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Virtual Café – 8th December 2020

Session plan

Career planning theory

Breakout room activity

Career goals – some coaching tools

Disempowering beliefs & limiting assumptions

Resources & sources of support

Career planning theory

‘Planned happenstance’

Unpredictable chance events have a significant impact on one's career trajectory.

Krumboltz (2009)

Careers – a game of chance?

- Chance plays an important part in everyone's career, but career planning is still perceived as a process designed to eliminate chance from career decision making.
- Shifts in the world of work challenge people to adopt an approach that views unplanned events as both inevitable and desirable.
- People need to engage in exploratory activities to increase the probability that they will discover unexpected career opportunities.
- Unplanned events can become opportunities for learning (both about oneself and about different career opportunities).

Mitchell, Levin and Krumboltz (1999)
J of Counseling and Development. Vol 77. p115-124e

Take a chance

To make the most of chance events, we need to develop **5 key skills**:

- **Curiosity** – about oneself and about different options and learning opportunities
- **Persistence** – when faced with obstacles
- **Flexibility** – keeping one's mind open to new options
- **Optimism** – believing that new options or unplanned events may bring benefit
- **Risk Taking** – pushing yourself to explore an option that doesn't feel entirely safe.

Krumboltz (2009)

Breakout room activity



- Consider a **'thorny issue'** relating to your career
- What are your **best hopes?**

Breakout room activity



Take it in turns to describe your ‘thorny issue’ to your pair partner (10 minutes each)

Your partner will listen and ask probing questions, eg:

- What are your best hopes?
- What might one step towards ‘better’ look like?
- What would it take to make that happen?
- What can you do to move one step towards ‘better’?
- Who can support you?
- What’s next?

From your conversations...

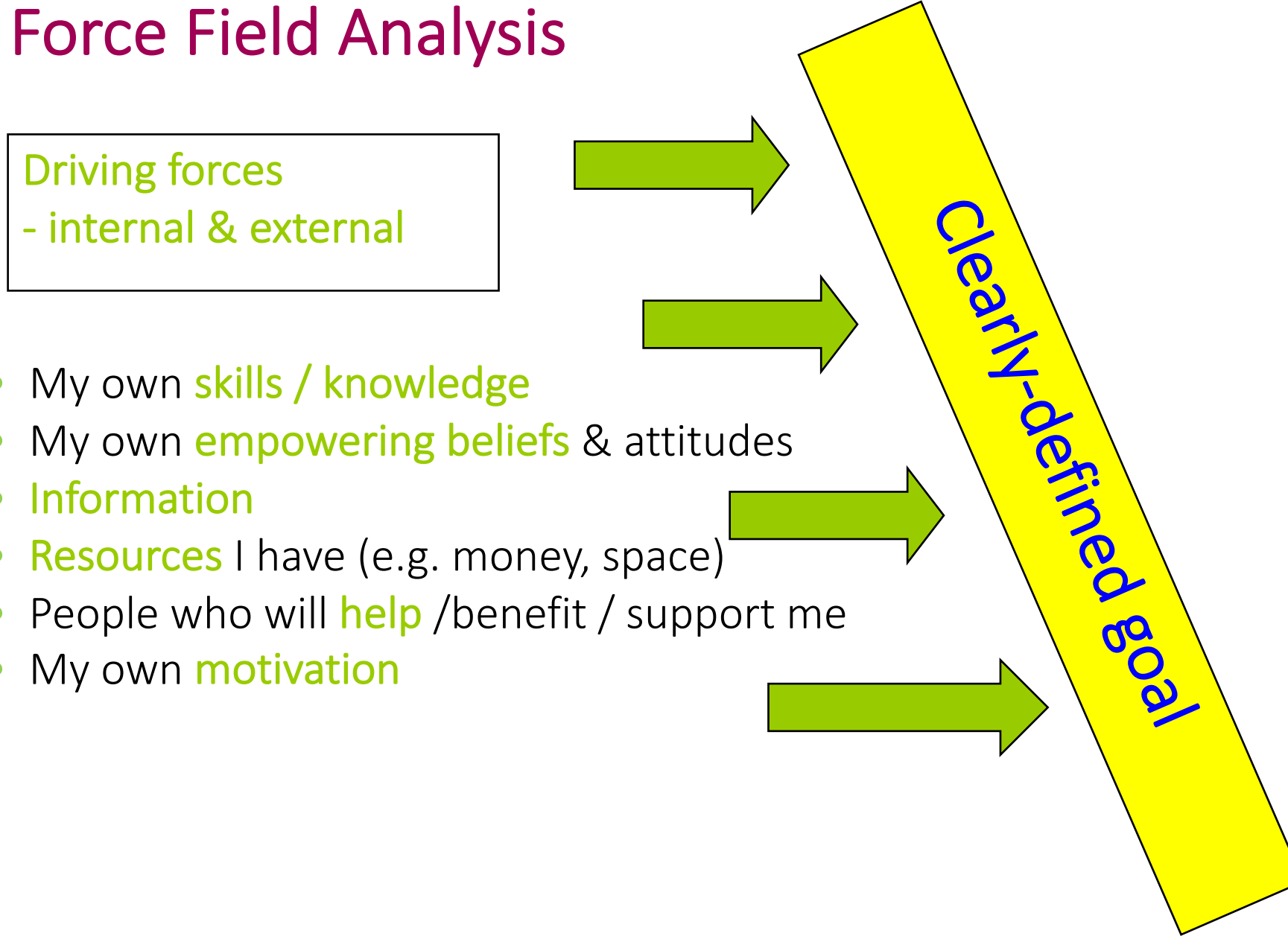
- Anything you wish to share?

