

Career guidance as an additional tool to appraisal, 360 degree and performance procedures

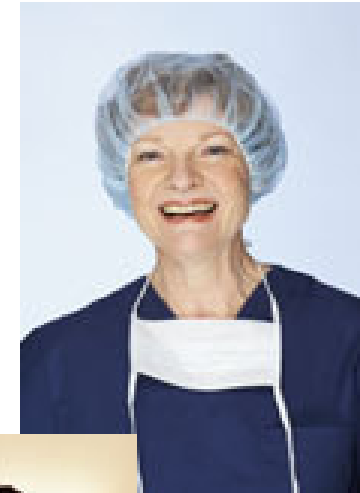
Healthy doctors – better medicine Adelaide 2009

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Happy doctors – better medicine?

Career support is about
The right doctor
In the right job
At the right time
With the right skills
Then maintaining that.



But what is career support?

- Career information
- Career advice
- Career counselling
- Career guidance
- Career management skills
- Career envisioning

see CGETutor in

<http://www.medicalforum.com/Memberships/Tutor.aspx?>
for powerpoints explaining these

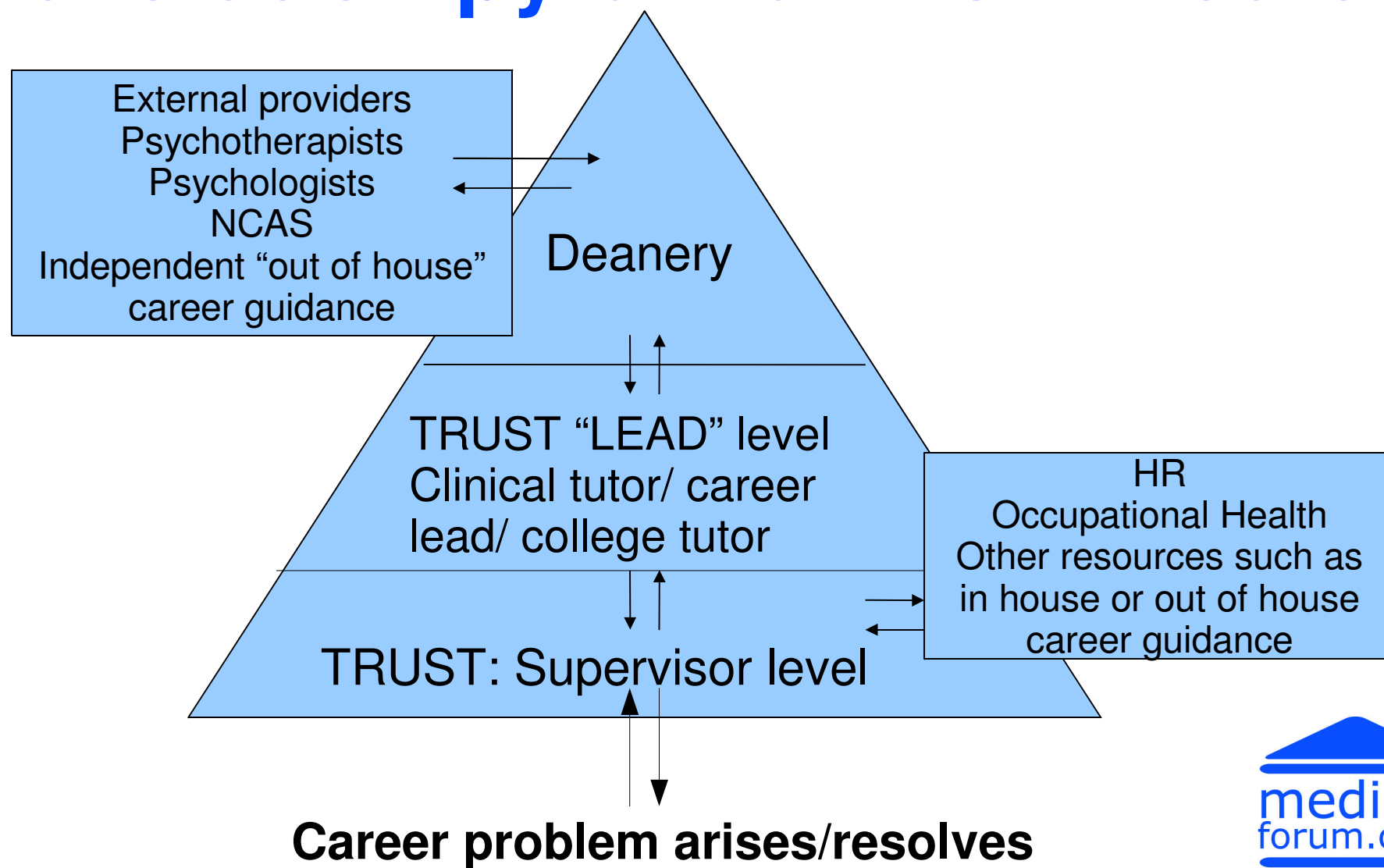


Our time together

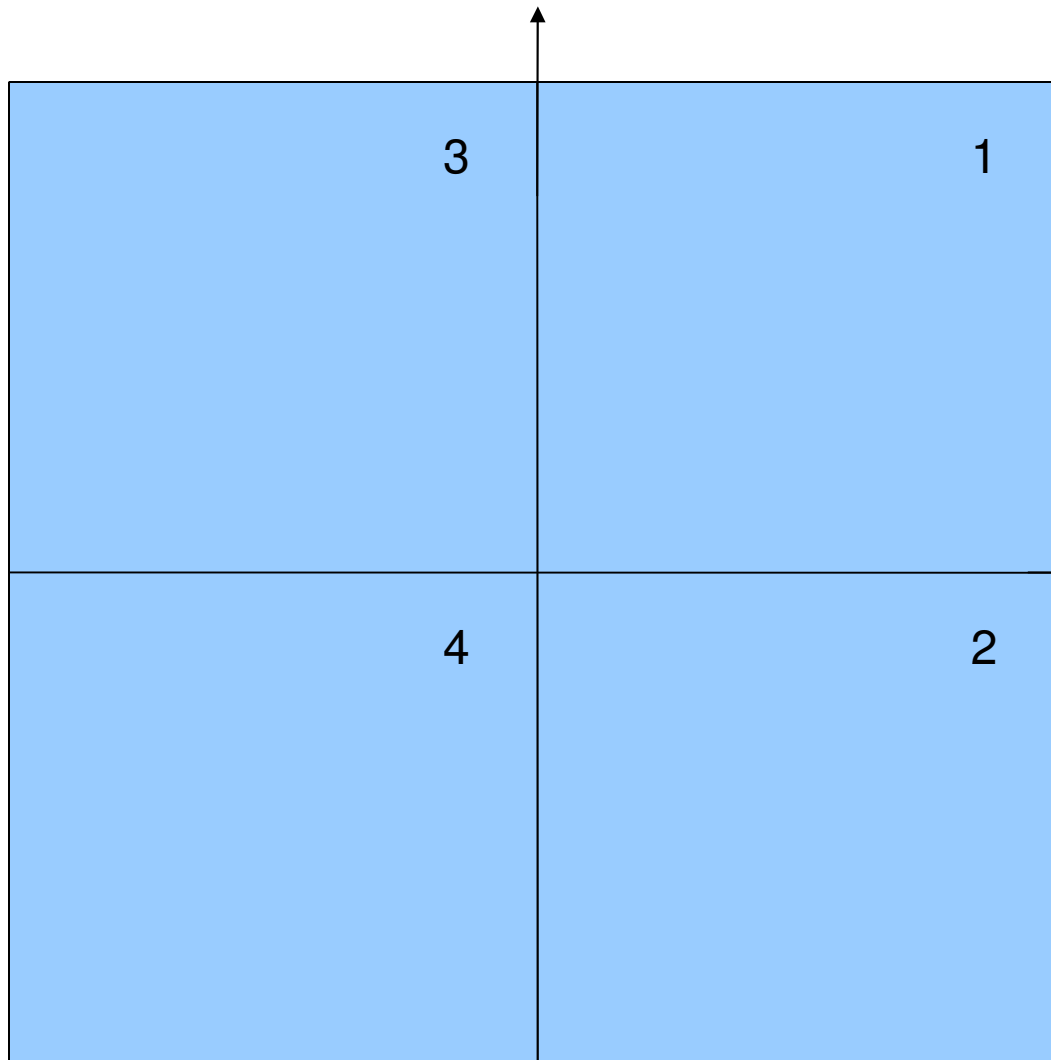
- Short background of my career
- A model of career support escalation and where C G fits into that
- 2 exercises (with a Johari like model)
- Five case histories to show where they fit into the latter model
- Discussion of those cases
- Key questions raised



