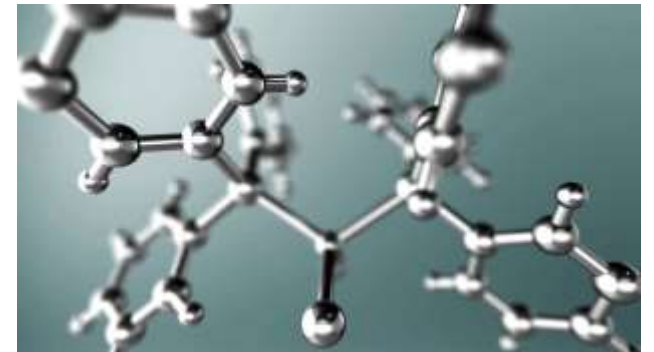


Careers

“A Holistic Approach”

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AIMS AND OBJECTIVES

Aims

- Understand the value of career management in Holistic way

Objectives

- Learn how to use tools and resources available to manage your career
- Understand how to manage your career holistically

POSTCARD TO YOUNGER YOU

- Can you complete a postcard from you to your younger self, writing to them at the juncture when you were deciding what career path or speciality to take
- Provide your younger self with wisdom. What opportunities should they look out for and any reflections you have to keep you on path to your goals



CAREER AND CAREER DEVELOPMENT

What is Career?

A person's course or progress through life.

It also pertains to their occupational or profession that usually involves special training or formal education and is known as a person's life work

What is Career Development/Management?

Career development/management is an ongoing process of gaining knowledge and improving skills that will help an individual to establish a career plan

WHAT'S THE OPPOSITE OF MANAGING YOUR CAREER

Plan	Never plan for the future
Follow	Follow the crowd
Choose by	Choose by influence of others
Accept	Accept the parents' verdict (decision)
Get	Get tempted by current trends
Jump	Jump into any career
Lack	Lack motivation
Fail	Fail to discover themselves
Live in	Live in a daydream



WHY SHOULD WE BE ACTIVELY MANAGING OUR CAREER

We are unique, one off, no one's quite like us

We only get to live this life once

Most of us will spend more than 40 years of our life in work

Totalling over 80,000 hours in work

MID LIFE CAREER REVIEW

- The mid-Programme review can help you priorities your needs and help you develop a career development plan.



Health Education North West

Mid-Programme Review

Name _____

Trust _____

Current programme _____

What are the most Important issues for you now?

Rank the issues below for you in order of importance?

1=Most Important 14=Least Important

Mid-Programme Review

Rank 1-14

CAREERS ACTION PLAN

USE THE NEXT 10 MINUTES TO CREATE A SMART ACTION PLAN THAT ADDRESSES AT LEAST ONE OF YOUR GOALS

Career Development Plan				
What is a Career Development Plan? The aim of creating a Career development plan is to document a process of self-analysis, personal reflection and honest appraisal of your strengths and weaknesses.				
What do I want to learn?	What do I have to do?	What support and resources will I need?	How will I measure success?	Target date for review?
Myself	Complete self-assessment	I will need resources to enable me to reflect	Once I have completed an assessment and have developed understanding of myself	30th of October 2021
Short Term Goals:				
Mid Term Goals:				
Long Term Goals:				

What makes us healthy?

Good health matters, to individuals and to society. But we don't all have the same opportunities to live healthy lives.

To understand why, we need to look at the bigger picture:

