



Your Facilitators

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What we'll cover today

- Principles and career models
- Exploring your career past, present and future
- Exploring options and opportunities for your own career development



Ways of working

- Individual reflection – please grab a pen and paper
 - Working in pairs or trios – Network Space
 - Whole group activity – using the chat-box function
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- **Conversations will remain confidential**



Networking Exercise- 10 mins



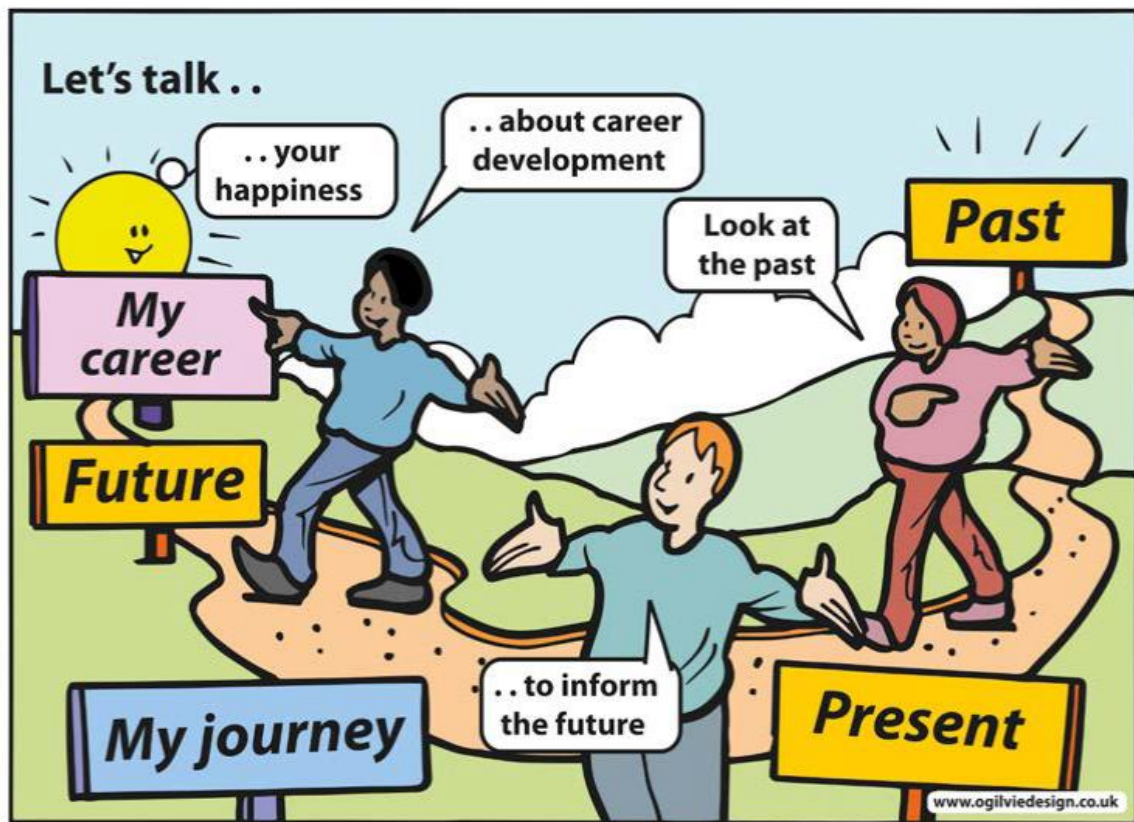
Take a few minutes to think about how you would describe to others, in no more than one sentence, what you do in your role, without mentioning your job title



Connect with 2 or 3 other people in the virtual space.



