Becoming an Indispensable Employee

What can you do to become & stay marketable in any economy?
The Bad & The Good News

U.S. unemployment rate is 7.9%

BUT

Many employers still can’t find the kind of talent they want & need
LDSBC Graduates Can Fill The Gap By Giving Employers What They Want
What Employers Want from Today’s College Grads

Industry-Specific Competencies
Ability to apply industry-specific knowledge & skills successfully and to make valuable contributions in chosen field

Personal Marketing Skills
Ability to present self successfully to potential employers via résumé, cover letter, interviewing, networking, online identity, etc.

Transferable Skills
Ability to demonstrate transferable skills need to succeed in any setting
- Working in Diverse Environment
- Managing Time & Priorities
- Contributing to a Team
- Navigating Across Boundaries
- Acquiring Knowledge
- Thinking Critically
- Performing with Integrity
- Developing Professional Competencies
- Communicating Effectively
- Solving Problems
- Balancing Work & Family
- Embracing Change
Employers Want T-Shaped Professionals

HIGH-STAKES JUDGMENT & TRANSFERABLE SKILLS
Ability to Apply Knowledge Across Situations
1. Working in a Diverse Environment
2. Managing Time & Priorities
3. Contributing to a Team
4. Navigating Across Boundaries
5. Acquiring Knowledge
6. Thinking Critically
7. Performing with Integrity
8. Developing Professional Competencies
9. Communicating Effectively
10. Solving Problems
11. Balancing Work & Life
12. Embracing Change

INDUSTRY-SPECIFIC COMPETENCIES
Specialized in Multiple Fields
What is a T-Shaped Professional?

“. . . T-shaped professional[s] . . . are the most sought-after workers in today’s extremely competitive world. . . . [They] have a deep knowledge of their discipline, but then also possess a strong understanding of the system as a whole including the people, the technology and the shared information. In the image on the right, “[t]he vertical stem of the T is the foundation: an in-depth specialized knowledge in one or two fields.

The horizontal crossbar refers to the complementary [transferable skills], . . . the ability to apply knowledge across disciplines,. . . an understanding of fields outside your area of expertise. . . .”

(http://www.psychologytoday.com/blog/career-transitions/201204/career-success-starts-t)
How to Become a T-Shaped Professional

1. Gain knowledge/experience in multiple industries/areas
2. Learn to successfully market yourself to potential employers
3. Develop the top 12 essential skills that employers want in college graduates
1. Gain Knowledge/Experience in Multiple Areas

When choosing your career path, major, and classes we strongly encourage you to select options that will enable you to:

(1) Acquire expertise in more than one industry,

(2) Successfully market yourself and your value to potential employers, and

(3) Develop the 12 Essential Skills that are most sought after in today’s college graduates.

Doing so will increase your chances of being professionally successful and be a blessing to your family and community even in a struggling economy.
2. Learn to Successfully Market Yourself to Potential Employers

- 1. Complete Your Career Development Milestones

  Including . . .
  - Creating a Powerful Résumé
  - Creating a Powerful Cover Letter
  - Learning How to Interview Successfully

- 2. Attend LDSBC’s Career Development Conferences

3. Develop the 12 Essential Transferable Skills Sought By Today’s Employers

1. [Click here](#) for 12 Skills Details

2. [Click here](#) to Develop a STEP (Student Tailored Education Plan)

3. [Click here](#) for T-Shaped Professional Research from MSU

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**12 Essential Skills**  
*(Dr. Phil Gardner, MSU)*

1. Working in a diverse environment
2. Managing time and priorities
3. Contributing to a team
4. Navigating across boundaries
5. Acquiring knowledge
6. Thinking critically
7. Performing with integrity
8. Developing professional competencies
9. Communicating effectively
10. Solving problems
11. Balancing work & life
12. Embracing change

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[Back to Pie Chart](#)  
[Back to Tip #1](#)