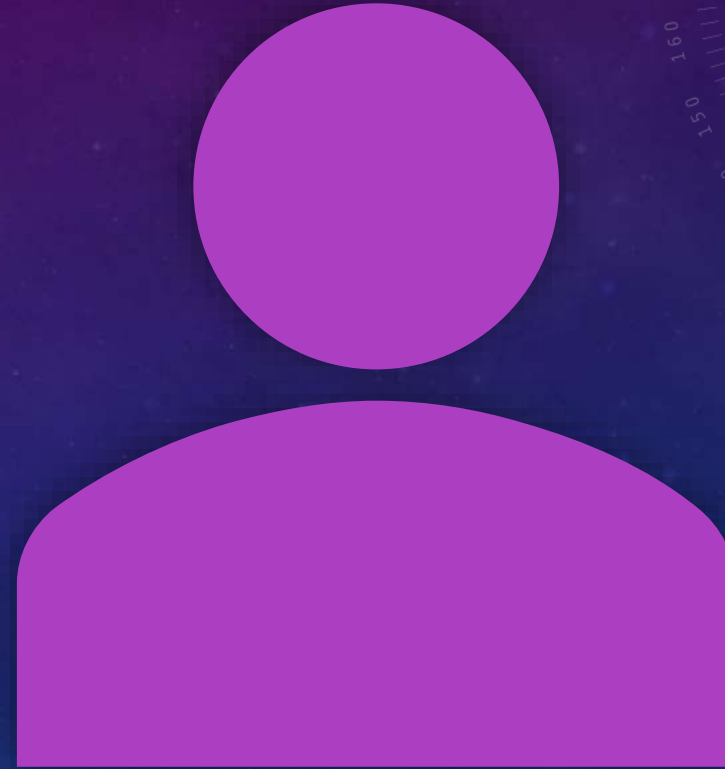


The healthy life expectancy gap between the most and least deprived areas in England is over **18** YEARS

Find out more: health.org.uk/what-makes-us-healthy

HOLISTIC CAREER MANAGEMENT

Holistic career development takes not just the whole person into account, ensuring that some – if not all – of our core needs are met, but it also takes external driving forces into consideration.



Studies are constantly proving the mind-body connection and how our thoughts can trigger biochemical reactions within our body, sometimes causing disease. Recognizing how one can affect the other in both positive and negative ways, we as career practitioners and supervisors can help our clients to live and work more holistically. A study conducted by the Harvard Business Review and the Energy Project surveyed over 12,000 employees and found that employees tend to be remarkably more satisfied and productive when four of their core needs are met. These core needs include **physical, emotional, mental, and spiritual** and the more that are met, the higher the engagement, loyalty, job satisfaction, and optimism of employees.



WHY WE SHOULD MANAGE OUR CAREERS IN A HOLISTIC WAY

There is more to our lives than our careers alone and more to our careers than simply earning a living. There is the consideration of doing meaningful work, which feeds our soul, and being challenged and continuously learning, which feeds our minds. Then there are external factors to consider that also affect, or are affected by, our careers; for example, our family and culture, the labour market, and our geographic location



HOLISTIC CAREER MANAGEMENT

Allow ourselves to find meaning in our work. Finding work that we are passionate about or that gives us meaning is good for our soul. It gives us a sense of connection or purpose.

Encourage ourselves to participate in daily physical activity. The benefits of moderate exercise include stress reduction, increased energy, improved sleep, and disease management or prevention. Exercise also boosts our mood.

Engage in professional development and continuous learning. Learning not only feeds the mind, but it also helps develop and strengthen our skills.



Career

that motivates you
and inspires a
higher purpose



Healthy Food
to energize and
fuel your body



Fun Fitness
to keep your body
active and strong



Spirituality
to soothe and
comfort your soul



Relationships
to nurture and
uplift you



Home Environment
that relaxes and
welcomes you



THE CAREER DECISION MAKING PROCESS




TODAY IS ALL ABOUT MANAGING OUR CAREERS

- Being aware of one self at the beginning of one's career is key to getting into the right career.
- However as we move through life stages our priorities can change
- Hence the requirement of lifelong career management, some people have a five year plan or a career development plan to achieve their overarching goals but when priorities change this can be at conflict with our career goals. Thus the need to be able to adapt and rethink our plan to help us remain motivated. Hence the career development plan is referred to as a working document.



A career development conversation can be key to understanding yourself/other people's drivers and priorities