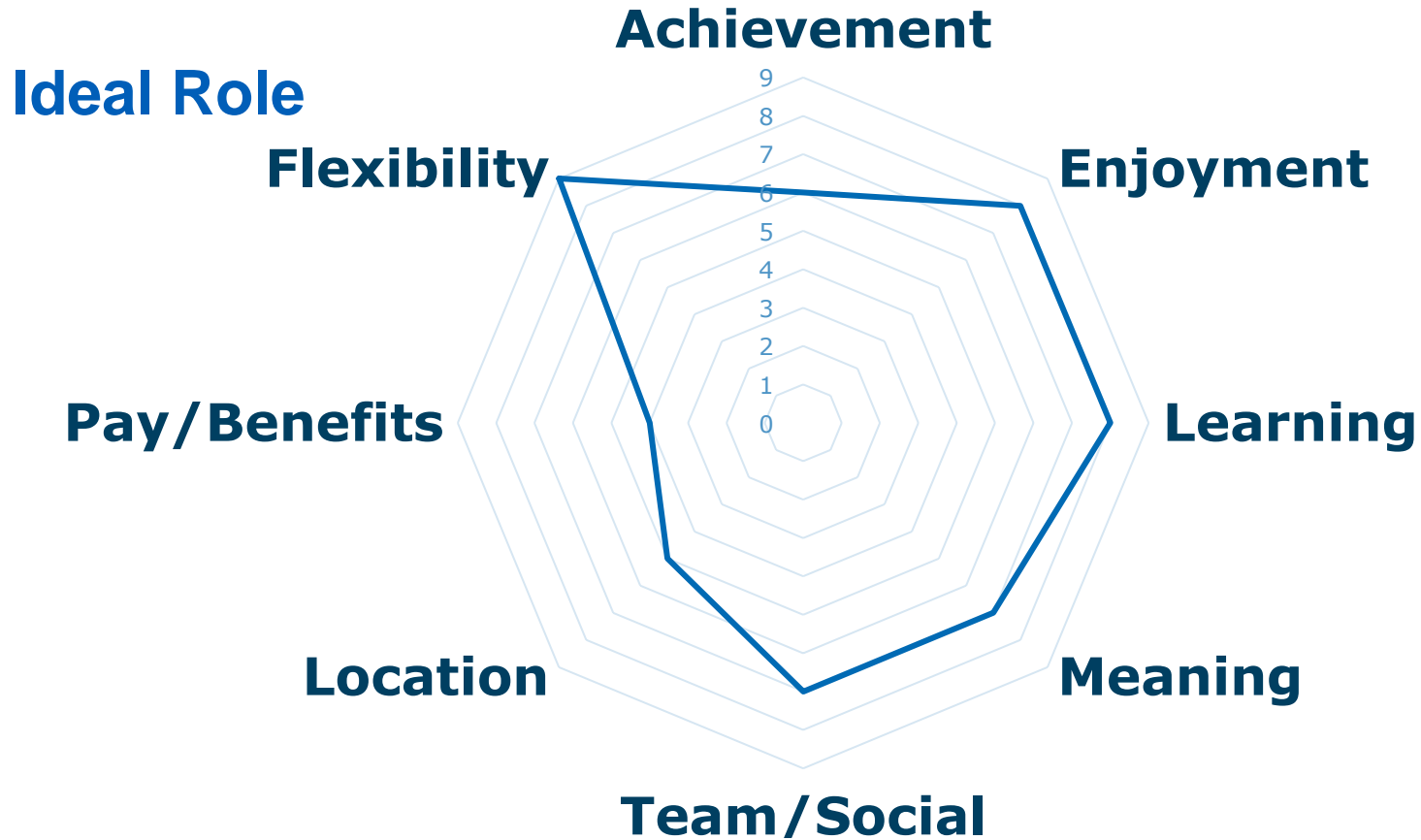
Introduce yourself and your role using the description you have reflected on



How do people manage their careers?