Career support escalation/ devolution pyramid in UK med-ed



Happy with career/work



EXERCISE:
Write in each box a
“profile” or some words
that describe of the sort
of person that typifies the
two criteria

Good performance



Happy with career/work



Exercise:
Now write the most likely underlying cause/s (for that person you have described) for needing career guidance

Good performance



Happy with career/work

<p>Not performing well but happy. This suggests may be unaware of this 3</p> <p>Check for insight</p>	<p>All doctors are in this section – aren't they? 1</p> <p>But situations arise that lead to a need for career guidance</p>
<p>Not perform well Not enjoy work Dissatisfied with career plan 4</p> <p>Could well be a simple mismatch or deeper issue</p>	<p>All feedback good but person harbours doubts/unhappy and may be hiding this 2</p> <p>Look for personal life issues and/or unhelpful beliefs/attitudes</p>

Our experience suggests this model can be useful when considering the need for different approaches to career guidance.

There is overlap between all four sections and this model is meant only as a reminder to explore the most common scenarios.

Good performance



Case 1

- Enjoying work/ good career plan performing well
- 6 months from CCST surgery
- Sudden back problem whilst operating
- months off sick
- Return to work – same thing happened
- Advised strongly by specialist to cease job
- Referred by self but gained deanery/Trust funding



Case 2

- Performing well
- Not enjoying work
- Not happy with career
- Self referred
- Long term boyfriend moved to China
- She wanted to follow him “or lose him”
- Challenge was “help find ANY job in Asia”



Case 3

- ST3 O+G trainee
- Concerns about performance
- She felt she was doing well
- Main concern was response under stress
- Remedial actions taken
- Judged as no improvement
- Talk of whether to remove from training
- Referred by deanery
- On retrospect at the wrong moment
- Responded poorly to c.g

Case 4a

- Psychiatry trainee – 1 year from CCST
- Not enjoying job/dissatisfied with career plan – expressing boredom
- Concerns about performance: RITA Es
- Deanery referral (close to last RITA)
- Main issue: communication skills and complete lack of insight into behaviour
- Seemed likely to lose training post if another failed RITA
- Responded very well to c.g.
(part of problem was mismatch + total lack of career vision)



Case 4b

- ST3 paediatrics trainee
- Concerns about performance (inappropriate behaviour)
- She felt she was struggling/not enjoying
- Mainly response under stress
- Remedial actions taken
- Judged as no improvement
- Talk of whether to remove from training
- Referred by deanery
- Responded extremely well to c.g.



Happy with career/work

And the
outcomes?

<p>CASE 3 O+G Decisions under stress Removed from programme Tried 6/12 surgery then pregnant & now not working</p>	<p>CASE 1 Surgeon Back problems Now successful management consultant</p>
<p>CASE 4a Now a consultant p-t failing RITAs</p> <p>Case 4b Now happy & do well in phara post Behaviour under stress</p>	<p>CASE 2 Anaesthetist Disillusioned Family/social issue Currently working in medical repatriation HK</p>

Good performance



Discussion and questions

- Is career guidance a useful additional tool to other support and interventions?
- If so – what are the problems involved in introducing it?
(lack of resources, lack of training in it, lack of understanding where and how it fits in to the overall support process etc)
- How can we best integrate access to and the use of both in-house and out of house career guidance when career problems surface by other means?



What I would like to see

- Ongoing professionalisation of career guidance in medicine
- Once a need for “out of house” career guidance is established – better teamwork and communication (both ways)
- Open access to career guidance at any stage in the career
- Awareness raised re independent career guidance (amongst tutors and trainees)
- Greater understanding that c.g is not about solutions handed to you