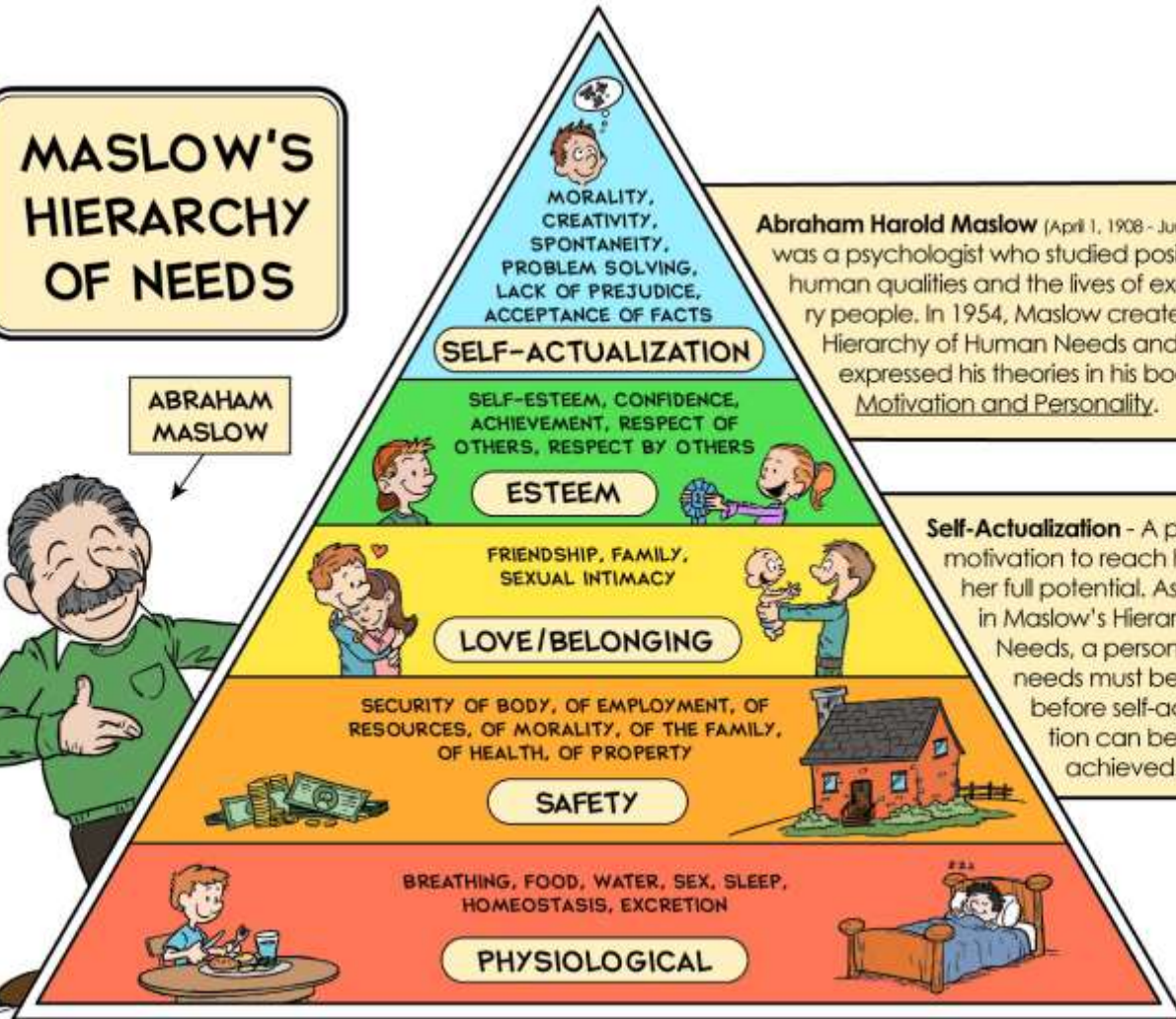


A holistic approach that looks at the individual and their needs can go a long way to address any barriers that may be getting in the way to them continuing in work.

RETAIN MOTIVATION LEVELS IN YOU, YOUR
TEAM MEMBERS AND YOUR TRAINEES

MASLOW'S HIERARCHY OF NEEDS

ABRAHAM
MASLOW



Abraham Harold Maslow (April 1, 1908 - June 8, 1970) was a psychologist who studied positive human qualities and the lives of exemplary people. In 1954, Maslow created the Hierarchy of Human Needs and expressed his theories in his book, *Motivation and Personality*.

Self-Actualization - A person's motivation to reach his or her full potential. As shown in Maslow's Hierarchy of Needs, a person's basic needs must be met before self-actualization can be achieved.

