

A close-up, slightly blurred photograph of a person's hand holding a blue pen, writing in a notebook. The person is wearing a grey, textured sweater. In the background, a white coffee cup sits on a wooden desk, and a laptop is partially visible. The overall scene is dimly lit, creating a focused and professional atmosphere.

Planning for the Life Cycle of Your Career

March 7, 2023
12:00 – 1:30 CT

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Prevention Manager
Great Lakes PTTC

Objectives



Participants in this webinar will be able to:

- Describe stages in the typical career cycle for preventionists
- List strategies for leveraging professional leadership for career growth
- Discuss steps every prevention organization can take if they truly want to create a more inclusive and diverse teams that promote career growth and development



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Prevention is Evolving

A Global Pandemic

A Politically Charged Election

Another Wave of Overdose Fatalities

Trauma Impacted Children & Communities

Increased SUD, OUD, Depression & Suicide

Evolving Cannabis and Alcohol Policy

Economic Crisis and Eroded SDOH

A Racial Justice Movement

Poll: Impacts on Your Prevention Career



Which of these issues has directly impacted your job, role in your agency, career?



- A. Pandemic**
- B. Charged politics**
- C. Overdose fatalities**
- D. Trauma**
- E. SUD, mental health**
- F. Economy**
- G. Racial justice**



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A New Approach Emerged



The events of the last 3 years are emblematic of long-standing inequities and are rooted in a long history of systemic discrimination.

Despite all this—and in part because of all this—2023 has also emerged as a moment of opportunity, a possible inflection point for addressing inequity in a profound way.



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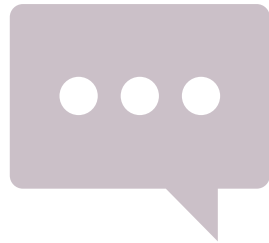
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POLL: Years in Prevention

**How many years
have you been
working in the
prevention field?**



- A. Less than a year
- B. Two to five years
- C. Six to ten years
- D. Eleven to fifteen years
- E. More than fifteen years



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Counseling or
Mental Health

Family Services

Early Childhood



RELATED
FIELDS



CHAT
Where
Else?



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What Draws Us In?



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What Else Draws Us In?

GOALS

INTEREST

CHAT

what else
draws us into
Prevention

CAREER

SKILLS

EDUCATION

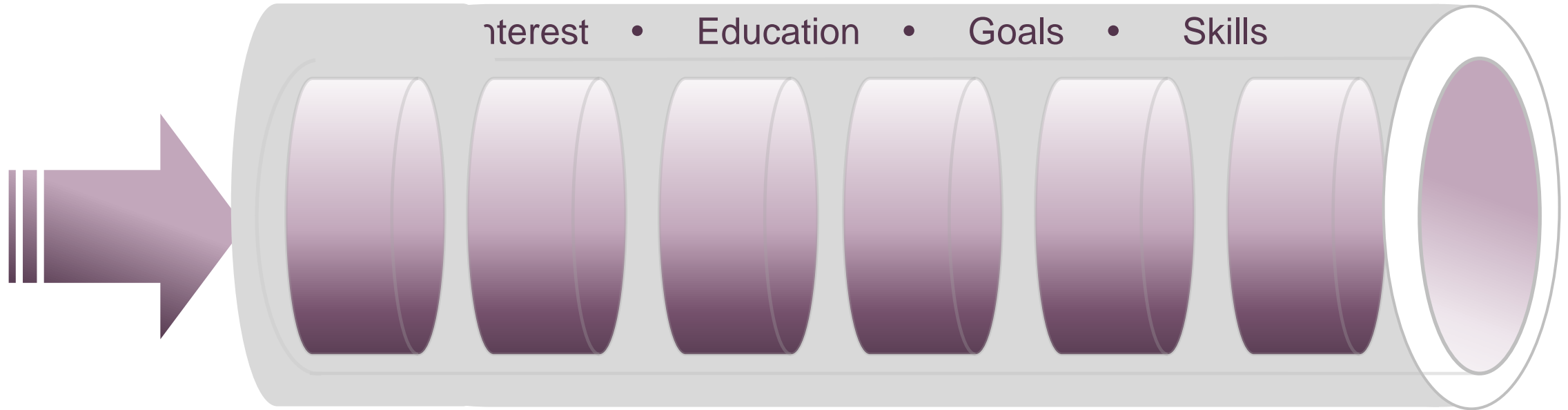


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Moving Through Prevention Career Stages



