

Design Your Life (DYL) Professional Fellows Cohort

If you can connect the dots between Who You Are, What You Believe, and What You Do, you can construct a story of meaning and purpose that encompasses your life and career. Your HR Career Development team is launching a pilot program for staff focusing on life design and career exploration. We welcome applications and nominations from exempt and non-exempt staff:

- we're accepting 10 staff members in our DYL Professional Fellows cohort
- applications are due January 19 and require your supervisor's approval to participate
- the program will take place for 12 weeks during spring semester, from February 5-April 26
- during the first half of the program, February 5-March 11, we will meet weekly every Monday from 1:00pm-2:00pm to focus on life design and preparation for your fellowship
- during the final half of the program, the weeks of March 18-April 26, you will participate in a professional fellowship, averaging 4-6 hours per week, in a department of your choosing
- since this experience is designed for your professional development, you will receive training credit for participation; no additional stipend will be provided by your fellowship host department

Session One: Designing Your Professional Fellowship

You'll develop your learning goals for your fellowship and connect with your host supervisor in the department you were matched with for your professional fellowship. Prior to the next session, you'll have a conversation with that department to develop a shared understanding of the activities and projects you'll engage in during your fellowship.

Session Two: Making the Most of Your Fellowship: Making the Most of Your Fellowship

We'll discuss your fellowship and how to use what you've learned through life design to make the most of this prototyping experience. Your host supervisors will be invited to participate in this orientation to the fellowship program.

Session Three: Introduction to Life Design and Developing Your Workview/Lifeview

Through a written reflection and small group discussion, we'll explore the following questions to help you identify what's important to you in your life and career and how they align:

- What's the purpose of work? Why do you work? What matters to you in work?
- What parts of work do you find fulfilling?
- What is the purpose of your life? What are your values? Why are we here?

We'll discuss how your Workview and LifeView fit together; are they coherent? Are there opportunities to make them more coherent?

During the next week, you'll keep an activity journal to note the engagement and energy you are deriving from your daily activities. We'll use this journal for reflection during our next session.

Session Four: PERMA and Mind Mapping: PERMA and Mind Mapping

Reviewing your activity journal, we'll seek to identify **PERMA** activities:

- **P**ositive emotions – feeling good
- **E**ngagement – being completely absorbed in activities
- **R**elationships – being authentically connected to others
- **M**eaning – purposeful existence
- **A**chievement – a sense of accomplishment and success

We'll then engage in mind mapping to explore creative ways to increase our engagement.

Session Five: Odyssey Plans

Odyssey Plans help us think broadly and creatively about future possibilities and then focus on specific aspects of our plans that we want to explore more fully. You'll develop 3 very different plans:

- The life and career you're living and working in today -- this could be your current role, current department, current division
 - The life and career you imagine that may build upon your current role, but includes different possibilities -- or that is entirely different from your current role
 - Your wildcard life and career -- what you would do if you didn't have to worry about financial constraints or what people think
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Session Six: Prototyping

Prototyping helps us try things out before we take action to initiate change. We're able to:

- Ask interesting questions
- Test our assumptions
- Begin building our life design team to support us in the future

Prototyping includes:

- Conversations (informational interviews)
- Research and training
- Experiences (job shadowing, departmental projects, committees, volunteering)

Each of us will choose one idea from our Odyssey Plans that we'd like to prototype, then the group will brainstorm suggestions for how we can begin, including contacts at UT for conversations.

Life Design is a career development model created by Stanford University professors Dave Evans and Bill Burnett in their 2016 bestseller, Designing Your Life, and practiced at the Stanford Life Design Lab