

## OUTCOMES OF NETWORKING

An effective networking campaign can lead to all of the outcomes below - some can result directly from meetings with contacts, others will come from further action taken on the recommendation of contacts or after self-reflection. Some outcomes will occur naturally as part of the networking process.

The potential outcomes have been grouped according to the part they play in the career planning process. Whilst those in categories B, C, D, E and F will be extremely important in increasing your ability to move into new career areas, items in categories A and B are probably the most critical. As you gain additional knowledge you must reflect on how your new learning applies to your own situation and plan appropriate courses of action.

### A: Self Reflection & Awareness

- A1 - Evaluate my suitability for specific careers and jobs
- A2 - Gain impartial feedback on how realistic my career plans are
- A3 - See how my strengths and achievements, to date, could be used in the job areas I'm exploring
- A4 - Identify the new skills, experience and qualifications that I will need to acquire
- A5 - Identify the existing skills that I will need to develop or improve
- A6 - Identify the support that I will need in the future
- A7 - Identify the aspects of work that are likely to cause me stress and difficulty
- A8 - Identify the balance I want between the various aspects of my life (work, leisure, family etc.)
- A9 - Reflect on learning I've gained from the networking process so far

### B: Action Planning

- B1 - Produce lists of jobs/careers/organisations I want to investigate further and plan how I'll do this
- B2 - Confirm jobs/careers/organisations I want to cross off my list of "possibles"
- B3 - Establish how to overcome barriers to career entry & progression
- B4 - Identify how I'm going to acquire the new skills, experience and qualifications I need
- B5 - Produce lists of individuals to contact for further advice
- B6 - Improve my CV
- B7 - Develop appropriate career planning and job-search strategies
- B8 - Set targets for future action I will take in order to increase my knowledge, skills & experience
- B9 - Keep a record of my observations and plans

### C: Acquisition of Knowledge & Understanding of Career/Training Opportunities

- C1 - Identify the range of career and job opportunities available to me
- C2 - Find out about the range of activities involved in specific careers/jobs that interest me
- C3 - Learn which skills, qualities and experiences I'll need to get into the careers that interest me
- C4 - Find out about the volume and range of openings within work areas that interest me
- C5 - Find out the level of competition for vacancies within work areas that interest me
- C6 - Find out about job and work experience opportunities within my contacts' organisations
- C7 - Gain knowledge about the major organisations (other than those of my contacts) in the field
- C8 - Gather published (hard-copy and web) information on careers/jobs that interest me
- C9 - Find out about the lifestyle implications of specific career choices that I am considering
- C10 - Identify long-term training opportunities
- C11 - Identify the major current developments/issues within career fields that I am considering
- C12 - Identify specific opportunities for skills training in the near future

## **OUTCOMES OF NETWORKING (CONTINUED)**

### **D: Experience & Observation of Work Activities**

- D1 - Gain an insight into my contacts' past career experiences
- D2 - Interview my contacts, away from the workplace, about their current work roles
- D3 - Tour round my contacts' places of work
- D4 - Get unpaid work-experience
- D5 - Get paid work-experience
- D6 - Undertake work shadowing (observe people doing their jobs) in work areas that interest me

### **E: Increasing Access to Contacts, Networks & Information Sources**

- E1 - Get one or more of my contacts to act as my mentor
- E2 - Develop more specific connections within my contacts' organisations and elsewhere
- E3 - Identify useful sources/lists of individual contacts in career areas that interest me
- E4 - Learn about general techniques for expanding my networks of contacts in the future
- E5 - Identify useful sources/lists of firms and organisations in career areas that interest me
- E6 - Learn about further sources of career-related information in work areas that interest me
- E7 - Learn about sources of job vacancies and work experience opportunities
- E8 - Learn about general techniques for identifying new information and vacancy sources

### **F: Development of Skills and Abilities**

- F1 - Improve my ability to ask appropriate questions
- F2 - Practice receiving and giving feedback
- F3 - Improve my ability to analyse information and experience
- F4 - Learn how to make effective use of contacts
- F5 - Improve my self-confidence
- F6 - Gain experience of negotiation
- F7 - Improve my skills of observation
- F8 - Improve my skills of recording information, ideas and plans
- F9 - Receive one-to-one teaching or coaching on specific skills and techniques
- F10 - Attend specific skills training courses relevant to my future career
- F11 - Arrange training or coaching for the future

### **Setting learning objectives for the networking process**

Before embarking on a programme of networking it is important to focus on what you are trying to achieve, so it is a good idea to try to set yourself some key objectives. One way of doing this is to go through the list above, highlighting or circling those outcomes you would most like to realise as objectives in the near future. You may find it best, initially, to create a long list and then narrow it down to about nine, achievable, key objectives. As your networking progresses, you should assess the extent to which you are meeting your objectives and refine these as your needs change. You may find it helpful to refer to this list again to select new objectives or to see which others you have, perhaps unwittingly, already met.