

Taylor Your Life Staff Training Report 2018

Compiled by Julia Lang, 8/24/2018

19 staff members participated in a three-day, 10.5 hour training in summer, 2018. Upon completion, they all filled out an online assessment of their experience. The qualitative and quantitative findings of that survey are summarized in this report.

This report is divided into three sections:

1. **Highlights of the training and curriculum**
2. **Ideas for Growing TYL and/or infusing it into Participants' Work**
3. **Areas of growth in the training and the course**

1. Highlights/favorite elements of TYL curriculum and training

"These tools...have a lot of power to shake out the underlying issues and fears. This is very powerful for students who feel stuck or without directions, but also for students who feel they have it all figured out. Please keep doing this work! It is huge for the campus and beyond within the New Orleans community.

- Heather Cooper, Senior Academic and Career Advisor/Academic Advising

"The TYL training was amazing and insightful. I appreciate the interaction, which stimulated critical thinking and inspired creativity. I'm excited about the possibility of teaching the course."

- Cynthia Washington, Senior Student and Employer Advisor, SoPA

"I learned a lot from this training and I really appreciate the time and care that was put into the session. I will confidently recommend the course to students and future trainings to colleagues."

- Margie Cartwright, Senior Director of Admissions and Career Services, Tulane School of Public Health and Tropical Medicine

Participants reported their favorite parts of the curriculum were:

1. Ideation and Prototyping Exercises

"I think TYL does an amazing job of helping a student to "be able to envision and explore multiple life paths". This is something that I just don't think a lot of students put a lot of thought into. Going through this class really expands your thinking in this area, and not only do you envision the paths, but you believe that they can be a reality for you. And the exploration part is key- prototyping is so helpful to figure out what might and might not be the best fit for you personally. TYL provides students with the tools to be able to do that."

- Odyssey Plans (10)
- "How Might I Prototype XYZ from my Odyssey Plan?" (4)
- TYL Future Reunion (3)
- Fearless Mission Statement (2)
- Life design interviews (2)

- Life Design Interviews (1)

1. **Self-Reflection Exercises**

“I consider myself to be an insightful person, but this class taught me to ask questions of myself that I had never thought of before... such as the early life influences that might have created the foundation for my current workaholic status, and identified ways to reframe harmful thinking (my constant fear of failure). My hope and goal is to make significant changes in my life based on the activities in this class.”

“I never thought about how my family affected my beliefs/ideas about work, so it was pretty interesting to realize how my current thoughts around work were shaped by my grandmother and parents. The odyssey plans also helped me to envision career paths that I had not given a lot of thought to/didn't really think they were possible. Now I feel that I have a lot of options available to me as far as my future career path, and before I didn't really see many alternatives beyond what I'm currently doing. I also learned a lot about myself doing the heart and head mapping- noticed some themes. I never really took the time to think about those types of questions before.”

- Habits vs Goals (5)
- Changemaking Future Meditation (3)
- Family Influences (2)
- Energy Mapping (2)

2. **Networking Activities**

“My greatest takeaway was that I am surrounded by a community of amazing people who I can reach out to for advice and ideas. Really, it was a good reminder that we all have hopes and dreams, and we all have a lifetime of experiences that we can draw upon to help ourselves and others!

- Community mapping (8)
- Class mapping (4)
- Mingle, Mingle, Mingle (3)
- Networking Game (1)

3. **Learning about Design-Thinking**

“My greatest takeaway is that design thinking can be applied to every area of life, at any age in life...I feel more encouraged and have more clarity about living a more meaningful life rather than simply dreaming about it. It allowed me to think about where I am, where I thought I wanted to go and pursue what I really want to become”

“My knowledge of DT was very limited so it was great to learn more about that. I loved how the work got me to think outside the box, which I don't do on a regular basis in my work. Reconnecting and remembering my passions more clearly was wonderful.”

- Reading “Designing Your Life” (5)
- DT overview (2)

4. Other favorite activities included:
- “Um like” Video (2)
 - All activities (1)
 - Failure Reframe (1)
 - People you Admire (1)
 - Multipotentiality video (1)
 - I like, I wish, I wonder, What if? (1)
 - Phone a Friend (1)