HIERARCHY OF NEEDS

15 MINUTES WORK ON SCENARIOS

FEEDBACK

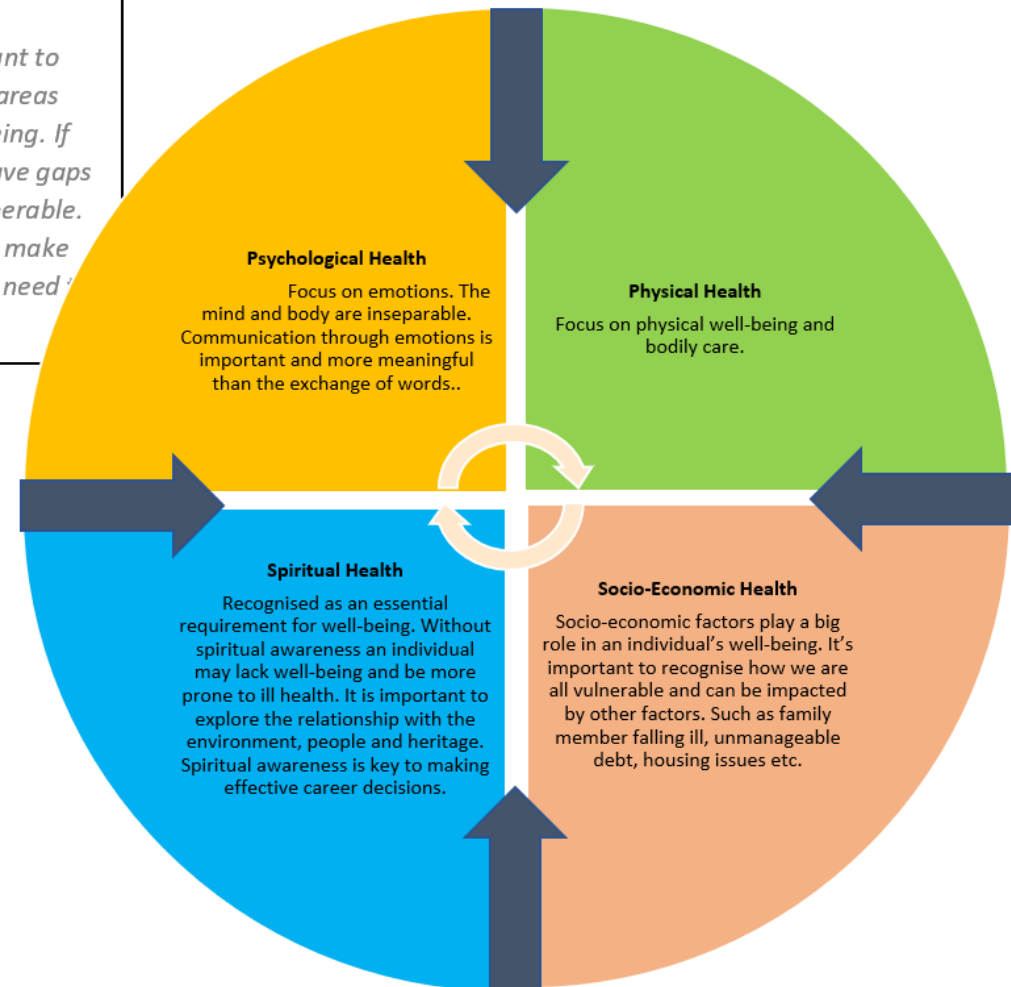


- “On average, around 9% of people changed jobs each year between 2000 and 2018; this ranged from a post-recession low of around 5.7% in 2010 to a high of around 10.9% in both 2017 and 2018.”
<https://www.ons.gov.uk/economy/nationalaccounts/uksectoraccounts/compendium/economicreview/april2019/analysisofjobchangersandstayers> _____
- The data is clearly showing that more and more people are changing careers now than what they did before. There is a lot of research out there suggesting a whole host of reasons for this but all of them highlight motivation and life changes as important factors. I have worked on many projects like the Fuller working lives
(https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/648979/fuller-working-lives-evidence-base-2017.pdf)
- Where I have learnt that people change careers for many reasons. These reasons tend to be varied however the reasons can be categorised as identified in this theory.
- The census provided us raw data on people’s careers and how they are always in a state of flux and our wellbeing can be a key to us understanding what is going on for us thus helping us manage our careers better.

THE FOUR CORNER OF THE HOLISTIC CAREER COUNSELLING CIRCLE

Whilst researching careers and wellbeing I realized a need for something that addresses both and ended up developing my own theory which equally weighs all facets of our health to help us understand and manage our careers.

The arrows represent the space in-between the quarters. It is important to recognised that all 4 areas are key to our well-being. If we do not, we will leave gaps that will leave us vulnerable. To fill these gaps and make our circle a whole we need to inspect all 4 aspects.



