

**NORTHERN QUEENSLAND
REGIONAL TRAINING
HUBS**

MCP | MEDICAL
CAREER
PLANNING

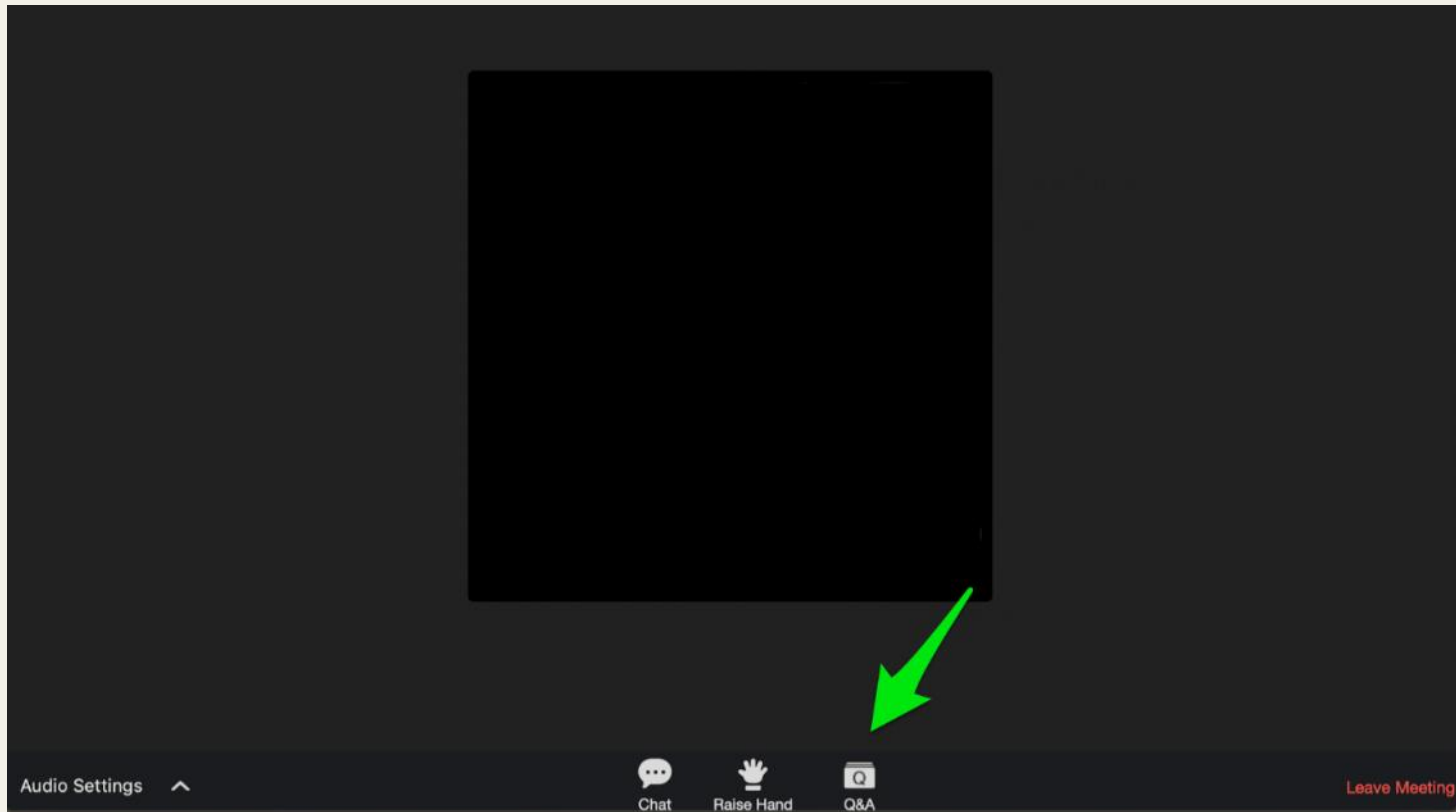
2023 QLD MEDICAL RECRUITMENT CAMPAIGN

Career Planning Tips & Tricks

A network of medical training opportunities



Audience Questions



Me as a PGY2.....



Me as a PGY 15...

