

# Careers

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## The Team

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### Our aims are:

- ✓ Train: train careers lead/educators to effectively support trainees
- ✓ Raise: raise quality and standardise careers programmes across trusts
- ✓ Innovate: develop more innovative ways to support trainees
- ✓ Advance: create careers resources and tools
- ✓ Deliver: provide careers workshops and group sessions

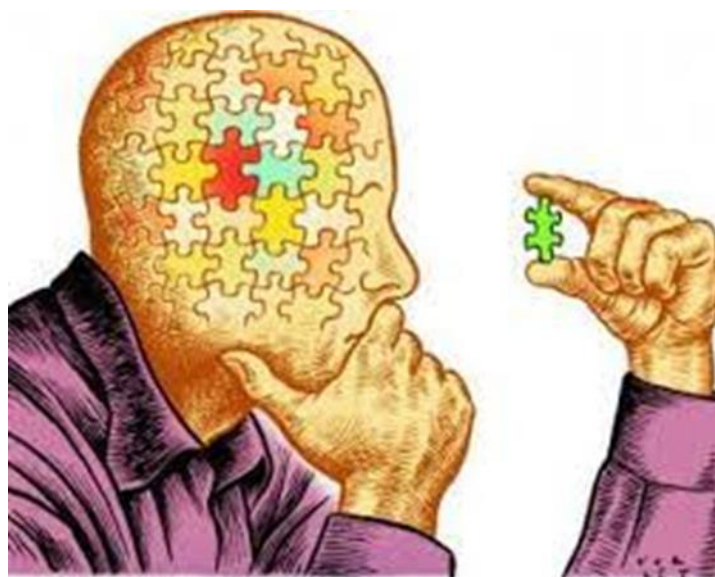
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## Self-Awareness

A brief introduction to four self-awareness tools that you can use with trainees. Three have been newly developed to meet current needs in careers in medicine and one is a comprehensive tool which has been used for many years in postgraduate medical education.

Self-awareness can be defined as the knowledge that you acquire that relates to the different facets of your personality including your strengths, weaknesses, beliefs, interests, motivation, and emotions.

It is the process that helps you to get to know yourself better and identify your career needs.



In its most basic form, self-awareness requires individuals to take the time to develop insights into themselves and assess what is meaningful to them in their lives. Both self-awareness and environment awareness are inarguably important for successful career decision making and career management.

## The iceberg of awareness

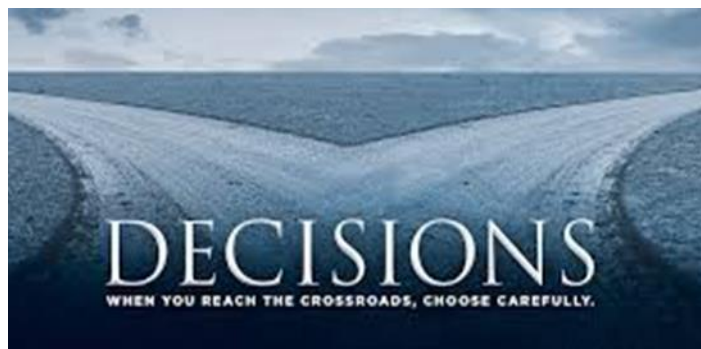
There is a lot more going on for all of us than what others can see and even what we realise at times.

The iceberg of awareness - This is a tool that is particularly useful for the visual learner. It is a reflective tool, that can help both develop an individual's skills and abilities but can also be used as a stress evaluator.



Completing this tool can help individuals clearly identify things they would like to work on and develop a plan with a career lead to enable them to focus and effectively manage their development. This is a self-explanatory tool that can be given to an individual with or without a careers meeting or something you can guide them through in a careers meeting. This tool can also be used for well-being purposes and can be used to identify and manage priorities and stressors.

<https://nwpqmd.nhs.uk/sites/default/files/The%20Iceberg%20tool.pdf>



## The Decision-Making Timeline

In psychology, decision-making is regarded as the cognitive process resulting in the selection of a belief or a course of action among several possible alternative options, it could be either rational or irrational. The decision-making process is a reasoning process based on assumptions of values,

preferences and beliefs of the decision-maker. Every decision-making process produces a final choice, which may or may not prompt action.

Good decision making is a skill that can be developed, and self-awareness can shine a light on this to enable positive change. The decision-making timeline was developed as an opener for a career's session. You can use this tool with a trainee who is struggling to decide. Making them reflect on decisions they have made in the past and when they made them. The subsequent questioning after completing the resource should help open the conversation.

Typical questions you can ask include: how they came to that decision? What influenced them to make the decision? Are they happy with how things turned out? What information would have helped them make a better decision.

It is essential that we do not advise on a better way to decide but make individuals aware of how they decide to enable them to change or develop confidence in their decision-making process.

<https://nwpqmd.nhs.uk/sites/default/files/Decision%20Making%20Timeline.pdf>

## Mid-Programme Review

As we know there are still doctors leaving medicine. Reasons can vary and the following is not an exhaustive list.



- They may feel they are not suited to the profession.
- They do not feel up to the demands of medical training (the transition from medical school or even from F1 to F2 may be hard for them)
- They may feel unsupported in a particular placement.
- There may be something else that has knocked their confidence, for example, failing an exam.

Getting to the bottom of why they are considering leaving is important to see if it is a temporary issue that can be resolved relatively simply. It may be an issue relating to specific difficulties in a particular placement. If it seems that they are seriously considering leaving medicine, it is necessary to try and intervene to help them understand their dilemma.

I have developed the Mid-Programme review to help you with such situations. Asking somebody to rank these items can help them determine why they want a change and what is most important for them. In an individual's mind the items are usually jumbled up and create emotions that are disliked, hence the need for a change immediately to remove the feelings rather than making a practical well thought decision.

We are not trying to stop people from leaving if that is what they really want. The tool is to help them gain clarity on their situation so that they can make an effective decision.

<https://nwpqmd.nhs.uk/sites/default/files/Mid%20Programme%20Review.pdf>

## Career Planning for Foundation Doctors

Developed by London and South East (LaSE) professional development team.

We recommend you get your trainees to complete this module as part of their first year on the Foundation Programme. It is a complete workbook so will take more than the 10 minutes required for the other tools.



“This workbook has been designed specifically with the career planning needs of this particular group and is one of a series of learning materials produced by (LaSE).”

“This includes a thorough examination of each individual's values, priorities, interests, personal qualities, skills, preferred style, potential stressors, and how they relate to work as a clinician.”

<https://nwpqmd.nhs.uk/sites/default/files/Self-awareness.pdf>

## Contact Us

We hope you have found this useful. We are happy for you to contact us via email if you have any queries or if you want to suggest topics you would like us to cover in future issues. In the next issue we will be delving into the all-encompassing subject of career exploration.

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