

Careers

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The Team

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Reminders

Remember it's that time of year to review the work the F1 trainees have done so far in stages 1 and 2 and ensure they are up to date. If they are up to date, it is time to make that all important career decision and therefore energy should be applied to helping them decide. Be mindful they need to keep their career development plan up to date.

F2 trainees should be developing those key employability skills, checking job specs, developing interview skills and getting focused and prepared.

Upcoming Training and Development Sessions

- We have a jam-packed agenda for the year ahead with a variety of sessions covering multiple areas of career management.

Date	Month	Session	Face to Face/Online	Target Audience
30/03/2023	March	Planning for FY3	Online	Foundation Trainees
01/06/2023	June	SAS a real alternative	Online	Foundation Trainees
08/06/2023	June	Transition to consultancy	Online	Specialty Trainees
20/07/2023	July	MBTI Step 1	Face to Face	ES, TPD's, Career Leads
10/08/2023	August	Negotiations and Stakeholder	Face to Face	ES, TPD's, Career Leads, Specialist

		management		Trainees
07/09/2023	September	NLP (Communication and Rapport)	Face to Face	ES, TPD's, Career Leads
05/10/2023	October	Negotiations, Assertiveness and Networking	Face to Face	Specilaty Trainees
02/11/2023	November	Self-Awareness Masterclass	Face to Face	ES, TPD's, Career Leads
30/11/2023	November	Transition to consultancy	Online	Specilaty Trainees

Information and details of how to book on to the events organised by the HEE NW Careers Team can be found at: https://www.nwpgmd.nhs.uk/careers_advice/career_events_and_workshops

Avoiding conflict, a look through lens of MBTI

In a recent study of data from more than 50,000 respondents, a definite pattern popped out. “Compared to those preferring Extraversion, Introverted types prefer Avoiding as their primary conflict-handling mode.

Across the eight Introverted types from the MBTI assessment, Avoiding was the highest scoring mode for five of them: ISTJ, ISFJ, ISTP, ISFP, and INTP.

For the remaining three Introverted types—INFJ, INTJ, and INFP—Avoiding was the second highest-scoring mode.

According to their data, only three Extraverted types had Avoiding in their top two modes. And none of them had it as their number one mode.

Basically, Introverted types were nearly three times more likely than Extraverted types to have Avoiding as one of their top two conflict-handling modes.” (The Myers Briggs Company).



Firstly, I want to clarify that avoiding conflict can be a good strategy and should be employed on occasions where it is the best course of action. However, conflict avoidance generally is not a good thing and can impact team dynamics and their productivity. It is important to note that healthy conflict is good but not always necessary for good team dynamics.

Enough of the disclaimers, so why do people avoid conflict, well generally some people see it as a negative and feel demotivated by it.

The word conflict for most has negative connotations and in those case we need to reframe the situation as a discussion with someone who has differing views or ideas. Diversity of idea is necessary for a team and a organisation to progress. It is important that good leaders appreciate and encourage diversity of ideas as they are very powerful and beneficial to the development of a team.

Introverted types need time and space and are motivated by themselves. So don't need external forces to motivate them. They also like space time to think and react and sometimes in conflict situations they are not given the time to react.

Here are a few points to think about when managing conflict that involves those preferring Introversion:

- Extraverted? Don't scapegoat Introverted types who 'avoid' conflict. Instead, try to understand what it feels like for them and help create an environment where they can contribute on their terms. In addition, give them space and time if they need it and make an agreement to come back to the subject later.
- Introverted? Let the other party know where you're at—saying nothing looks like you don't care. In addition, it's OK to ask for time to think about the problem and come back to it.

Managers and mediators: create the space for Introverted types to express themselves with authenticity. This could mean:

- Allowing for contributions in writing.
- Taking breaks to create time for people to think things through instead of talking it through.
- Finding ways to reduce stress, which might be heightened in these situations for Introverts.
- Creating small groups or one-on-one discussions instead of trying to resolve conflict in large group discussions.



Values and their place in our Career

We all have values some of which others don't fully understand and we can struggle to related to the values others have. However, they are key to us and how we operate and relate to the world around us.



