



Support Their Five: **Adding Meaningful Value through the College to Life-After-College Transition**

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- **Relational, yet still transactional**
 - **Rise of the gig economy; non-linear career paths**
 - **Rapidly evolving technologies**
 - **Curation and context vs. fount of all knowledge**
 - **High-touch vs. tech-driven**
 - **Connection to meaning and purpose**
-

1st Wave: early 1900s, the “high-school movement” turned secondary schools into a nationwide system for mass education that provided training for life instead of small-scale institutions designed to prepare a select group of students for college.

2nd Wave: 1960s, “college for all” movement

3rd Wave: likely to be marked by continual training throughout a person’s lifetime—to keep current in a career, to learn how to complement rising levels of automation, and to gain skills for new work. Consumed “as needed.”

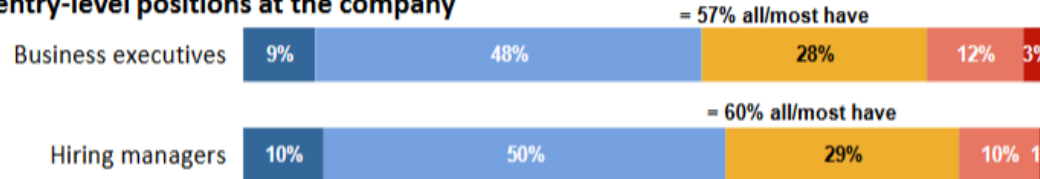
<https://www.theatlantic.com/education/archive/2018/03/the-third-education-revolution/556091/>



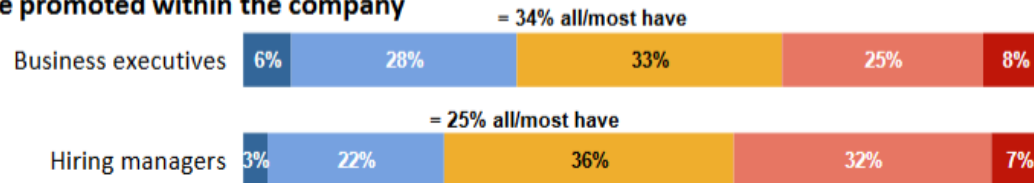
Proportions of Recent College Grad Applicants Who Have Full Set of Skills/Knowledge

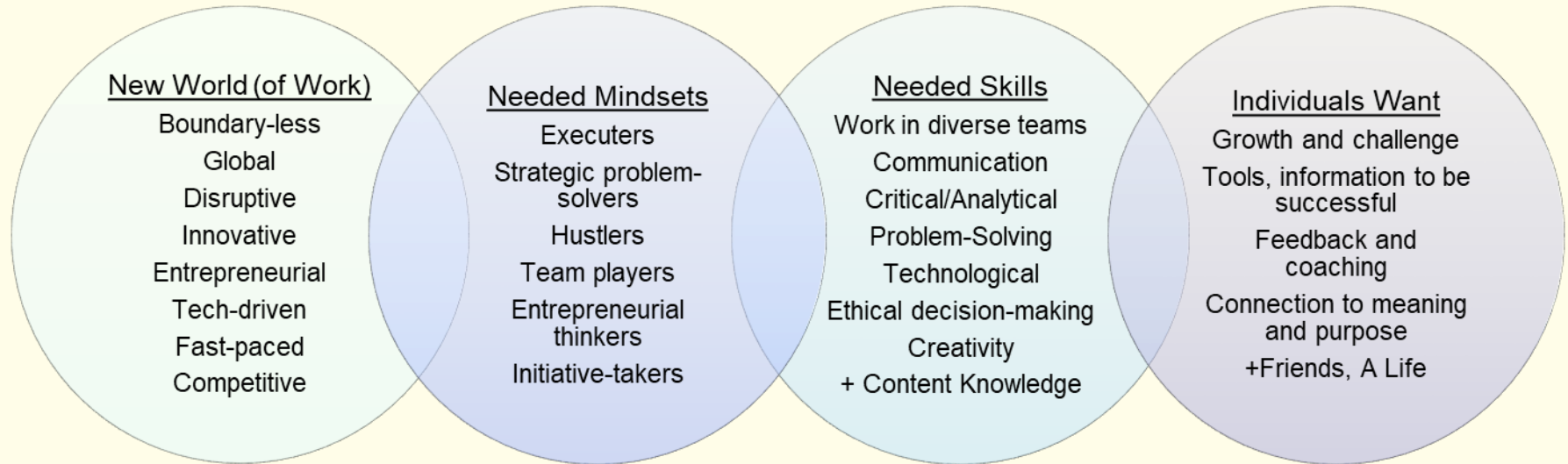
■ All have skills/knowledge ■ Most have ■ About half have ■ Only some have ■ Very few have

Succeed in entry-level positions at the company



Advance/be promoted within the company







Up to and through college

You are the most important person here

Your voice matters

You are a winner, even when you're not

You have all of the resources, support,
and guidance you will ever need – we will
not let you fail