This may or may not be a linear process

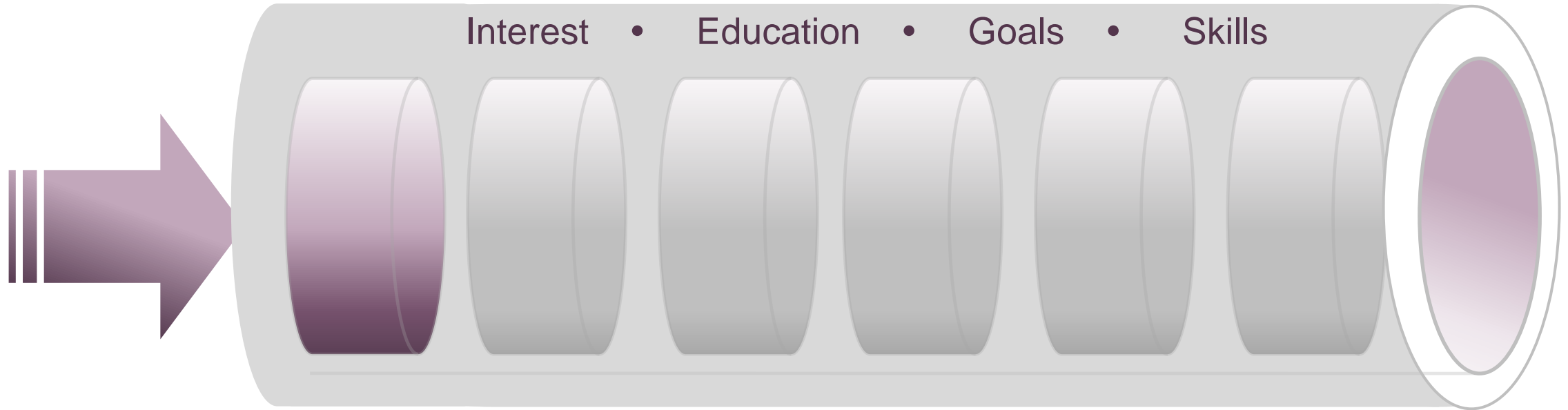


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Prevention Career Stages as Learner



Learner

First job, action oriented, task focused

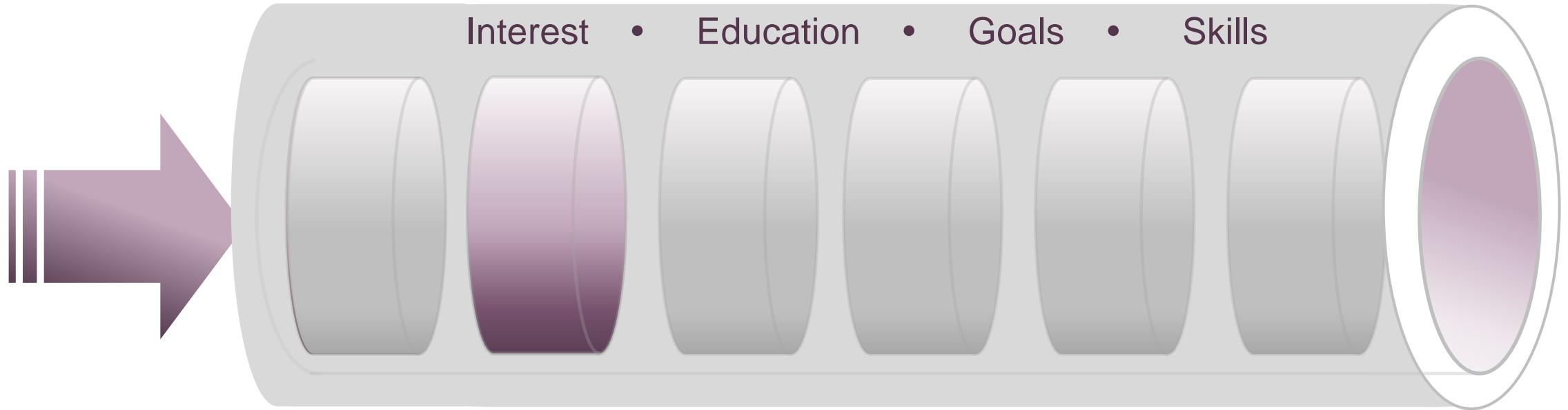


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Prevention Career Stages as Collaborator