Townsville
Hospital
and Health
Service



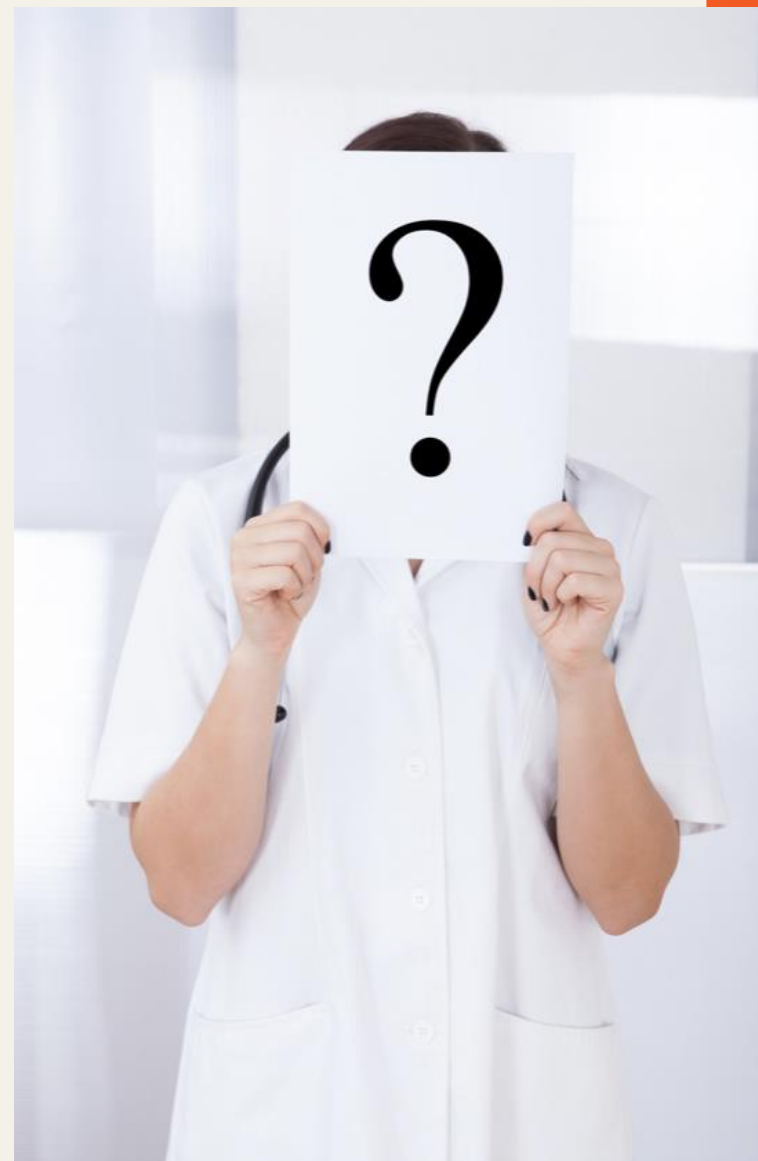
Background

- Career indecision, confusion and dissatisfaction is very common!!
- 20% PGY4 doctors were still undecided on a career pathway
- < 50% of PGY 3 doctors regarding their career choice as definite
- Sax institute study
 - 15% report being certain at end of medical school
 - Those who are certain by end of medical school more likely up end up working in that career



Why?

- Lack of exposure to all options
- Competitive training positions
- PHO/ unaccredited registrar roles with no guaranteed training program acceptance
- Pre-requisites to training programs
- Workforce predictions/ job security
- Unsure of what you actually want to do!



Common scenarios in career planning

- Mentorship/ Respect ... Am I choosing career that my mentor wants me to do, not one that I actually want to do?
- Happenstance... Did I just 'fall' into this career without any consideration?
- Path of least resistance... Did I choose this pathway for the right reasons?
- Life long desire... Has my life long desire changed?
- No desire at all... Why did actually do medicine?
- 'Sensate Judgers'... Did I just choose a career because I was told I was good at it and I wanted a plan in place?
- Active career decision making

Ideal career is one which fits our....

- Interests
- Skills & strengths
- Personality traits **
- Core Values
- Non negotiables





Step 1: Knowledge is power

- Make yourself familiar with all medical career pathways available
- Consider the skills, strengths and interests that are required and ask yourself “Can I see myself in this field?”
 - EXERCISE: Find a list of available medical specialties and make notes on what you think the job entails. If you don’t know, find out!
 - Eg: Anaesthetics: Working in a team, good manual dexterity, work under pressure, make quick decisions, communication skills etc

NORTHERN QUEENSLAND
REGIONAL TRAINING
HUBS

[About Us](#)
[Training Opportunities](#)
[Pathways](#)
[Our Region](#)
[Career Planning](#)
[News](#)
[f](#)
[y](#)
[in](#)
[Q](#)

Discover training in Northern Queensland

TRAINING OPPORTUNITIES

NQ
RTH

[About Us](#)
[Training Opportunities](#)
[Pathways](#)
[Our Region](#)
[Career Planning](#)
[News](#)
[f](#)
[y](#)
[in](#)
[Q](#)

Pathways

With 54 medical specialisation training pathways available, explore your options and map your journey towards your dream specialty.

