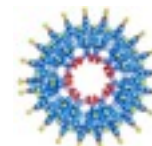




Research Innovation Science & Technology (RIST)



Career Self-Management Process © (CSMP©)

CSMP© 2: Expert and/or Researcher (> 15 years of experience)

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

CSMP© 2 is aimed at [Researchers and Experts with more than 15 years of experience](#), who work in the world of scientific research and wonder about their compatibility with their environment, their professional operating, and their future.

■ CSMP© 2, a special moment in your professional life to

- ✓ [Review](#) the situation and put things into perspective
- ✓ Reconnect with what [excites you](#) professionally
- ✓ [Become aware](#) of your mode of operating in your environment (family, social, professional)
- ✓ [Confirm your career path](#) or [reposition it](#) in relation to your own "equation" and its context

■ How CSMP© 2 unfolds (over approximately 2 months in total)

1. [First interview \(2h30\)](#): Examine your life story in order to identify how you devise, decide on and implement your personal path.
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 \(1h\)](#): Work on the relevance of your position, the field of possibilities, risk management, and congruence.
4. [Second individual time](#): Reflect on what comes next 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 \(1h\)](#): Define the level of engagement for the next stage according to your own "equation" and its context.

■ 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 moments in a career; individual scientific roadmap; and development of scientific networks.
- [A structured and innovative methodology](#): an awareness of the dynamics of skills, of obsolescence and of human environments; importance given to the role of the individual and to 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 application in multinationals and public research institutions.
- [An approach that is respectful of the individual](#), that favors understanding via one's 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

■ **Contact:** François Fort - francois.fort@rist-groupe.fr

www.rist-groupe.fr