

# Careers

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## Meet the Team

- Reminders

Page 2

## Careers Today

- Life Career Rainbow
- Emotional Intelligence
- Options

Page 2-4

## The Team

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## Reminders

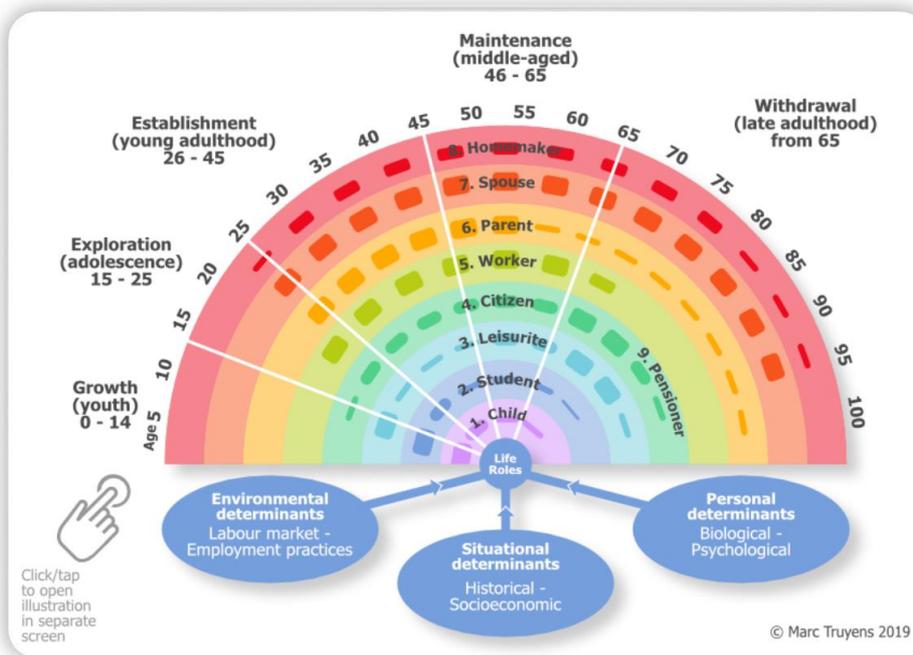
Remember its that time of year to deliver a session on career exploration for the F1 trainees

F2 trainees should be implementing their plan and should have session on

- Interviews and application form training to help with CT/ST applications.

They should also learn how to access person specifications and be reminded of the importance of keeping abreast of what is happening in their chosen specialties' current hot topics.

## Life Career Rainbow



We all transition through different stages in our lives and careers. But when demands are high in both our personal and professional lives, we may become stressed, overstretched and unhappy. It's for this reason that attaining a work-life balance is vital.

Super's Rainbow helps you think about the various roles you play at different times in your life.

The Rainbow is made up of five life stages and eight life roles.

Each coloured stripe of the rainbow reflects a different life role. The age is written on the outer edge of the rainbow, increasing in five-year increments.

For me Super's theory although initially made during the industrial stage is still relevant. Some argue that life roles are not relevant to all. However, the life stages and potential life roles do

apply to many, and it is important to recognise that a theory that looks at how people's motivation might be affected because of these changes is important.

What relevance does Super's theory have to lives in the 21st century?

Super's theory highlights the importance of understanding people's motivation and how they can change a person's career choices. Motivation levels to remain or change our career direction affects us all. Hence the need to be aware of what is going on for ourselves and those around us to help navigate a change in perspectives and what we want for ourselves.

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## Emotional Intelligence (EI)

There's intelligence and then there's emotional intelligence. So, what's the difference?

To help me with this question I am going to reach out to one of my favourite sitcoms Young Sheldon. If you have watched The Big Bang Theory or the spin off, you will understand what a remarkable individual Sheldon is and how socially awkward he can be. However, his twin sister Missy doesn't share the same attributes and is brilliant in her own ways. Please follow the link to get a quick insight into what EI is.

<https://www.youtube.com/watch?v=tjKUss2beJQ>



After watching that, I hope you have decided to continue reading rather than watching a few more episodes of the show.

So, are you perceptive? If so, great it's a fantastic ability to have. However, if you're like me and have stepped into the metaphorical social dung on a few occasions it wouldn't be a bad idea to be more observant and prepare better and not rush into meetings. The key things to remember are to observe, listen, empathise and reflect.

**“Research from Harvard Business School demonstrated that EQ counts for twice as much as IQ and Technical Skills in determining who will be successful!”**

Have a go at the test on the link to see how perceptive you are. <https://www.ihhp.com/free-eq-quiz/>

There is a lot of research studies on EI now, too many to mention in this article. I will however make one recommendation to anyone interested.

Emotional Intelligence in Health and Social Care: A Guide for Improving Human Relationships  
Book by John Hurley and Paul Linsley

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## Options

Will Vanilla do?

Imagine you want ice cream and there's two ice cream shops one that just sells vanilla and the other has about 15 different flavours. Which one do you go into?



I like my vanilla ice cream and would be happy with that but the fact that the other shop has options has got me tempted and I am wondering what could be. To be honest I would go in the shop with options and struggle to make my mind up with all the choices there are and most probably walk out with one that I am not sure of or never tried before.

When I'm out with my friends and we want to get something to eat I find myself the most adventurous out of the lot keen to try anything and everything that comes to mind within reason. However, I have two friends that tend to always limit my options one won't touch anything he is not familiar with and the other is just fussy for the sake of it. I managed to get them to try Chinese food once after duping them into a false sense of security by agreeing that everyone gets a turn to choose what they want. I noticed they both enjoyed the food and finished it all but the next time we met they complained that they didn't enjoy the food (very confusing 😞). Guess what, they had figured out my strategy and we were back to negotiating.

The funny thing is even though they both stick to their guns we seem to have something different or go to a different place every time. To just mess with them and to further explore my belief that everyone needs options I said to them the last time we met up that we should just go to the same place we went last time and have the same food. They both rejected my suggestions immediately with one of them saying they wanted something different, lol (I just managed to contain myself).

So, my theory is that everyone wants to have options. We all want options and marketing professionals everywhere also know that. Hence you will remember the Subway advert about options that they ran successfully for months on end which also led to Subway getting one of the biggest market-share in the UK sandwich industry.

This is essentially what I have done for years working in the careers sector make people aware of their options, open multiple doors for them so that they have a choice. We all want a choice even if we decide to walk away with vanilla in the end.



Apologies for tempting everyone with talk of ice cream and Chinese food 😊

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## Contact

**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.**

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