You can be anything you want to be

After college

You are the *least* important person here

You don't know enough yet to have a
voice

You will be a winner when you prove that
you are

You need to find your own resources and
support – and no one here is going to
hand it to you

You're lucky to have a job



- ✓ **How do I translate college/entry-level knowledge and experience to meet the needs and demands of employers in the new world of work?**
 - ❑ What do I need to know/be able to do/learn?
 - ✓ **How do I align entry-level, sometimes disappointing, experience with my values, interests, and strengths, so that I feel like I'm making an impact?**
 - ❑ How do I connect this work to long-term goals?
 - ✓ **How do I create an intentional life that has meaning (for me)?**
 - ❑ How do I connect my choices with my values?
-



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Competency Model

A photograph of a city street with several yellow taxis. The taxis are in the foreground and middle ground, with tall city buildings in the background. The image is slightly blurred, giving it a sense of motion.

FIVE FOR YOUR FIRST FIVE[©]

[Own Your Career and Life After College]

“This is not the dream job.”



- Identify your values
 - Set and pursue goals
 - Build your skill-set from day one
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“If this is being an adult, you can have it back.”



- Define your balance
- Manage your resources
- Redefine failure

“Live where you live.”



- Strong & weak ties
 - Connecting relationships with values
 - Building your network
-

“Gather data.... And it’s all data.”



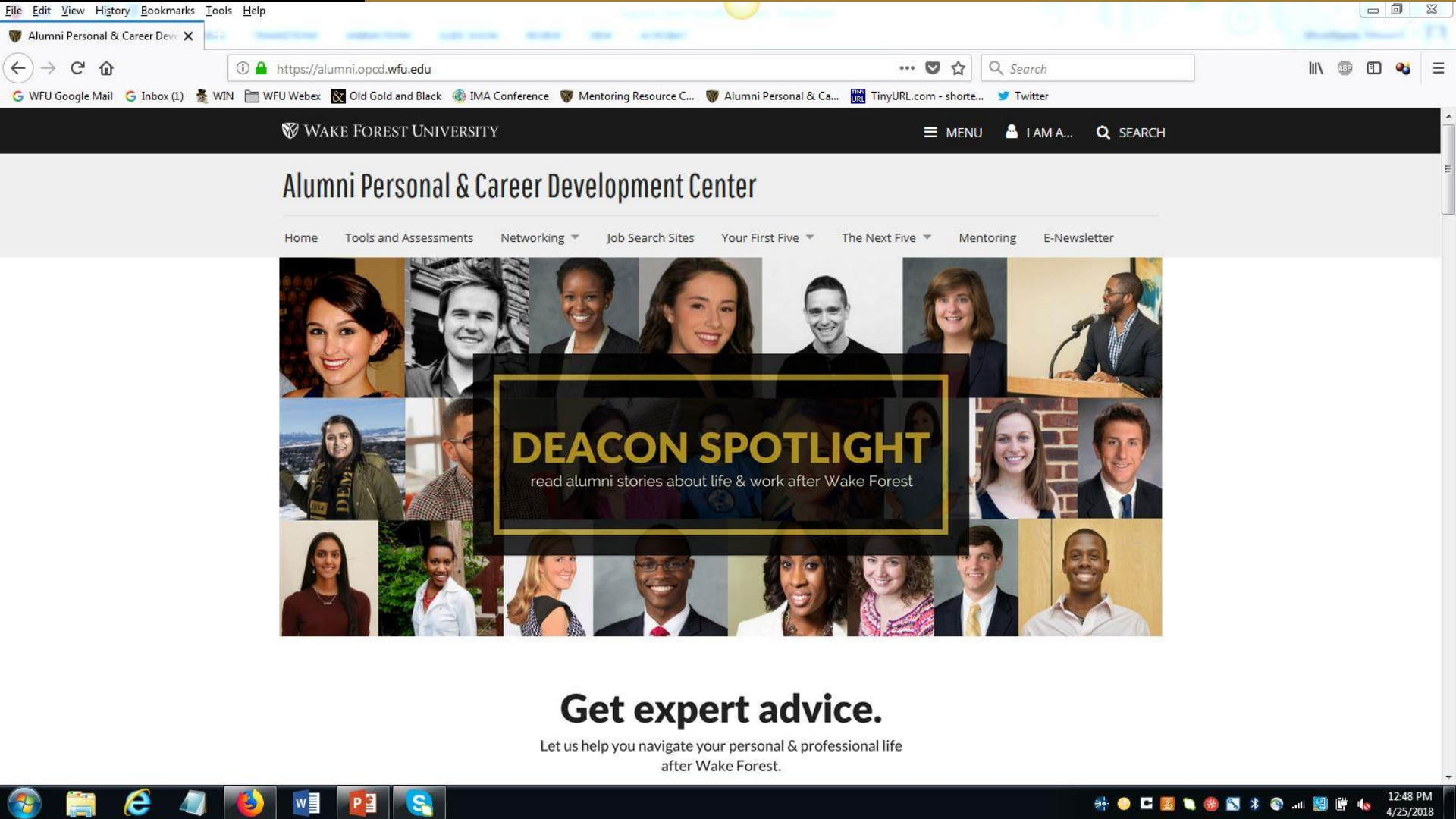
- Practice mindfulness
 - Seek out feedback
 - Develop your EQ
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“How do you know when it’s time to make a change?”