The pandemic has transformed the world we live in a way that even Rasputin couldn't have predicted. We unexpectedly find ourselves with the opportunity to re-evaluate what we want out of our life and career. A lot of us have found that we crave more meaning in our work. Our priorities have changed, and it's affecting our professional outlook. If you find yourself wanting more out of your job and perhaps even considering a career change, it's essential first to examine your work values.

Couple of questions we should all ask ourselves are:

- What are my values?
- Do I prioritise some of my values over others?
- How do my values relate to my career?
- Which way are my values pulling me towards my goals or away from my deep-seated fears?

Remember values that are keeping us away from our fears need looking at again. As there is reverse energy being used there and sometimes fears can be exaggerated to keep us safe from something that is unlikely to happen.

Values are factors that are often not looked at when deciding or managing careers. I have found many a careers practitioners who have failed to have conversations regarding values when the key to an individuals situation was their values and how they prioritised them. I often find that a quick discussion around values is what is needed more so than any other information I give them. I get more satisfied clients when I address values and their priority who mostly leave the session feeling motivated and with a sense of direction.

Please see attached a values worksheet created for such conversations. You can give this to them to takeaway or sit with and discuss after they have completed to understand the reasons and rationales for them for prioritising one value over another. Such a discussion can take up to half an hour.



Health Education North West

Values?

- In the Free choice column select all the values that are important or desirable to you.
- In the Half column cut the number of values you have chosen by half discarding those of lesser importance.
- For the final column choose only your top five essential values.

	Free choice	Half	Top five
Organisation — Working in a well-known or well-respected company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Global environment — working for a global company with offices all over the world	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community — Working in a place where you can get involved in the local community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Controllable lifestyle — Being able to achieve a satisfactory work/life balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible working — A role in which there is the possibility of working in a number of roles or part-time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security — Knowing that your work will always be there for you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being expert — Being known as someone with special knowledge or skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research — Having the opportunity to carry out research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervision — Having responsibility for supervising others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning — A rapidly changing role in which you will continually be learning new things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical — working with a specific process or product that requires in-depth knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Helping people — A role in which you help individuals, groups or society in some way	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Predictability — Having a routine which is fairly predictable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with others — Working in a team alongside others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching — Being able to teach others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenge — Being 'stretched' and given new problems to work on	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Competitive — Working in a speciality to which entry is highly competitive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pace of work — A rapid pace of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respect — A high-status job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excitement — Working in a context where you take decisions under pressure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional development — easy access to lifelong learning and potentially higher formal qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The power of Empathy

Empathy has always been a critical attribute for leaders, but it is taking on a new level of meaning and priority. Far from a soft approach it can drive significant results.

We always knew demonstrating empathy was positive for people, but new research demonstrates its importance for everything from innovation to retention. Great leadership requires a fine mix of all kinds of skills to create the conditions for engagement, happiness and performance, and empathy tops the list of what leaders must get right.



For example. Engagement. 76% of people who experienced empathy from their leaders reported they were engaged compared with only 32% who experienced less empathy.

<https://www.catalyst.org/reports/empathy-work-strategy-crisis>

We can demonstrate empathy in two ways. First, we can consider someone else's thoughts through cognitive empathy ("If I were in his/her position, what would I be thinking right now?"). Leaders can also focus on a person's feelings using emotional empathy ("Being in his/her position would make me feel ___"). But leaders will be most successful not just when they personally consider others, but when they express their concerns and inquire about challenges directly, and then listen to employees' responses.

We don't have to be experts in mental health in order to demonstrate we care and are paying attention. It's enough to check in, ask questions and take cues about how much they want to share. We can also be educated about the company's support mechanisms for mental health so that we can provide information about resources for additional help.

Empathy may not be a brand new skill, but it has a new level of importance and the fresh research makes it especially clear how empathy is the leadership competency to develop and demonstrate now and in the future of work.

Remember one of the key duties of a consultant is being a leader or people.

The Careers Day

Another amazing day with senior consultants across the Northwest who have taken the step to educate our future doctors and provide them with Careers support whilst they are in training. The Careers Day was a success on so many levels analysing theories, tools and applying them. They debated Oxford style and demanded a model of delivery that would lead to more successful outcomes. (it was a great debate)



One of our debate captain's. Wonderful opening using cookies metaphorically to make a very valid point.

Back to the drawing board now to plan our next event how to plan for a successful FY3

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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