Learner Collaborator

Working closer with others; technical & people skills

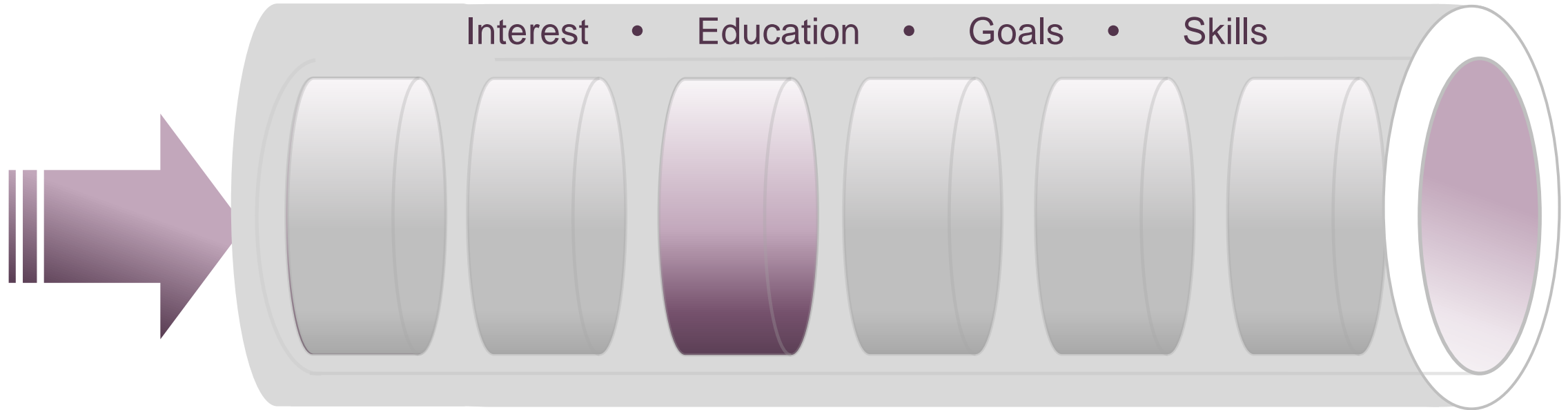


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Prevention Career Stages as Instructor



Learners Collaborator **Instructor**

Team leader, instructor,
others, getting the job done

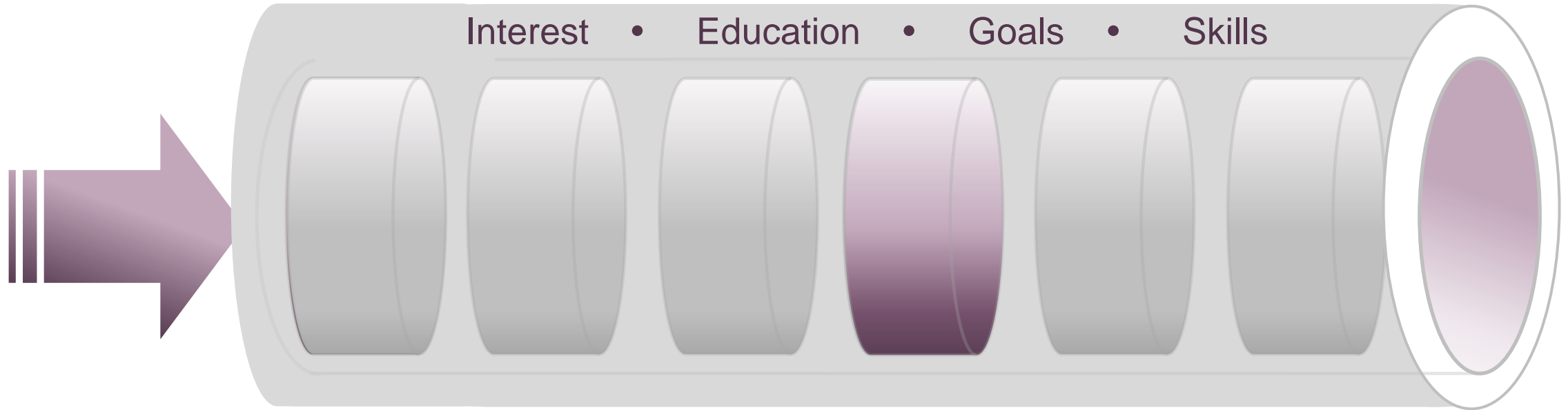


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Prevention Career Stages as Manager



