Health Education London and Kent Surrey Sussex
The SCAN Model of Career Planning
Script for animation

Scene 1:   Managing and planning a career in healthcare can benefit from a structured process.
Split screen: a range of healthcare professionals practicing their skills (no white coats)

Scene 2:   You may have questions to resolve:
- How do I choose the right specialty or career pathway?
- What does my ideal career look like?
- How should I approach my consultant interview?
- Is a portfolio career in healthcare realistic for me?

Line up of training staff with questions above their heads (blue sky background).

Scene 3:   Making important decisions about your career can be challenging.
Character pushing a bike at a crossroads, with various pathways lying ahead (green countryside, bike has no basket or stabilisers).

Scene 4:   Our SCAN model of career planning can help.
A map-style document with SCAN circular route map (not a treasure map as before).

Scene 5:   It's a four stage cycle we recommend every time you reach a career crossroads. What's the first stop on your career planning journey?
Character cycles through countryside.

Scene 6:   S stands for Self-Awareness. This is about gaining a better understanding of *you*.
Character cycles up to Letter S.

Scene 7:   Self Awareness helps you understand what type of *Character* you are?
- what are your interests?
- what are your strengths?
- what are your values?

- what type of work suits your Character?
- what work stimulates both your head and your heart?

Character walks into scanner (title on scanner reads: 'Self Awareness Scanner') and is zapped.

Scene 8: And this knowledge helps you reflect on what's important in the clinical career you want to develop:
- what specialised areas or health settings have you enjoyed working in, such as leading a team, working directly with patients, or something research based?
- what stresses do you wish to minimise?
- what work-life balance is acceptable to you?

The text for Scene 8 above is voiced but does not appear on screen…instead:

Character holding scan with thought bubbles 'Hospital vs GP', 'being with patients vs pile of paperwork', 'work life vs family life'.

Scene 9: Now it's time to get back on the SCAN cycle. So you've developed 'self-awareness' - what comes next?

Letter S is placed in bike pannier and cyclist moves onto the next stage.

Scene 10: C stands for Career Exploration. This helps you to get a realistic look at your career options.

The character cycles to Letter C, gets off bike, and looks through a telescope.

Scene 11: C will help you to understand the level of:
- competition for roles locally and nationally
- skills and Character qualities needed
- research and background knowledge needed

It will also encourage you to explore the network of people that you know who can help you achieve this.

The text for Scene 11 above is voiced but does not appear on screen…instead:

View through telescope sees various scenes:
• doctors climbing a mountain (competition)
• document marked e-portfolio with ticks (skills)
• doctor studying at home beside a pile of paperwork (research)

• two doctors at either end of a picnic blanket (networking)
Letter C moves into bike pannier.

Scene 12: So you are now more self-aware and better informed about your career options, but how do you make the best decision for *you*?
Text only scene

Scene 13: A is for Arriving at a **decision**. It's time to review the knowledge gained from S and C, and which options best balance 'self' and 'career' needs, both now and in the future.
Character moves onto Letter A, and a weigh station, which she cycles onto, and rocks back and forth.

Scene 14: Career Planning is not always linear especially in periods of uncertainty. It is worth reflecting on the positive outcomes and opportunities chance may offer - such as new skills, confidence and connections, and how they link with your values before continuing your journey.
The text for Scene 14 above is voiced but does not appear on screen…instead:
Character continues to move back and forth on weighing station. Thought bubbles pop up:
'Portfolio career?', 'Working abroad?', 'PhD?'
Character then cycles away.

Scene 15: This process will help you to weigh up Character wants and needs and consider your opportunities to develop.
Letter A moves into the bike pannier.

Scene 16: Congratulations! You've made an informed **decision.** Now it's time to put a **plan** into action.
Character jumps onto a racer bike and heads off quickly.

Scene 17: N is for Next Steps. This is about how you move from your decision to achieving your goal.
Character moves to Letter N.

Scene 18: This involves breaking your career goal down into

smaller milestones, such as:
- preparing a portfolio
- taking exams
- gaining experience
- preparing for interviews

Character cycles along straight road ahead passing road signs with the above text. Letter N moves into the bike pannier.

Scene 19: Our SCAN career planning cycle will help you to:
- make the right decisions for you
- realise your potential, and
- be the best healthcare professional you can be

Character parks bike in a bike rack, picks up her panniers, and walks into a hospital entrance (not a finish line as before)

Scene 20: Zoom out to show the SCAN letters flowchart.

End slide: To find out more our SCAN career planning cycle and other useful resources, visit our website.
End credit screen, show:
https://london.hee.nhs.uk/careers-unit