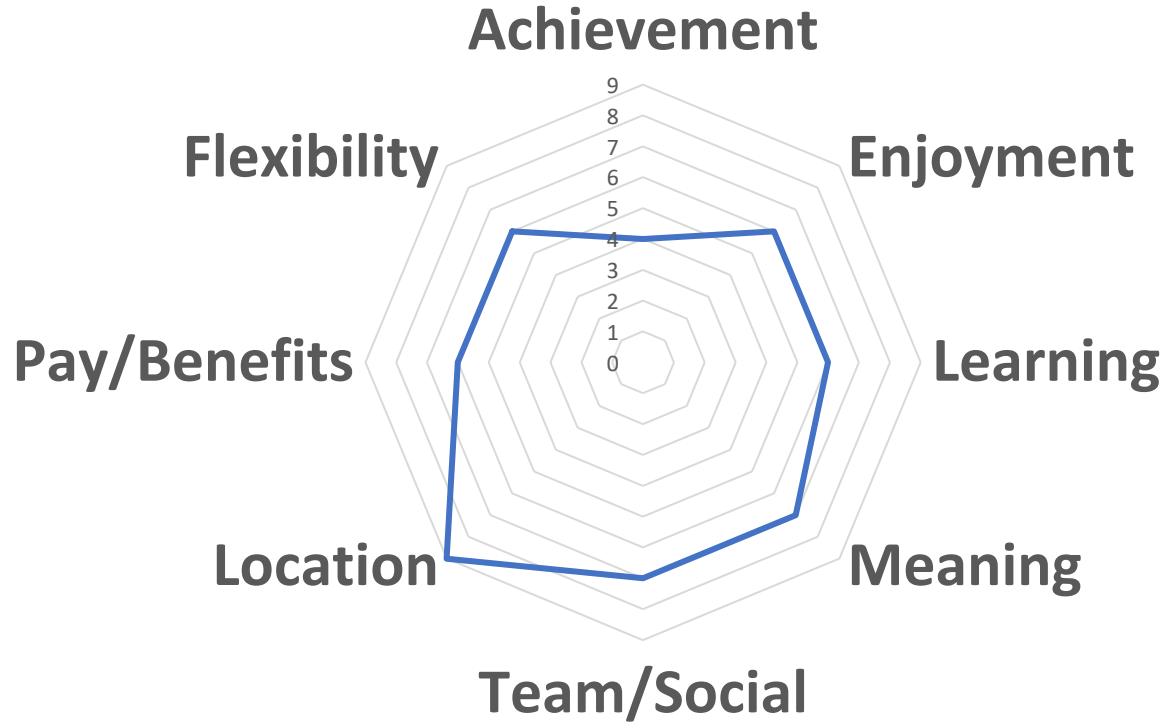






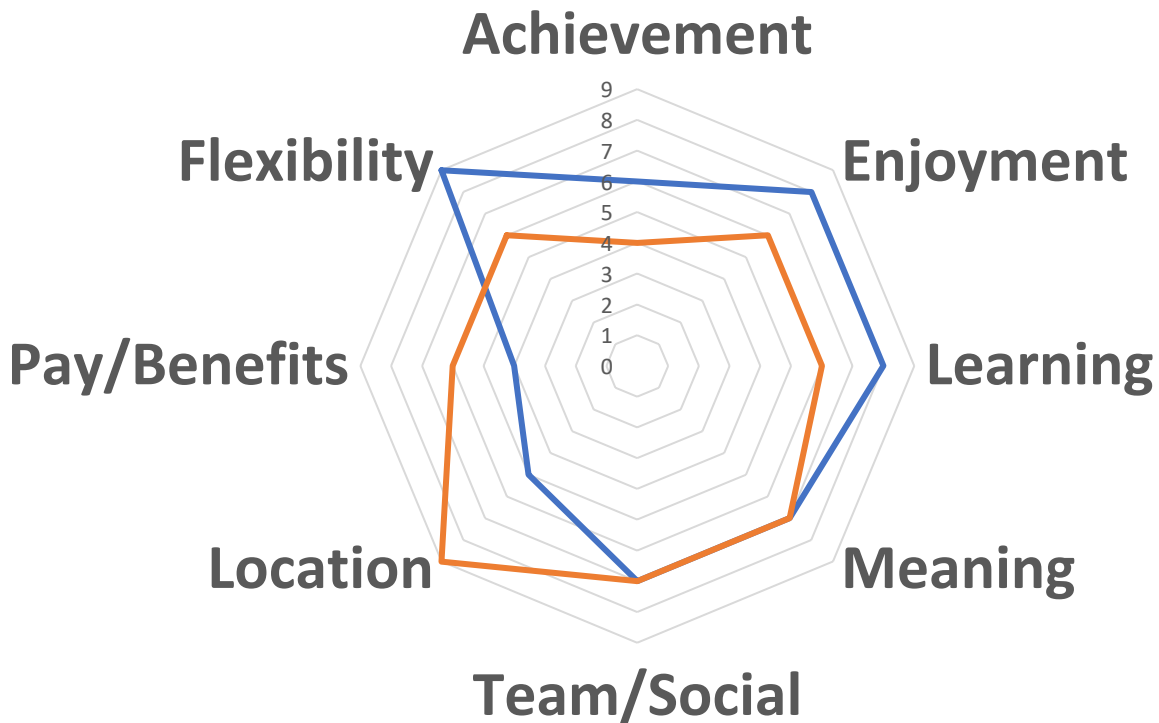


Current Role



Ideal Job Wheel

— Ideal Role — Current Role



Reflection Exercise

5 minutes

- Select **one** element on the career wheel.
- Consider what your score is for your **current role**
- Consider what the score might be in your **ideal role**
- Consider what **opportunities** there might be in your current role to increase your score closer to your ideal role score



Career Happiness vs Career Trajectory



VS



Looks or waits to be asked for opportunities in same department. Unable or doesn't want to move away from department.

Allows for caring/ personal commitments

New roles/ progression not always available within current team. May affect motivation and morale.

Seek out opportunities Regularly review & have career development conversations. Conscious decision making.