Find a specialty

Find a college

Australasian College for Emergency Medicine

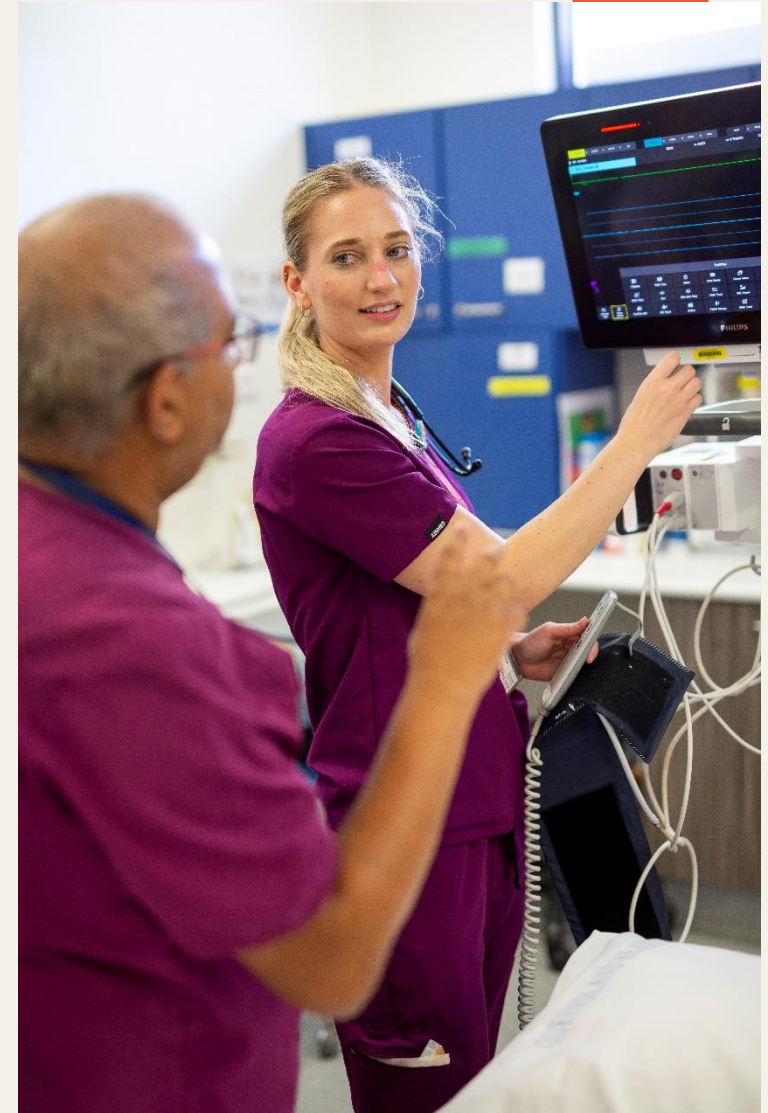
Always ask - Does it suit my big 5?

and territory with approval taking effect from 1 June 2018.

Specialty	Fields of specialty practice	Specialist titles
Addiction medicine	—	Specialist in addiction medicine
Anaesthesia	—	Specialist anaesthetist
Dermatology	—	Specialist dermatologist
Emergency medicine	—	Specialist emergency physician
	Paediatric emergency medicine	Specialist paediatric emergency physician
General practice	—	Specialist general practitioner
Intensive care medicine	—	Specialist intensive care physician
	Paediatric intensive care medicine	Specialist paediatric intensive care physician
Medical administration	—	Specialist medical administrator
Obstetrics and gynaecology	—	Specialist obstetrician and gynaecologist
	Gynaecological oncology	Specialist gynaecological oncologist
	Maternal–fetal medicine	Specialist in maternal–fetal medicine
	Obstetrics and gynaecological ultrasound	Specialist in obstetrics and gynaecological ultrasound
	Reproductive endocrinology and infertility	Specialist in reproductive endocrinology and infertility
	Urogynaecology	Specialist urogynaecologist
Occupational and environmental medicine	—	Specialist occupational and environmental physician
Ophthalmology	—	Specialist ophthalmologist

