Do’s and Don’ts for First-Year Professionals

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Learning Outcomes

- Participants will reflect and evaluate their stance as first-year professionals in the field.
- Participants will gain an in-depth understanding of the challenges first-year professionals may experience.
- Participants will gain knowledge of practical applications for student affairs professionals.
Overview

- Our stories
- Historical Trends
- Needs, Challenges and Themes
- Making the Transition
- Practical Applications
- Discussion
What we really do......

Student Affairs Professionals

What my family thinks I do
What my friends think I do
What society thinks I do
What professors think I do
What I think I do
What I really do
Our Stories

- Who we are
- Why this Topic?
  - Provides a foundation for professional development in Student Affairs
A Career in Student Affairs:  
Historical Trends of a Student Affairs Professional

- Higher Ed (Lorden, 1998)
  - Transitory Privilege
  - Low Attrition Rates
  - Revolving door syndrome
A Career in Student Affairs: Historical Trends of a Student Affairs Professional

- First-Year Professionals (Bender, 2009)
  - Satisfaction vs. Dissatisfaction
  - Uncertainty
  - Little opportunities for advancement
  - Need for professional development programs
A Career in Student Affairs: Needs, Challenges, and Themes

Themes (Renn & Hodge, 2007)

- Relationships
- Fit
- Competence

Phases of the First-Year Experience

- Pre-Employment and Orientation
- Transition
- Settling In
A Career in Student Affairs: Needs, Challenges, and Themes

Culture Shock Curve
Making the Transition

- Resistance to change
  - Students use to old ways
  - New sheriff in town
- Managing former peers
- Working at alma mater
Practical Application

- Managing Your Supervisor
  - Misreading the Supervisor
  - Understanding the Supervisor
  - Understanding Yourself
  - Developing and Managing the Relationship
Practical Applications
Do’s and Don’ts

- Say my name!
- Call back.
- Write it right emails.
- Check your attire! Be prepared for the day.
- Big etiquette positive.

- Stand by your word.
- Watch the clock.
- Attitude is everything.
- “The Interrupter”
  - Are you one?
- Never get too busy to…
### Practical Application

**Additional Do’s and Don’ts**

<table>
<thead>
<tr>
<th>Do's</th>
<th>Don’ts</th>
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<tr>
<td>Delegate, then LET GO!</td>
<td>Breathing is not optional.</td>
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<td>Be realistic. Practice work/life balance.</td>
<td>Take advantage of opportunities.</td>
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<td>Do not get take advantage of.</td>
<td>Watch where you say it!</td>
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<td>Lunch Hour is an hour for a reason.</td>
<td>Multi-Culturalism IQ.</td>
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<td>Hire smart!</td>
<td>Always show appreciation.</td>
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<td>Create your own support groups.</td>
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Practical Application

7 Negative Behaviors Of First-Year Professionals That Hold Them Back

- Unwillingness to start at the bottom.
- Little patience and tenacity.
- Challenged by authority.
- Lack of initiative.
- Poor work ethic.
- Irresponsibility.
- No conflict resolution skills.
Discussion Questions

 무엇을 처음으로 전문가인 첫해를 빼고 싶어궁요?
What are your concerns as you transition into your first year as a professional?
References


Thank you for your participation!

Contact us at:

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Please complete an evaluation of this presentation.

Thank you!

Evals can be dropped off next to the registration desk.