Has some idea of direction of career and looks for next opportunity but is more role focused than career trajectory focused. Looks for next opportunity

Variety of roles and career opportunities undertaken

May find that a role is unsuitable or get 'stuck'. May have to consider redirecting career and retrograde move

Regularly review & have career development conversations. Conscious decision making.



Has clear idea of career trajectory will only consider roles that meet progression to ultimate role aim

May well achieve ultimate goal

May have found a more interesting role that is better suited. Results in multiple moves to ensure progression

Regularly review & have career development conversations – Conscious decision making.

Reflection Exercise

15 minutes

**(6-7 minutes
each)**

- What, if any conscious decisions have you made that have influenced your career journey?
- Which, if any, of the models we have explored, reflect your own career story?





Time to reflect – after the workshop you may wish to think more about your Career Past.

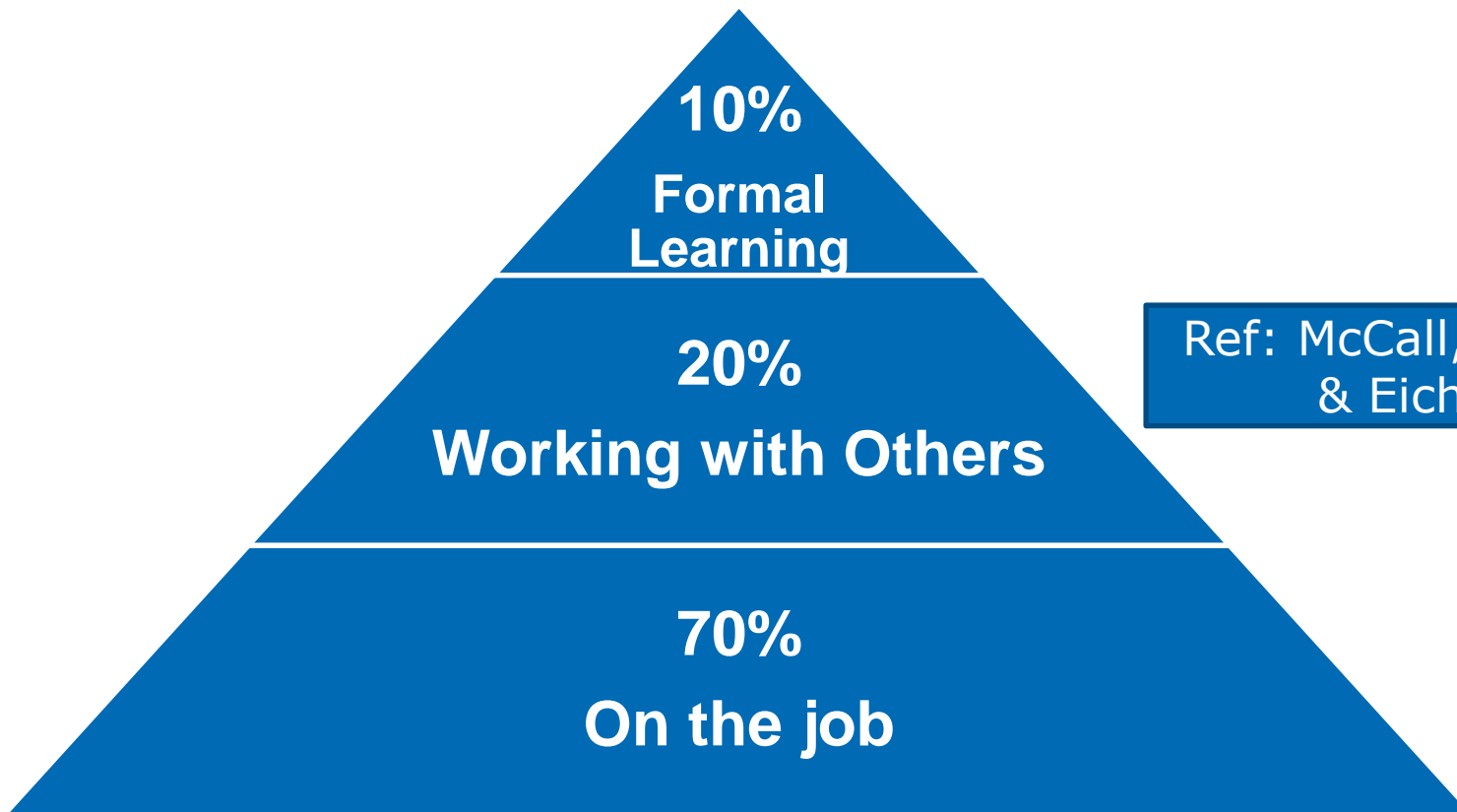
- What career path/journey have you followed ?
- What have been the highlights / low lights?
- What have been the defining features?
- Are there any patterns?

