

First Generation Professionals

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Today's Topics

- Who are First Generation Professional(s) (FGP)
 - How to understand barriers faced by FGP
 - How to help develop FGP
 - Why FGP can be assets to organizations

Poll Everywhere:

Text: madonnajacks983

To:37607



What is a First Generation Professional?



Have the courage to follow your heart and intuition. They somehow know what you truly want to become

Steve Jobs



How Many?





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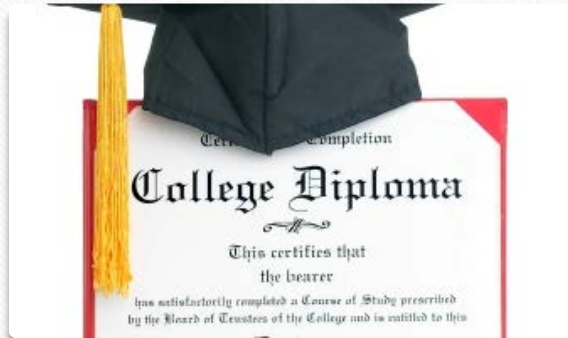
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Common for the 1st Generation Professional



Degree In Hand



Killer Resume



Fall Flat

Three Generation Phenomenon



I am really thankful for
my struggle because
without it I wouldn't have
stumbled across my
strength.

Alex Elle

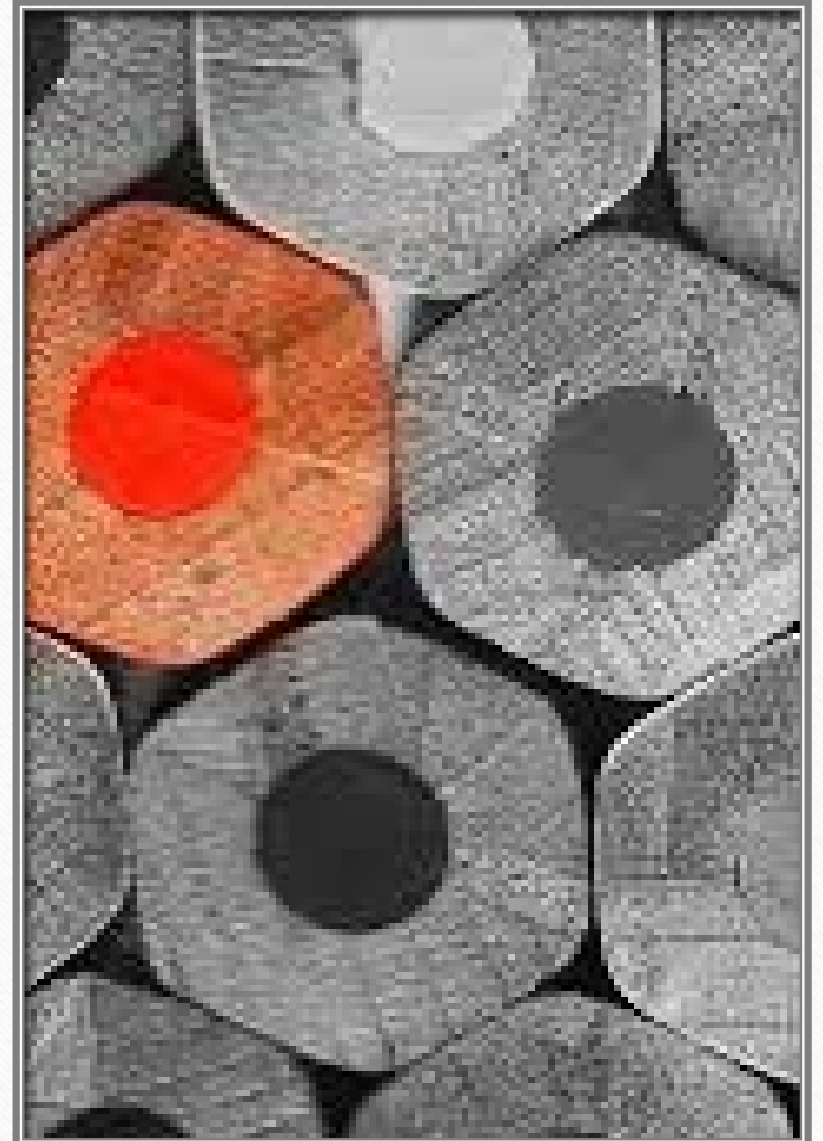


Returning Home



Now I remember why I distance myself
away from everyone. It's the feeling of not
being accepted.

Unknown



Imposter Syndrome



Sometimes the person you're looking for is
staring you right in the face, and you don't
even notice them.

Source Unknown



“I have written eleven books, but each time I think, ‘Uh oh, they’re going to find out now. I’ve run a game on everybody, and they’re going to find me out.’” **Maya Angelou**

“You think, ‘Why would anyone want to see me again in a movie? And I don’t know how to act anyway, so why am I doing this?’” **Meryl Streep**

“People are going to realize that I’m a great fraud and [my career] will end, so I better make sure this is a good show because it’ll be my last. Part of me feels that way every day.”

Rachel Maddow

Brushstrokes...A Journey



I've learned that people
will forget what you
said, people will forget
what you did, but
people will never forget
how you made them
feel.

Maya Angelou



Theory of Belonging





Hidden Rules





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You have to learn the rules of the game. And then you have to play better than anyone else.---Albert Einstein



Understanding Success



You may encounter many defeats but you
must not be defeated.

Maya Angelou



Benefits of Hiring/Mentoring a FGP



Benefits of Hiring/Mentoring a FGP



Motivated



Hard Workers



**Computers &
Technology**

Benefits of Hiring/Mentoring a FGP



**Imagine Create & See
Connections**



Storytelling



**Work Well With
Diverse Teams**

How You Can Help FGP



**Maintain High
Expectations**



**Remember Competence
≠ Confidence**



**Help Rewrite
Negative Scripts**

How You Can Help FGP



**Foster Growth
Mindsets**



Foster Belonging



Encourage Questions

Life is a Journey
Not a Destination



Bridging the Leadership Gap

Access,
Challenges
and
Opportunities



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First Generations

Academic & Professional Coaching