# Careers Service

**Careers Support**

The Professional Support and Wellbeing Team work alongside our Careers Support Manager, Mr Shah Rahman and Dr Fiona Clarke, who can draw on the different resources below to help support Resident Doctors.

To make a referral for careers advice, complete the [PSW Referral for Careers Advice](https://forms.office.com/Pages/ResponsePage.aspx?id=slTDN7CF9UeyIge0jXdO4zaAOCj11C9Dgf5EBG0ezXJUOENETUdKOUtHVDRMMFRBUERSWklDTjAxMiQlQCN0PWcu) form.

Further information on Careers is available [here](https://www.nwpgmd.nhs.uk/careers_advice/careers).

**Careers Advice**

Definition: Provides specific information and recommendations about career options, educational pathways, job markets, and application processes.

Focus: Immediate, actionable information.

Example: Telling someone what qualifications they need for a particular job.

**Careers Guidance**

Definition: A broader, more developmental approach that helps individuals understand their strengths, interests, and options to make informed career choices.

Focus: Long-term career planning and decision-making.

Example: Helping someone assess their skills and interests to choose a suitable career path.

**Careers Counselling**

Definition: Involves a deeper, more personal exploration of career issues, often addressing psychological and emotional aspects of career decisions.

Focus: Emotional support and resolving personal issues related to career choices.

Example: Assisting someone in overcoming anxiety about career changes or addressing dissatisfaction in their current role.

**Careers Coaching**

Definition: A results-oriented approach that focuses on achieving specific career goals and improving performance through structured sessions.

Focus: Goal setting, skill development, and accountability.

Example: Working with someone to develop leadership skills or prepare for a job interview.

**Careers Management**

Definition: The ongoing process of planning and managing one's career, including setting career goals, acquiring new skills, and navigating job transitions.

Focus: Continuous development and proactive career planning.

Example: Creating a five-year career development plan and regularly updating it based on progress and changing circumstances.

**Excelling Careers**

Definition: A less common term, usually referring to strategies and actions aimed at achieving exceptional performance and rapid advancement in one's career.

Focus: High performance and accelerated career growth.

Example: Tailored professional development programs to fast-track someone to executive leadership positions. Understanding these distinctions helps in choosing the right type of support for specific career-related needs. We provide all the above except mentoring and decide in the session which methodology to use through reflective practice.