THE FOUR CORNER OF THE HOLISTIC CAREER COUNSELLING CIRCLE

- A lot of the change seems to be fuelled by emotions and motivational levels that individuals don't fully understand. Hence the need for a tool that help us manage our careers whilst considering our emotions and motivations.
- The Four Corners model can be applied to any health issue, whether it involves physical or psychological well-being.



Psychological Health



Focus on emotions. The mind and body are inseparable. Communication through emotions is important and more meaningful than the exchange of words. Emotional Intelligence is a key skill set in the modern workplace.



PHYSICAL HEALTH

FOCUS ON PHYSICAL
WELL-BEING AND BODILY
CARE. THE IDEA IS TO
RECOGNISE ANY PHYSICAL
DECLINE YOU MAY FEEL..

SPIRITUAL HEALTH

Recognised as an essential requirement for well-being. Without spiritual awareness an individual may lack well-being and be more prone to ill health. It is important to explore the relationship with the environment, people and heritage. Spiritual awareness is key to making effective career decisions.

In essence an understanding of one's values and interests is key to developing an awareness of one's drivers. If one is struggling to align one's drivers with their role, they will eventually lose the motivation to carry on or develop anxiety

SOCIO ECONOMIC HEALTH

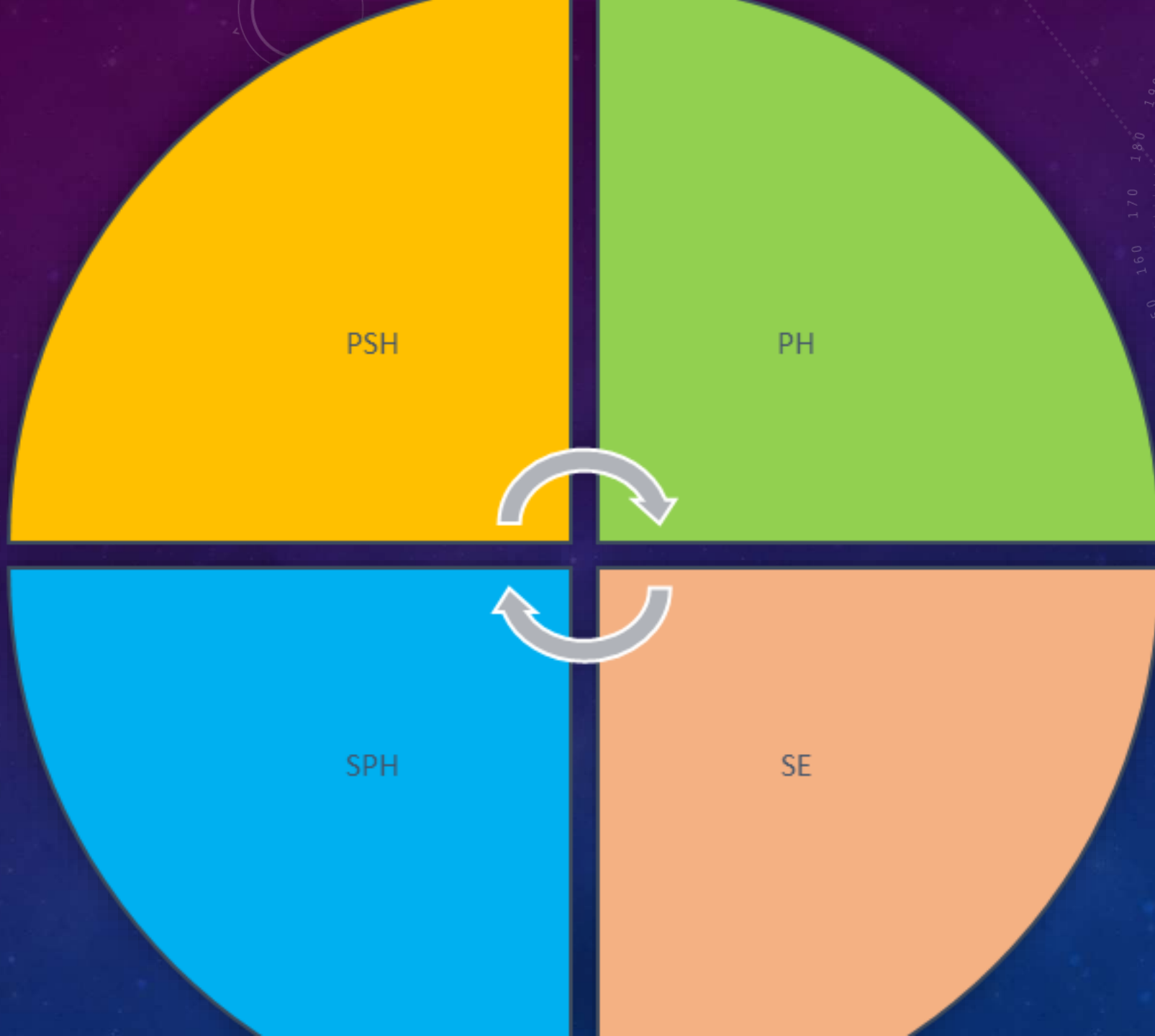
Socio-economic factors play a big role in an individual's well-being. It's important to recognise how we are all vulnerable and can be impacted by other factors. Such as a family member falling ill, unmanageable debt, housing issues etc.