Learners Collaborator Instructor **Manager**

Project and people
management

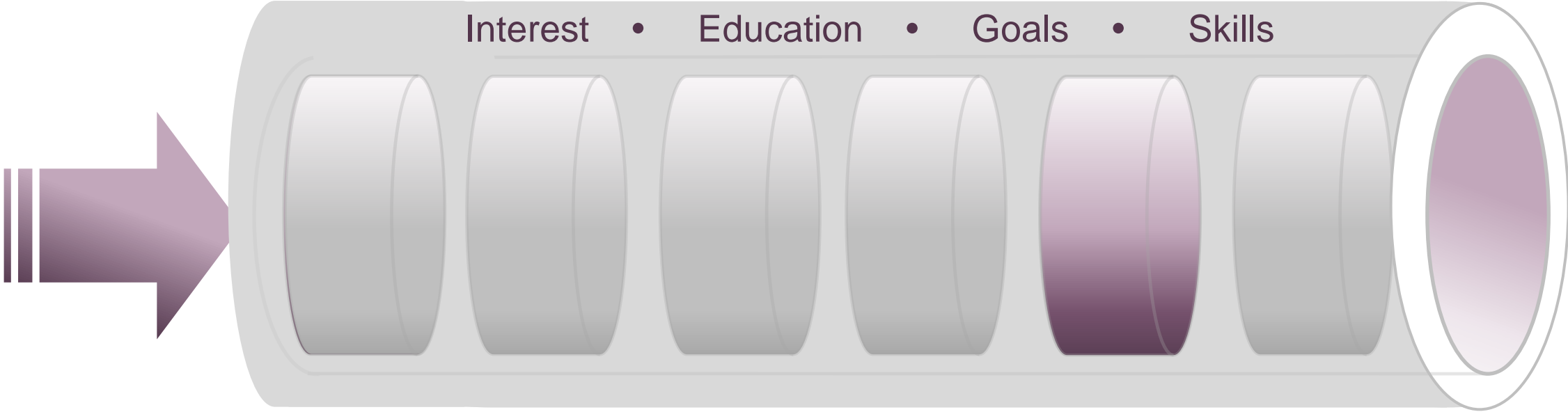


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Prevention Career Stages as Influencer



Learners Collaborator Instructor Manager **Influencer**

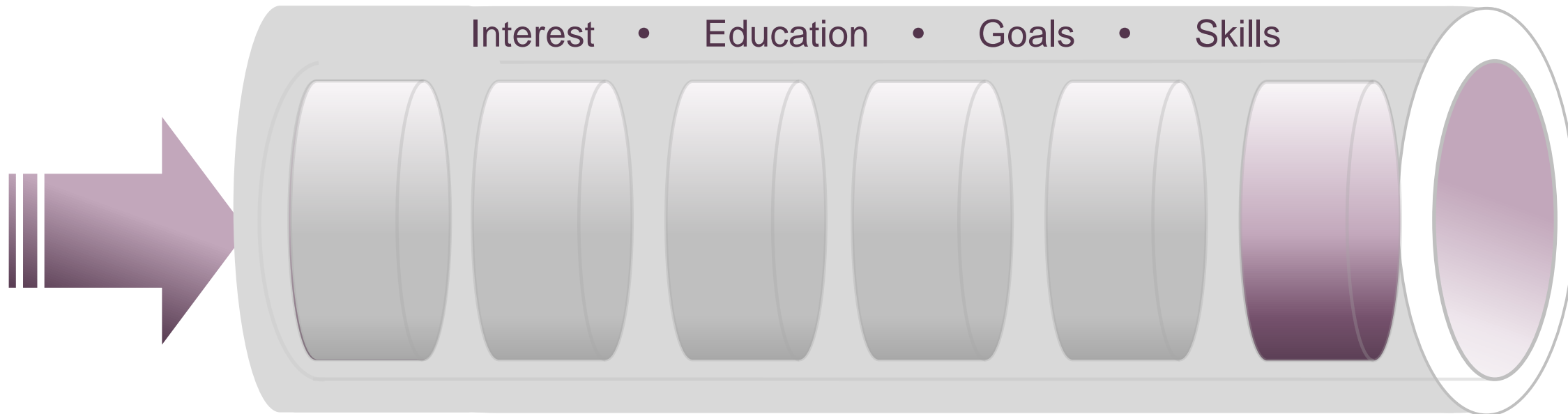
Away from managing
teams to influencing people,
across levels



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Prevention Career Stages as Leader



Learners Collaborator Instructor Manager Influencer **Leader**

Empowering, motivating, and
inspiring others to become
more



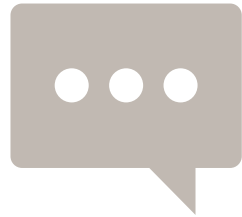
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POLL:

Where do you see yourself through the lens of these types of stages. (as many as relevant)



- A. Learner
- B. Collaborator
- C. Instructor
- D. Manager
- E. Influencer
- F. Leader

Prevention Career Stages



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Traditional Roles for Prevention



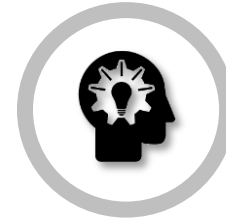
Convenor



Process Designer



Leader



Provocateur



Facilitator



Implementer

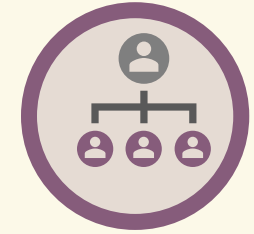


Educator



Organizer

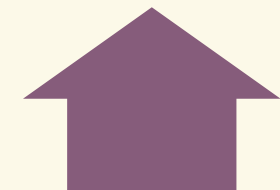
Additional Roles



Diversity Manager



Equity Promoter

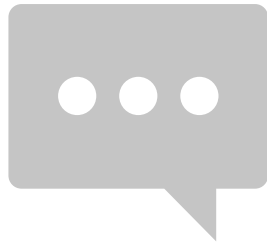


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Diversity Management



- ☑ Establish mentorship programs
- ☑ Culturally intelligent recruitment, performance, and rewards
- ☑ Set public goals for accountability
- ☑ Communicate progress with humility and transparency

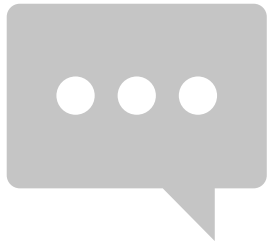


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Equity and Inclusion Promoter



- Create space (not pressure) for ideas from minority colleagues
- Practice self-awareness
- Be cognizant of bias
- Swiftly address actions that don't align with your company's values
- Collaboratively develop, embrace, and infuse equity principles



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POLL: Leadership Attitudes

What do I believe are the most important attitudes about diversity, equity and inclusion?



- Diversity, equity and inclusion are everyone's responsibility.
- Establishing a culture of diversity, equity and inclusion must start from the top down.
- One person's life experience doesn't discredit another's.
- Other attitudes



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Padlet 1: Self, Colleague, and Supervisor Support for Career Advancement

Identify strategies for pursuing your own professional development and career advancement.

Identify ways to support colleagues with professional development.

Identify ways that agencies, employers and supervisors can support career advancement.



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Prevention Career Cycle

Three types of strategies to supercharge professional growth and career advancement.

Self-Initiated Strategies

Colleague Supported

Agency Driven

ADD SECTION



Self Initiated Proactive Strategies



- Develop yourself continuously and purposefully
- Seek out mentors
- Networking
- Request time
- Ask for what you want
- Say yes to opportunities
- Give back
- Pay forward



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Supporting Colleagues



- Take a personal interest in employee career goals
- Promote training and development of employees
- Encourage mentoring and job shadowing
- Rotate employee roles
- Support work-life balance
- Paint the big picture
- Create a succession planning program



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Agency and Supervisor Led Strategies



- Soft skills development
- Regular feedback
- Training & Lunch-and-learn program
- Coaching
- Mentoring
- Job rotation
- Stretch assignments
- Online training
- Promotion



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Strategies for Leveraging Leadership



- Consider the Stage You Are In
- Where You Want to Go
- What Skills Do You Want to Develop
- How to Assert Opportunities to Use Your Skills
- How Can You Support Colleague and Their Growth
- How do Supervisors Create Supportive Environments

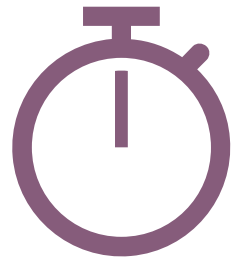


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Type in the Chat Getting Started



- ✓ **Actions I will take
in the first week
back at work**
- ✓ **Actions I will take
in the next 3
months**



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Question and Answer

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PREVENTION CORE COMPETENCIES



Resources

These prevention core competencies and accompanying knowledge, skills, and abilities offer professional direction to the prevention field, affecting staff development and career ladders and pipelines, and providing guidance for training programs and service delivery qualification.

Publication ID PEP20-03-08-001

Publication Date May 2021

Format Guides and Manuals

<https://store.samhsa.gov/product/Prevention-Core-Competencies/PEP20-03-08-001>



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END



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