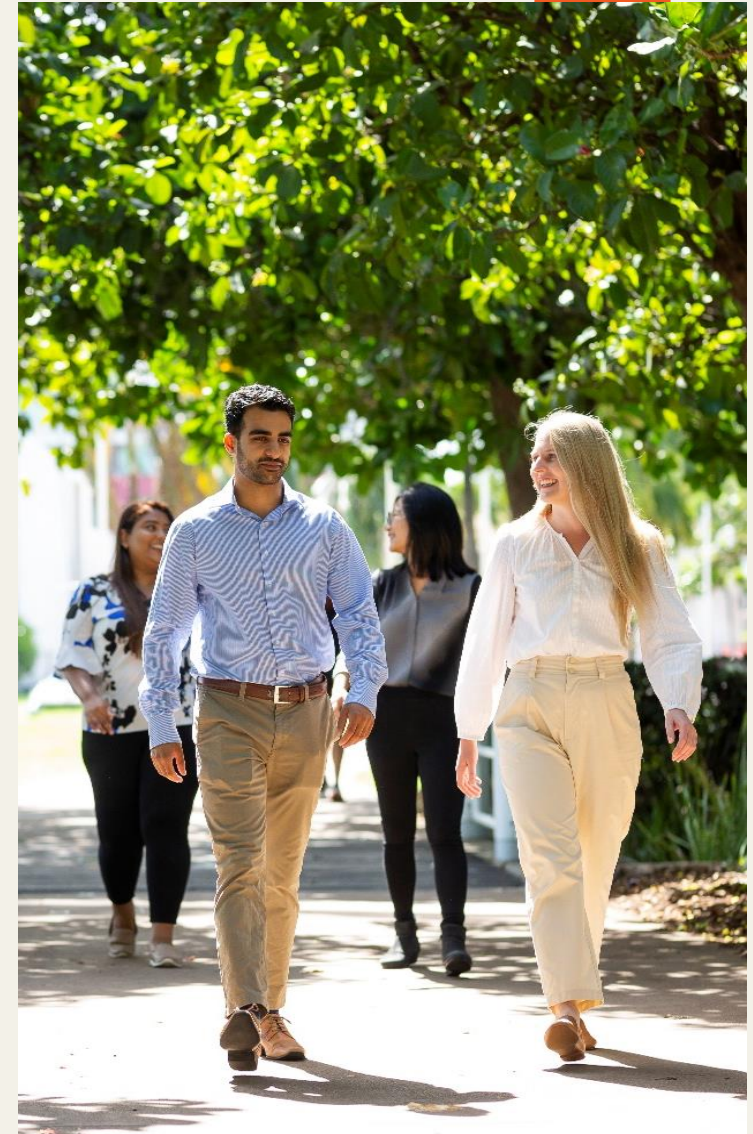
Step 2: Reflect on your current experience

- Use every opportunity to reflect on encounters that you are experiencing as a career planning tool
- This helps to identify your INTERESTS, SKILLS and STRENGTHS
- Reflect on your current job/ rotation/ experience and ask;
 - What do I like about what I am doing?
 - What don't I like about what I am doing?
 - What do I like about medicine?
 - What don't I like about medicine?



Reflection - Interests and Skills

- Be specific, detailed and reflective and you will see a pattern emerging of your interests.
- Use your past to predict your future - if you really enjoy communication now, you will likely enjoy into the future etc



Reflection - Interests and Skills

- Use this exercise if you find it difficult to reflect on your experience so far
- Practical, useful exercise to use throughout career

Encounters/ Episodes	Enjoyed	Didn't enjoy
Resuscitation		No, I felt uncomfortable and didn't enjoy this at all
# NOF	I really enjoyed this patient encounter. I enjoyed looking at the # on the computer and diagnosing before I spoke to the patient	
Team Meeting	I really enjoyed the team meeting as I got to chat to my team and discuss patients	
Calling a GP to get collateral	I didn't mind this, talking to the GP and getting an understanding about the patient	
Reducing a fracture		No - I'm not interested in reducing fractures
Suturing a wound	Yes - I found this really fun and I like practical skills (but not reducing fractures)	
Sick child	Yes - I enjoyed talking with the parents and reassuring them of our management plan	
Patient with renal failure		No - I didn't enjoy the very in-depth knowledge of renal medicine that would be required to be a renal physician

Summary of my day in Emergency:

From this table I realised that I enjoy communicating with patients, radiology imaging, working with a team and practical skills. I realised that I don't enjoy physician medicine and orthopaedics.

