



Career Self-Management Process[®] (CSMP[®])

CSMP[®] 1: Expert and/or Researcher (3 to 8 years of experience)

For the past 10 years, RIST has supported Researchers and Experts in multinational companies and public research institutions with the Career Self-Management Process[®] (CSMP[®]) program. Based on this experience, RIST developed [this unique method](#) to support them in their choice of career path's evolution.

CSMP[®] 1 enables the [researcher and/or expert with 3 to 8 years of experience](#) to understand their environment better and to identify the elements to take into account when making choices for their career path or expertise development.

■ CSMP[®] 1, a special moment in your life to

- ✓ [Become aware](#) of how you operate
- ✓ [Expand your understanding of your professional environment](#) and your operating mechanisms
- ✓ [Define the vision](#) of your career path as a researcher and/or expert
- ✓ [Build strategies](#) to consolidate and expand your expertise
- ✓ [Develop your independence and your capacity to make choices](#) in the management of your career and your skills and know-how.

■ How CSMP[®] 1 unfolds (over approximately 2 months in total)

1. [First Interview \(2h30\)](#): Get an overview and clarify your way of devising, deciding on and implementing your personal trajectory.
2. [First individual time](#): Integrate the content of the first interview using the Heuristic tool #1 developed by RIST (3 hours of individual work on average)
3. [Second Interview \(1h\)](#): Debrief and work on the field of possibilities and risk management
4. [Second individual time](#): Reflect on your career path using the Heuristic tool #2. This tool focuses more specifically on science and expertise. (3 hours of individual work on average)
5. [Third interview \(1h\)](#): Build the next stage according to your own "equation" and environment

■ Why work with RIST

- [In-depth knowledge of the problems of Researchers and Experts, and tools developed by RIST to respond to them](#): typology of risks in scientists' and experts' careers; typology of research careers; dynamic list of possible roles and behaviors; analysis of the development of scientific and/or expertise know-how; analysis of the key points in a career; individual scientific roadmap; and development of scientific networks.
- [A structured and innovative methodology](#): an awareness of the dynamics of skills, obsolescence and human environments; the importance given to the role of the individual and the skills they apply to progress in their environment; work on the field of possibilities, risks and congruence; 10 years of development of RIST Lab in partnership with Dauphine and Mines Paris Tech, and of application in multinationals and public research institutions.
- [An approach that is respectful of the individual](#), that favors understanding based on their personal life story and emotional history, and that seeks to understand everyone's unique "equation". A comprehensive approach where the company/ research institution is not necessarily the center of the individual's life.

■ **References:** CNES, Sanofi, Dauphine, Mines Paris Tech, Thales, SNCF, Lafarge, Danone, Veolia, IFP

■ **Price:** €2,000 excluding taxes

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