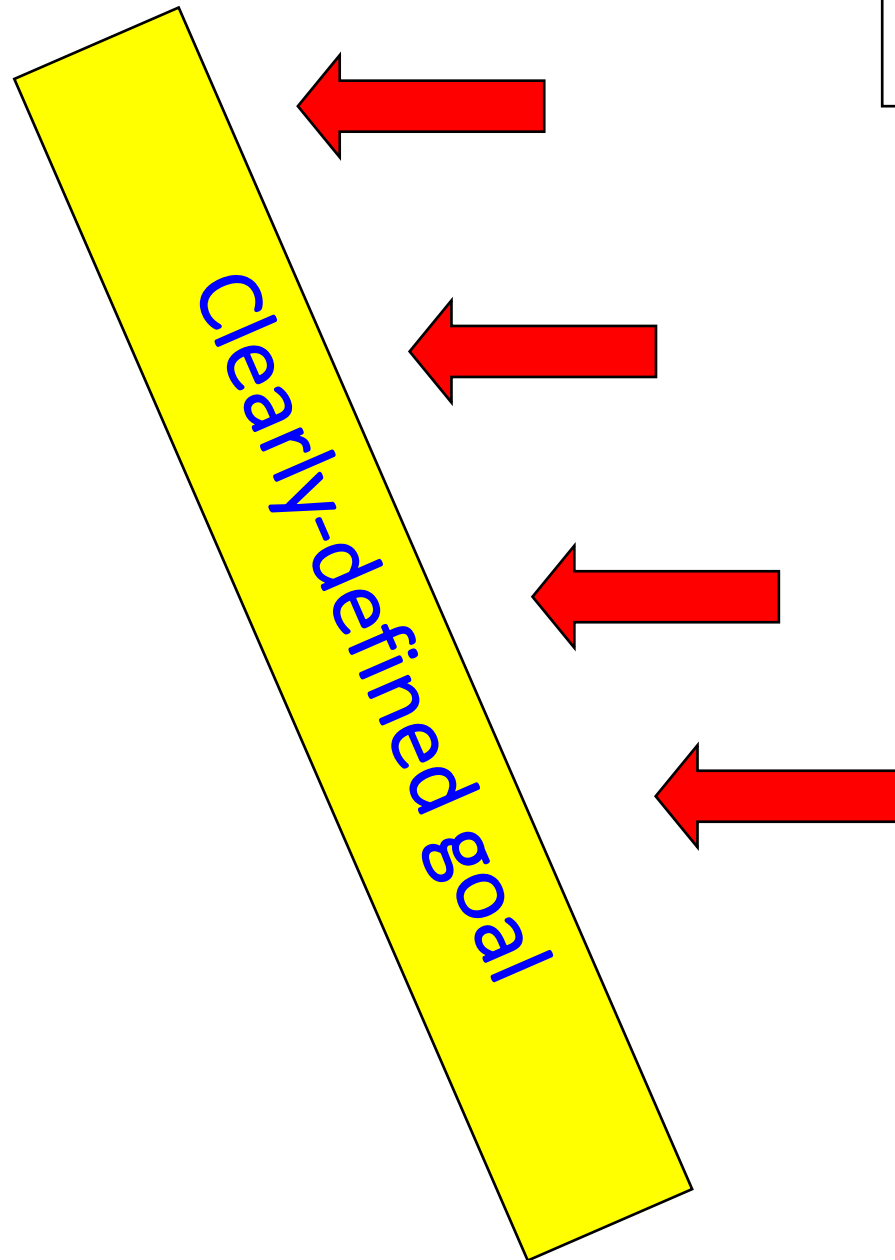
Force Field Analysis

Driving forces
- internal & external

- My own **skills / knowledge**
- My own **empowering beliefs** & attitudes
- **Information**
- **Resources** I have (e.g. money, space)
- People who will **help** /benefit / support me
- My own **motivation**

Clearly-defined goal

The diagram illustrates the concept of Force Field Analysis. On the left, a box labeled 'Driving forces - internal & external' is positioned above a list of six driving forces: 'My own skills / knowledge', 'My own empowering beliefs & attitudes', 'Information', 'Resources I have (e.g. money, space)', 'People who will help /benefit / support me', and 'My own motivation'. To the right of this list, four green arrows point horizontally towards a large, yellow, tilted rectangular bar on the right side of the image. This bar is labeled 'Clearly-defined goal' in blue text, oriented vertically along its length.



Resisting forces

As before, but negative e.g.

- **Lack** of knowledge/skills
- **Disempowering** beliefs
- People who will **oppose** me
- etc



What is the most powerful
resisting force?

What is the first thing you can do
to start dealing with that?

Driving forces
- internal & external

- My own **skills / knowledge**
- My own **empowering beliefs** & attitudes
- **Information**
- **Resources** I have (e.g. money, space)
- People who will **help** /benefit themselves
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Clearly-defined goal

Resisting forces

As before, but negative e.g.

- **Lack** of knowledge/skills
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- etc

What is the most
powerful resisting force?
What is the first thing
you can do to start
dealing with that?

What's your clearly-defined goal?

>> In thinking about your career (in the short, medium or longer term), what does your 'preferred future' look like?

>> Write it down in one sentence, and use these 3 P's:

- Positive
- Present tense
- Personal

Polarity matrix: exploring the 4 quadrants



Polarity matrix: exploring the 4 quadrants