Step 3: Reflect on past history

- Past interests are a predictor of future interests
- Was there something you loved at school/ extra-curricular/ hobbies etc
 - Why did you love it?
 - Was there a particular skill it required that you enjoyed? (Eg Puzzle solving, problem solving, outdoors/ physical ability, creativity etc)
 - Consider where there may be a career within medicine that can fulfil that interest



Step 4: Consider your core values

- Awareness of your individual core values and applying these to your career planning is a powerful tool
- Core values are a set of fundamental beliefs or ideals that inform how you conduct your life, both personally and professionally



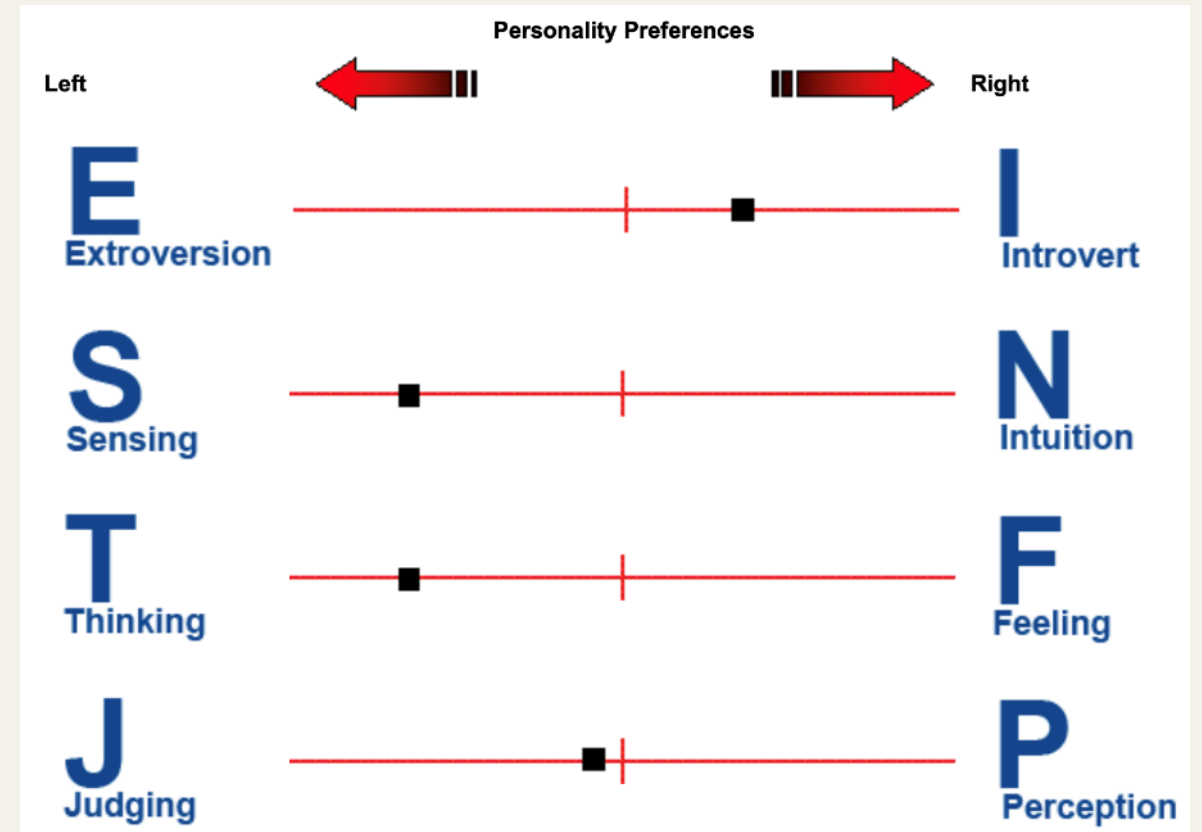
Core Values Exercise

- Consider your Top 3 - 5 values
 - What would your friends/ family say are yours?
- Ask yourself
 - Are you currently moving towards a career that satisfies these?
 - If not, is this a non negotiable or not?
- Compare careers you are considering to see if one satisfies more core values