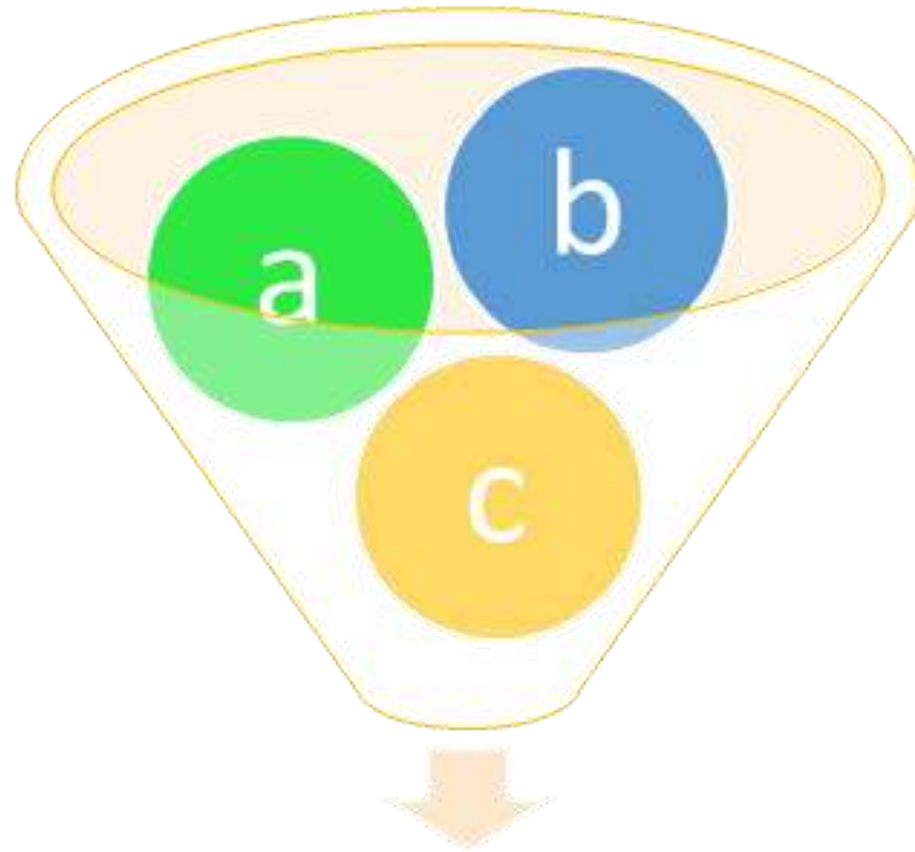
Social and economic factors, such as income, education, employment, community safety and social supports can significantly affect how well and how long we live. We are all different and some of us can manage fine with 100 things going wrong for us, but others struggle with something minute.

HOW TO USE THE TOOL

The aim is to explore all of the areas periodically to identify issues before they become unmanageable







Actions to be taken



HAVE A GO

Please take 10 minutes to have a go of the 4 corners tool



You will then go into break out rooms to discuss the tool for a further 10 minutes

CAREER MANAGEMENT

How a well developed and up to date careers action plan can help you remain focused on your goals and help you manoeuvre the labour market in all its glory

CAREER DEVELOPMENT PLAN



DO YOU THINK THERE IS VALUE TO A CAREER DEVELOPMENT PLAN FOR YOUR OWN CAREER?

- To increase the likelihood of making successful transitions, career education and guidance needs to build on clients' knowledge of themselves and their potential for development. Developing self-awareness is key to creating balance and harmony in all aspects of life, including career development.



QUESTIONS