QUADRANT 3	QUADRANT 2
QUADRANT 4	QUADRANT 1 What might be potential negative contrasts or downsides of this issue?

Polarity matrix: exploring the 4 quadrants

QUADRANT 3

QUADRANT 2

If there were hidden 'gifts' or upsides to QUADRANT 1 what would these be?

QUADRANT 4

QUADRANT 1

What might be potential negative contrasts or downsides of this issue?

Polarity matrix: exploring the 4 quadrants

QUADRANT 3

What is the extreme polar opposite of QUADRANT 1?

QUADRANT 2

If there were hidden 'gifts' or upsides to QUADRANT 1 what would these be?

QUADRANT 4

QUADRANT 1

What might be potential negative contrasts or downsides of this issue?

Polarity matrix: exploring the 4 quadrants

QUADRANT 3

What is the extreme polar opposite of QUADRANT 1?

QUADRANT 2

If there were hidden 'gifts' or upsides to QUADRANT 1 what would these be?

QUADRANT 4

And if QUADRANT 3 had negative contrasts, what would they be?

QUADRANT 1

What might be potential negative contrasts or downsides of this issue?

Probing for limiting beliefs & untrue assumptions

- *What would you like to have happen? [GOAL] or*
- *What are you longing for? [GOAL]*



Probing for limiting beliefs & untrue assumptions

- *What would you like to have happen? [GOAL] or*
- *What are you longing for? [GOAL]*
- *What might you be assuming that is stopping you from [ACHIEVING YOUR GOAL]?*



Probing for limiting beliefs & untrue assumptions

- *What would you like to have happen? [GOAL] or*
- *What are you longing for? [GOAL]*
- *What might you be assuming that is stopping you from [ACHIEVING YOUR GOAL]?*
- *What else might you be assuming that is stopping you from [ACHIEVING YOUR GOAL]?*



Probing for limiting beliefs & untrue assumptions



- *What would you like to have happen? [GOAL] or*
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- *What might you be assuming that is stopping you from [ACHIEVING YOUR GOAL]?*
- *What else might you be assuming that is stopping you from [ACHIEVING YOUR GOAL]?*
- *What else might you be assuming that is stopping you?*