Step 5: Understanding Personality

- Traits
- Blind Spots
- Work preferences



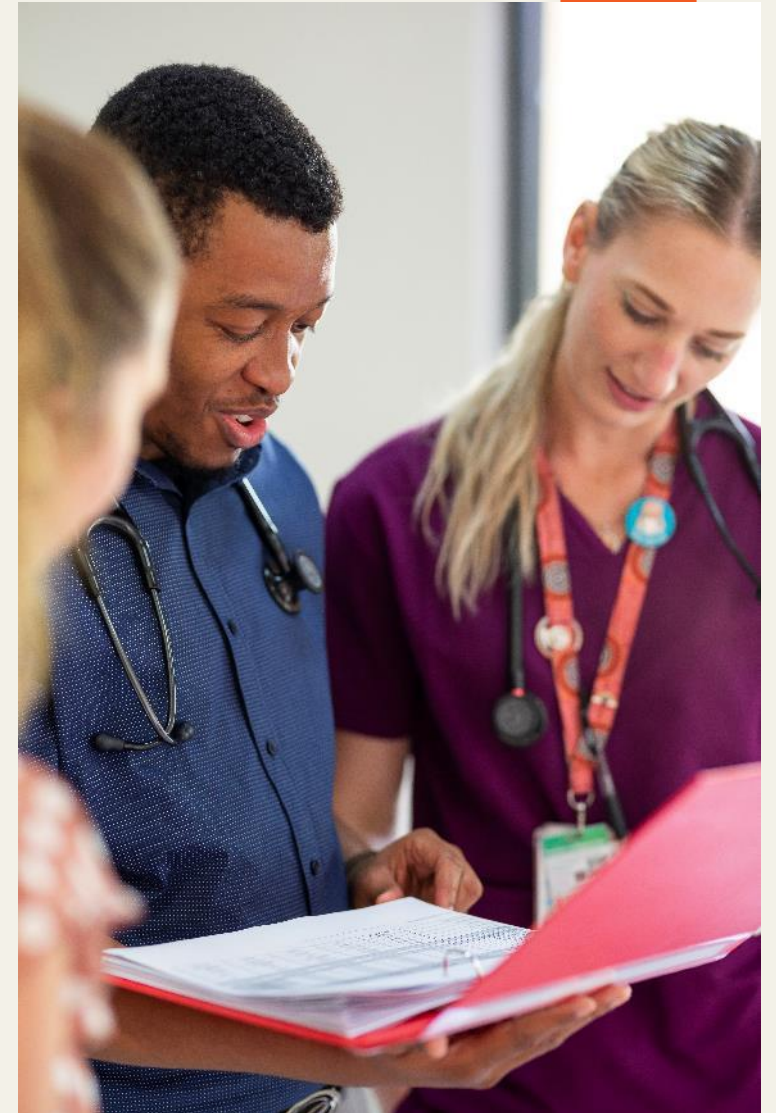
Sensate

Sensate

- Look for tangible details and facts and have an active recollection of these
- Remember things in order
- Remember details better than patterns
- Good at applying your past experience
- Prefer clear, factual and sequential ideas

Blind Spots

- Must see results before accepting change
- External Validation – To see success and to determine pathway
- Needs to be an 'expert' & uncomfortable with uncertainty



Judging

Traits

- Love the feeling of having a clear plan
- Once the plan is in place you don't like change
- Like to have things decided
- Tend to finish everything you start

Career – Life Blind Spots

- May rush into new decisions and actions (To make sure you have a 'plan')
- Can be critical or judgmental
- Be frustrated and not enjoy work when you don't have a clear plan
- Loose respect for someone if they are running late or you consider them 'tardy'; Respect someone more for their qualifications/ status

Where to from here?

I now know.....

- What I like
 - What I don't like
 - Modifiable or non modifiable factors
 - My past interests
 - What I want my future to look like
 - How my personality contributes
 - What my values are
-
- Bring it all together and look back on exercise 1 –
 - What careers are available?



Medical Career Planning

www.medicalcareerplanning.com.au

Info@medicalcareerplanning.com.au

- **1:1 career counselling sessions**
- **Workshops**
 - Career Decision making workshops
 - Interview Preparation workshops
 - Allied Health career decision making workshops
- **Courses**
 - Medical Specialty Areas
 - GP with Special interest areas
 - Non clinical Non medical roles
 - Discovery: Complete career decision making



**NORTHERN QUEENSLAND
REGIONAL TRAINING
HUBS**



**Queensland
Government**

2023 QLD MEDICAL RECRUITMENT CAMPAIGN

RMO Information Session

**Thursday 26 May 2022
6:00pm AEST**

A network of medical training opportunities