- Do your homework
 - Tell your story
 - Create your plan
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OWN YOUR CAREER IN 30 DAYS

REFLECT.
CHECK.NEXT.



#reflectchecknext
@LifeAfterWake

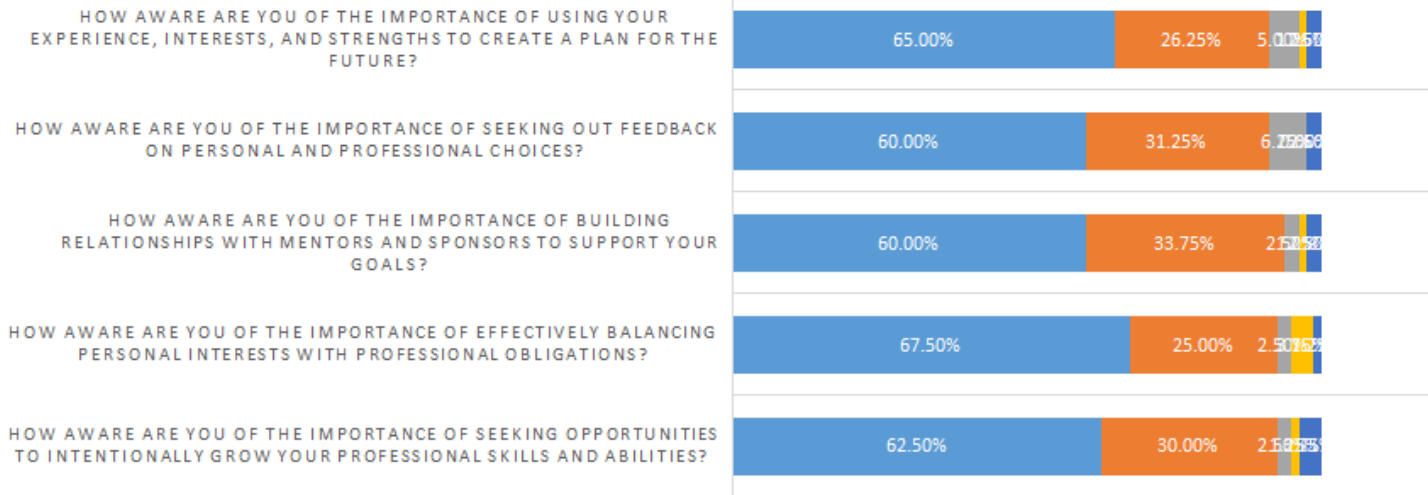


- **Skills-based Workshops**
- **Mentoring Groups**
 - Young Alumni
 - New Manager
- **The Book**



PERCENTAGE OF CLASS OF 2017 GRADS AWARENESS LEVELS OF FIVE COMPETENCY AREAS

■ Very aware ■ Somewhat aware ■ Neither aware nor unaware ■ Somewhat unaware ■ Very unaware



PERCENTAGE OF CLASS OF 2017 GRADS CONFIDENCE LEVEL OF FIVE COMPETENCY AREAS

■ Very confident
 ■ Somewhat confident
 ■ Neither confident or not confident
 ■ Somewhat not confident
 ■ Not at all confident

HOW CONFIDENT ARE YOU IN YOUR ABILITY TO USE YOUR EXPERIENCE, INTERESTS, AND STRENGTHS TO CREATE A PLAN FOR THE FUTURE?

51.25% 33.75% 7.50% 7.50%

HOW CONFIDENT ARE YOU IN YOUR ABILITY TO SEEK OUT FEEDBACK ON PERSONAL AND PROFESSIONAL CHOICES?

40.00% 46.25% 8.75% 4.00%

HOW CONFIDENT ARE YOU IN YOUR ABILITY TO BUILD RELATIONSHIPS WITH MENTORS AND SPONSORS TO SUPPORT YOUR GOALS?

41.25% 38.75% 3.75% 11.25% 5.00%

HOW CONFIDENT ARE YOU IN YOUR ABILITY TO EFFECTIVELY BALANCE PERSONAL INTERESTS WITH PROFESSIONAL OBLIGATIONS?

46.25% 36.25% 10.00% 6.25%

HOW CONFIDENT ARE YOU IN YOUR ABILITY TO SEEK OPPORTUNITIES TO INTENTIONALLY GROW YOUR PROFESSIONAL SKILLS AND ABILITIES?

36.25% 42.50% 10.00% 10.00% 2.50%

- 1. Many changes: to education, work, needs and expectations of grads**
 - 2. Be strategic and respect the culture**
 - 3. Resources are critical; never going to have enough**
 - 4. Be strategic with the work**
 - 5. Hire strategic, creative people who are willing to get after it.**
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