Probing for limiting beliefs & untrue assumptions



- *What would you like to have happen? [GOAL] or*
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- *What might you be assuming that is stopping you from [ACHIEVING YOUR GOAL]?*
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- *What else might you be assuming that is stopping you?*
- *What else might you be assuming?*

Probing for limiting beliefs & untrue assumptions



- *What would you like to have happen? [GOAL] or*
- *What are you longing for? [GOAL]*
- *What might you be assuming that is stopping you from [ACHIEVING YOUR GOAL]?*
- *What else might you be assuming that is stopping you from [ACHIEVING YOUR GOAL]?*
- *What else might you be assuming that is stopping you?*
- *What else might you be assuming?*
- *What else?*

Probing for limiting beliefs & untrue assumptions

- *Of all those assumptions, or any others which come to mind, which assumption is stopping you the most?*



Probing for limiting beliefs & untrue assumptions



- *Of all those assumptions, or any others which come to mind, which assumption is stopping you the most?*
- *Do you think that assumption is true?*
(YES or NO)

Probing for limiting beliefs & untrue assumptions



- *Of all those assumptions, or any others which come to mind, which assumption is stopping you the most?*
- *Do you think that assumption is true?
(YES or NO)*
- *If yes, then what is also true and liberating?*
- *If no, what is true and liberating instead?*

The incisive question



Example:

*IF I KNEW THAT
I am hugely confident in my knowledge and abilities,
HOW WILL
I maintain a feeling of being calm and in control
every day as I walk through that door?*

The incisive question



*If I knew that [insert liberating assumption],
then how will I [insert goal]?*

The Professional Support Unit

Some resources available to you



The Professional Support Unit

- Provides free support for doctors & dentists in London & Kent, Surrey, Sussex
- Works entirely through self-referral
- Is somewhere trainees can come to discuss issues confidentially away from the workplace
- Information about all our services at the PSU website:
<https://london.hee.nhs.uk/professional-development>

Careers Support

PSU Careers Unit:

<https://london.hee.nhs.uk/professional-development/careers-unit>

1:1 Careers Support - application form:

<https://london.hee.nhs.uk/professional-support-and-development/careers-unit/apply-careers-advicecontact-us/careers-application-form>

Covid-19 Support

Online Wellbeing Resources:

<https://london.hee.nhs.uk/covid-19-hub/online-well-being-resources>

PSU Pandemic Podcasts:

<https://london.hee.nhs.uk/covid-19-hub/online-well-being-resources/podcast-homepage>

One-to-one Support:

<https://london.hee.nhs.uk/covid-19-hub/11-support>

Covid-19 Support

SPOC (Single Point of Contact) rapid access confidential conversations with senior leads:
<https://london.hee.nhs.uk/professional-development/professional-support-unit/psu-application>

Virtual Group Support including "Drop-in" groups & "V-space" groups:
<https://london.hee.nhs.uk/covid-19-hub/virtual-group-support>

Online Courses - PSU courses and workshops moved to virtual space:
<https://london.hee.nhs.uk/covid-19-hub/online-courses-and-training>

Support for examinations

Individual Support Team:

<https://london.hee.nhs.uk/professional-development/individual-support-team>

Performance anxiety - Stress & examinations workshop:

<https://london.hee.nhs.uk/professional-development/professional-support-unit/courses-and-conferences>

Oral presentation and simulation practice - course information:

<https://london.hee.nhs.uk/professional-development/professional-support-unit/courses-and-conferences>

Relationships support

Specialist Clinical Communications & Linguistics Support (1:1):

<https://london.hee.nhs.uk/professional-development/specialist-clinical-communication-linguistic-services>

PSU Coaching Service (1:1):

<https://london.hee.nhs.uk/professional-development/coaching-service>

Assertiveness for clinical practice workshop:

<https://london.hee.nhs.uk/professional-development/professional-support-unit/courses-and-conferences>

Psychological support

Feeling overwhelmed? Feeling Distressed? You're not alone.

Sources of help & support:

<https://london.hee.nhs.uk/professional-development/trainee-doctors-dentist-support-service-tddss>

NHS – sources of support

- NHS Supporting Our People

<https://people.nhs.uk/>

- Coaching programme for anyone working in primary care
#LookingAfterYouToo

<https://people.nhs.uk/lookingafteryoutoo/>

- Free online resilience toolkit for NHS employees and Key Workers

<https://beyond-coaching.co.uk/free-resilience-toolkit/>