2. Ideas for Growing TYL and/or infusing it into Participants’ Work

- Offering TYL to alumni
 - *Margie Cartwright, Senior Director of Admissions and Career Services, Tulane School of Public Health and Tropical Medicine*
- Creating a Student-athlete section
 - *Jada Buckner, Academic Certification Officer for Athletics*
- Offering TYL to adult learners
 - *Carla Coury, Director, Tulane Career Services*
 - *Megan Straughen, Senior Program Coordinator, Center for Public Service*
 - *Cynthia Washington, Senior Student and Employer Advisor, SoPA*
- Using TYL with PeaceCorps Prep Students and in the CPS Internship Seminar
 - *Alexa Schwartz, Senior Program Coordinator for Internships & International Programs, Center for Public Service*
- TYL For Public Health students
 - *Cathering Pugh, Career Advisor, School of Public Health and Tropical Medicine*
- TYL for Law Students
 - *Lezlie Griffin, Assistant Dean for Career Development & Diversity Initiatives at Tulane Law School*
- TYL at Xavier with Honors students
 - *Ja’Wanda Grant, Special Asst. to the Provost for Scholar Development and Institutional Alliances/Director of Xavier Exponential (Honors)*
- TYL for high school students
 - *Tiye Jones, Program Coordinator, CPS*
- One-day workshop for Student Leadership Challenge
 - *Lauren Wethers, Program Coordinator/Newcomb College Institute*
- TYL with Tulane AmeriCorps VISTAS
 - *Aran Donovan, Sr. Program Coordinator, CPS*
- Add more about diversity in the workplace and systems of oppression
 - *Age discrimination/biases when entering workforce: Geneva Torrence, Career Advisor in Career Services*
 - *Systems of oppression and systemic inequalities: Alexa Schwartz, Senior Program Coordinator for Internships & International Programs, Center for Public Service*
 - *How identities and systems of oppression impact choice in life and career, Nicole Ralston, Program Manager, CPS*
- Section for students interested in pursuing a career in the arts
 - *Kayla Smith, Academic Advisor*

3. Area of Growth in the Training and Course

Summary for Improving TRAINING:

- Four participants noted that the training felt rushed and they would have appreciated an additional day of training (three people suggested a 4th day, another three suggested 5 days).
- Some staff indicated certain activities would be useful for students, but may not be as applicable to adult learners (Family Influences, Odyssey Plan sharing in class and Habits vs. Goals).
- Hosting the training in late summer was a difficult time for some staff, who suggested moving it to July.
- Other suggestions included:
 - Encouraging teams to continue working together after the training to continue “tailoring” their lives
 - Providing all HW in advance
 - Inviting student graduates of the class to come speak to trainees, and
 - Running the training M/W/F in the same week.
 - Hosting an optional lunch after training to provide more time for staff across campus to connect
 - Provide snacks and coffee throughout training.

Summary for Improving the CURRICULUM

- Two participants mentioned the need to discuss life and cultural differences, especially when discussing the ability to “taylor” one’s life (such as including nuances about someone from a higher SES being able to host a life design interview with a CEO based on family connections, while a first generation student might be working up courage to speak to a professor for the first time).
- It was suggested to discuss about unconscious bias and living in a racialized world during salary negotiation.
- Encourage staff to think about prototyping something non-professional
- Offer an online community to share via discussion boards items discussed in class
- Incorporate StrengtshsQuest

Additional quotes

“This training was awesome and I’m so excited about the curriculum. Thanks for the wonderful opportunity to learn more about DT, TYL, the Taylor Center, and other Tulane colleagues!”

- Megan Straughen, Senior Program Coordinator, Center for Public Service

“Thank you ALL for the energy, time and labor you put into this. I love any kind of curriculum that allows students to think big (and outside of the construct of their major) and then think up specific ways that they will accomplish how they want their life to look. Great work!”

- Nicole Ralston, Program Manager, Center for Public Service

“Thank you for this course. This is a very well-designed course that engages a wide range of participants, which is no easy task. I look forward to continued collaborations with your team!”

- Ja'Wanda Grant, Special Asst. to the Provost for Scholar Development and Institutional Alliances/Director of Xavier Exponential (Honors)

"TYL really made me step outside me comfort zone and set future career goals...[I need to do more] reflection, but I appreciated the focus on life design and it has given me more tools to utilize with students."

- Tyler Hackman, Career Coach, Tulane Career Center

"Thank you SO much for facilitating this training! It was incredibly well-done and organized, and I know it took a lot of time, effort, and planning. I'm so excited about this opportunity and loved engaging with the material."

- Alexa Schwartz, Alexa Schwartz, Senior Program Coordinator for Internships & International Programs, Center for Public Service

"THANK YOU for allowing us to participate in this training as Tulane staff and for investing your time, knowledge, and energy into producing a very well-thought out and well-done program."

- Catherine Pugh, Career Advisor, School of Public Health and Tropical Medicine

"Thank you all so much for putting this together! It was a highlight of my summer and I'm so glad I was able to participate."

- Lauren Wethers, Program Coordinator/Newcomb College Institute

"I think that seeing multiple viable personal and professional paths is the most valuable overarching lesson in the program. Many college students have lived such a clear, linear existence up until graduation, that fear of "not finding the right path" is understandably a huge challenge."

- Margie Cartwright, Senior Director of Admissions and Career Services, Tulane School of Public Health and Tropical Medicine