could be a recognised profession, e.g. medicine, engineering, architecture. Would I prefer to be a specialist in one particular area where people call on me for my expertise? Or would I prefer to be more of a generalist with a wide range of skills? What qualifications are needed?

PROFESSIONAL BODY

How important is it to me that there is a Professional Body which covers the work I want to do? How important is it that they have an Ethical Code of Practice?

Employers

Rank the following points using the four point scale to see how important they are to you and which is most important. Then answer the questions to start to define what is really important to you under each heading.

(Four point scale – 1 = not important 2 = quite important 3 = very important 4 = extremely important)

Thinking about the type of organisation you would like to work in, how important to you are the following?

SHARED VALUES

How important is it that I share the values of the organisation? What is the 'purpose' of the organisation? Could I work for an organisation that isn't set up to 'make a difference' but is still doing something good?

TYPE OF ORGANISATION

How important is the type of organisation? Would I feel ok working for an organisation that strives to make a profit? (It may depend what the organisation chooses to do with its profits) Would I prefer to work for a not-for profit organisation? Would I like to work for a charity, an NGO or a social enterprise? How would I feel about being self-employed?

PROFILE OF THE ORGANISATION

How important is the profile of the organisation? Would I prefer to work for a high profile, well known organisation? Would I feel ok working for less high profile organisation if I felt that other factors were more important?

SIZE OF ORGANISATION

How important is the size of the organisation? Would I feel ok working for a large organisation? Would I prefer to work for a small organisation where I can get to know everyone and what they all do?

PRODUCTS AND SERVICES

How important to me is the ethical nature of the products and services provided by the organisation? How important is it to me what the products and services could potentially be used for? Would I feel ok working for an organisation in role that might help to change the organisation from the inside?

INVESTMENT, PENSIONS AND BANKING

How important to me is where the organisation invests its money? How important is it to me where the organisation invests its pension funds? How important is it to me which bank the organisation uses?

FUNDING SOURCES

How important is it to me where the organisation gets its funding from? Would I feel ok working for an organisation that was funded by an unethical source?

ORGANISATIONAL POLICIES

How important to me is it if the organisation has implemented polices covering environmental sustainability, energy and resource use, waste and recycling, investment, Environmental Social Governance (ESG)?

CODE OF PRACTICE

How important is it to me if there is an Ethical Code of Practice for the sector that the organisation is in?

ETHICAL AWARDS

How important is it to me that the organisation has some recognition of its ethical principles? Examples of this could be B Corp that accredits and lists for-profit companies that meet standards of social and environmental performance and accountability, and transparency

Developing your own Career Principles

If you have completed the section above, you are now in a position to develop your own **Career Principles** by completing the following

I will...

I will not...

The most important things to me in my career are...

I will consider...

It is my responsibility to...

I would/would not compromise on...

Example

I will look for work to use my skills with people and my qualifications

I will not work for an arms manufacturer

The most important things to me in my career are that my work has an impact on those disadvantaged in society and my work life balance

I will consider working abroad

It is my responsibility to help those less fortunate than myself

I will not compromise on my values of environmental sustainability

NOW YOU CAN GO AHEAD AND CHECK OUT SOME OF THE ISSUES IN GLOBALLY RESPONSIBLE CAREERS
ON OUR WEBSITE HERE

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