Career Present



Potential opportunities for you to grow further?





Ref: McCall, Lombardo & Eichinger

70 - 20 - 10 Opportunities



Ideas in chat box

A – H = 10% Formal Learning

I – P = 20% Working with Others

Q - Z = 70% On the job

70 - 20 - 10 Opportunities

2 minutes



70 - 20 - 10 Opportunities

70% On the job

- Self Development e.g. books, articles, blogs,
- Stretch opportunities and secondments.
- Experiential learning with regular feedback
- Practical short-term projects
- Short term job swaps
- Direct feedback
- Doing the Job

20% Working with Others

- Coaching/Mentoring
- Reverse mentoring
- Shadowing opportunities
- 360 feedback
- Simulations
- Formal and informal staff networks and programme alumni
- Back to the floor initiatives and line of sight to care

10% Formal Learning

- Development Programmes
- Apprenticeships
- Courses
- Webinars
- Seminars
- Qualifications
- Assessment or Development Centres

Career Future



'Its never too late to be what you might have been'

George Elliot



Common Blockers



External

- Financial pressure, time, competition, lack of information, discrimination, location, personal commitments, lack of required skill, experience, qualification, lack of connections, social pressure, health

Internal

- Confidence, focus, fear of change/loss/failure/rejection, anxiety, lack of assertiveness, pessimism, conflict avoidance, overly tolerant/cautious/distrustful/spontaneous



Future Career



- Which route(s) will you explore?
- What are your motivations?
- What is your readiness for career development and/or progression?
- What is getting in the way?
- What support/development might you need?
- What are your next steps?



Psychological Onboarding – Supporting new starters adapt to their new environment



Evidence shows that retention and staff engagement is improved for new starters when they are

Clear about their role and objectives.

They have the confidence to deliver what is expected of them.

They know and understand their teams and are accepted by them.

They understand the culture of the organisation and how the organisation expects them to behave.

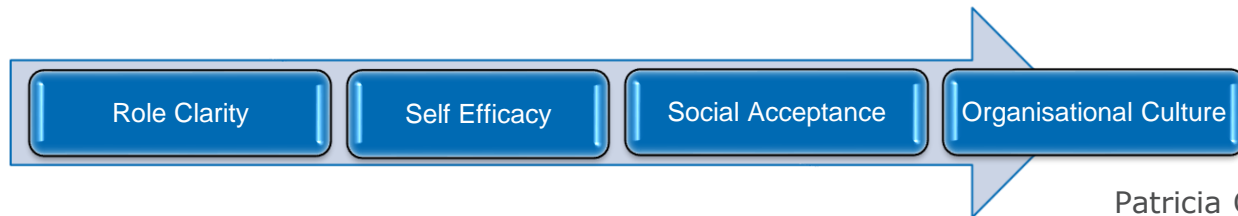


Psychological Onboarding – Supporting new starters adapt to their new environment



Consider coaching style questions around these 4 areas for either yourself as a new staff member or as a manager/team supporting new members of the team.....

- How clear are you/we about your new role and what you are expected to achieve ?
- How confident do you/we feel to deliver what is expected?
- What have you/we done so far to build relationships within the team?
- What one relationship can you/we make this week that will help you/us understand the organisation a little better.



Reflection Exercise

15 minutes

**(6-7 minutes
each)**

Pick one element of the onboarding tool and reflect model and reflect on a time when you were new to a role.



- What worked well?
- What could you have done differently?
- What might you do differently next time you are in a new role?

5. Career development plan

Use this page to summarise your career goals. Remember, you can change your mind as often as you like and your readiness is determined not just by your capability and confidence but also the extent to which a role works alongside your personal life at a given point in time.



Short term goals - my career goals for the next 12 - 18 months (these may range from staying in your current role to preparing for a transition now or in the future)



Increasing my readiness - what growth, learning, experience or development do I need to achieve these goals?

Long term goals - my aspirations and goals 2 years and beyond



Long term planning - what kind of support will I need and from whom in order to realise these ambitions?



Resources



[Coaching and Mentoring – East of England](https://leadershipacademy.nhs.uk)

leadershipacademy.nhs.uk

[Upcoming Events – East of England](https://leadershipacademy.nhs.uk)

leadershipacademy.nhs.uk

✚ **Project M** - a place to connect with colleagues and a range of other resources at [#ProjectM](#) – [Our NHS PeopleThemes](#) – [Our NHS People](#).

✚ **Support and resources for leaders at all levels** <https://people.nhs.uk/pathways/>



Thank you

Delivered in partnership:

