

## Classify Ourselves: --Being a successful professional

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## Who are we?

- Graduated from graduate school
- One graduate degree, at least
- Librarian

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## Where are we classified?

- Are we experts?
- Are we professionals ?

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## Experts – Professionals (1)

- Experts don't just know a great deal about something; it is how they used their knowledge that matters
- Expertise is based on a deep knowledge. It is cumulated over years.

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## Experts – Professionals (2)

- Professionals are experts; but not all experts are professionals.
- Experts can be found anywhere in the organization; professionals only in certain parts and at certain levels.

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## Paraprofessional

“support staff can be wonderful, intelligent, hard-working, insightful, creative people, and that with training, they can handle many jobs that used to be the sole province of librarians.”

-- Janet Swan Hill: *Transcending widgets: the nature of technical services, Library Collections, Acquisitions, & Technical Services* 27 (2003)

**They are experts.**

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## What is a professional?(1)

“Someone who has a thorough understanding of the responsibility of the job and has the motivation, skills, and knowledge to consistently carry out those responsibilities to the required standard.”

-- Sheila Corrall, et al.: *New Professional's Handbook*

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## What is a professional (2)

- More than well-trained people who can carry on as instructed
- More than accessing and using information and information technology effectively
- “Who bring to the job a professional education and outlook, and an awareness of the field as a whole; people who can view developments in the context of the field's history and its aspirations.”

--- Ibis

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## What is a professional (3)

“Many people become academics through sheer love of their subject and excitement at being paid to study, research and teach something they **thoroughly enjoy.**”

-- R Boden, et al.: *Building your academic career*

**Do you?**

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## What is a professional (4)

- “Being involved in the creation of new knowledge through academic research is, for many people, an immensely **pleasurable, stimulating and rewarding** activity that can give **a real sense of achievement and self-worth.**”

--- R Boden, et al.: *Building your academic career*

**Is it for you?**

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## What is a professional (5)

“Professionals tend to be driven by the need for autonomy and in-dependence. Their satisfaction comes from the work itself, and from the esteem of their peers.”

-- Herriot P. (1992): *Knowledge and tolerance in the career management challenge*, chapter 9

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## Be a professional (1)

- Know not only what we are doing, an expert in the field, also
- Have a wide view in the information and library fields, give attention to important issues in this area, such as, ALA core value, ALA's attitudes toward WTO, copyright, patriot act, google phenomena, etc.

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## Be a professional (2)--Librarianship

- **Librarianship:**

- \* A well-trained person
- \* A professional “represents a set of skills, attitudes and values that enable to work efficiently”, working smarter
- \* A creator
- \* A good communicator

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## Be a professional (2)--Research

- **Research:**

The academic career includes “the creation, critique and dissemination of knowledge ...research lies at the heart of the academic endeavour—you can’t be a core part of such a mission if you don’t undertake it yourself.”

-- R Boden, et al.: *Building your academic career*

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## Be a professional (2)--Research

- Research includes

1. developing your own project
2. getting funding
3. data collection
4. analysis of data
5. managing resources
6. writing and disseminating

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## Be a professional (2)--Services

- Services: in- and out side of your institution, involving in professional and ethnic services
- Don’t treat it as a burden. You will learn new things, find your differences, get sparks of new ideas.

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## What are we doing?

- Provide/create good quality services in acquiring, organizing and delivering information, and to our communities
- Do research
- Teach/train



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## Classify ourselves (1)

We are professionals



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## Classify ourselves (2)

- Four stages of professionals:
  1. apprenticeship
  2. independence
  3. mentoring
  4. strategic

-- Herriot P. (1992): *Knowledge and tolerance in the career management challenge*, chapter 9

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## Classify ourselves (2) a professional -- Stage I

- is supervised by a more senior professional;
- is never responsible for a project as a whole;
- does most of the detailed and routine work;
- is directed on how to demonstrate initiative.

-- *Ibid*

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## Classify ourselves (2) a professional -- Stage II

- is expert in one area;
- takes responsibility for a part of a project;
- works independently of a supervisor and/or mentor;
- gets a reputation.

-- *Ibid*

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## Classify ourselves (2) a professional -- Stage III

- works in more than one area;
- has a breadth of skills and their application;
- develops other professionals;
- deals with client organizations.

-- *Ibid*

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## Classify ourselves (2) a professional -- Stage IV

- influences the organization's decisions;
- provides strategic insights;
- represents the organization internally and externally;
- sponsors individuals for key positions.

-- *Ibid*

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## Where are we?

Are you clear about yourself:

- Which stage am I?
- What have I achieved?
- What I do well and/or enjoy in my present job?
- What constrains or problems I have encountered or will encounter?
- What I need to improve and/or develop my skill?



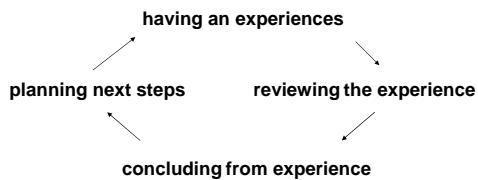
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## On the right track (1)

### Lifelong learning

Learning cycle:



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## On the right track (2)

- Challenge yourself
- Quality you need
  - \* good interpersonal & communication skills
  - \* high levels of awareness of the environments in which you are; In your discipline, interdisciplinary fields (people, listserv, web sites, books); In and out your institution
  - \* active listening skills

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## On the right track (3)

“As true good professionals of the 21st century ... should be open and flexible to accept the changing ... and become leaders, anticipating these new developments, instead of reacting to them.”

-- E. N. Steinhagen, S. A. Moynahan: *Catalogers must change! Surviving between the rock and the hard place*, CCQ v.26(3), 1998

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## Let's encourage each other

**Either move or be moved.**

--- Colin Powell



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# Thank you

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