Switching Canoes Mid-Stream: Let’s Rock the Boat!

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Before we begin...

Jeannette Wick has no actual or potential conflicts of interest associated with this presentation.

Learning Objectives

1) Assemble a list of short- and long-term career goals
2) Identify several alternative routes to career change
3) Develop a flexible skills-based resume to showcase experience and potential
4) Construct a plan to acquire the skills, abilities, and resume fodder necessary to affect change
5) Use SMART goals to move toward career goals continuously

Introduction

• Common reasons employees change jobs:
  – Forced to because of downsizing or restructuring
  – Seeking new challenges or opportunities
  – Ineffective leadership
  – Poor relationship with manager
  – To improve work/life balance
  – Contributions were not valued
  – Better compensation and benefits
  – Better alignment of personal and organizational values
  – Personal strengths and capabilities weren’t a good fit
  – Company was financially unstable
  – Company or job relocated

• In other words... it’s common to switch canoes mid-stream

Job-Seeker’s Career Grid

Positive Motivators: Going-Toward Strategy

Extrinsic: Short-term Tactical Surface

Getting – Day 1
Compensation Mix
Short-term Rewards
Convenience
Big Title – Big Brand Benefits

Intrinsic: Long-term Strategic Core

Going – Year 1
Career Maximization
Learn – Do – Become
Stability – Balance
Team – Hiring Manager
Company or Mission

The Daily Grind
Low Salary, Benefits
Issues with Boss
Inconvenient
Economic Need
Overworked

Going Nowhere
Slow Career Growth
Work Mix Unsatisfying
Team/Boss Challenges
Mission not Important
Cultural Misfit

Negative Motivators: Going-Away Strategy

https://www.linkedin.com/pulse/20140806165720-15454-the-right-and-wrong-reasons-for-changing-jobs
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BrainStorm

Now, talk to your neighbors in groups of three or four, and discuss section 3 really quickly!

Short-Term Career Goals

• For example:
  – Find a new job in the next six months
  – Enjoy my job more every day
  – Learn about 5 new areas of pharmacy within the next month

Long-Term Career Goals

• For example:
  – Assume a leadership position by the time I am 30
  – Work in a specialized area of pharmacy within 5 years
  – Make $15,000 more per year within 5 years

2) Identify several alternative routes to career change

Alternative Route: Residency

• Not just for recent graduates
• The American College of Clinical Pharmacy lists 47 different residency specialties, e.g.,
  – Nuclear Pharmacy
  – Academic Research
  – Nephrology
• Check out clinical pharmacists’ guide to career development:
  – Available at: http://www.accp.com/docs/careers/guide1.pdf

Alternative Route: Certificate Programs

• Designed to educate participants about particular pharmacy objectives
  – e.g., elder care pharmacist, diabetes, lipids
• Council on Credentialing in Pharmacy maintains an active list of certification programs
  – http://pharmacycredentialing.org/Files/CertificationPrograms.pdf (Oct. 2012, may be outdated)
Alternative Route: Continuing Education

• UConn has continuing education certificate programs in Medication Therapy Management (MTM) for respiratory, diabetes, anticoagulation traineeship, immunization training, and teaching and learning.
• Visit: http://pharmacy.uconn.edu/academics/ce/

Alternative Route: Moonlighting

• Pro:
  – Try a new healthcare setting
  – Get your foot in the door
  – Try a new career path
• Con: Time requirements
  – Be prepared: moonlighters average 12 hours/week
  – Before accepting a position, make a calendar of all of your commitments
• Don’t forget…you might be able to moonlight at your old job

Alternative Route: Volunteering

• Pro: New experiences, new people
  – e.g., in the community in emergency response, hospice, childhood vaccination, and visiting nurse programs
  – Specialized training provided for free
  – An opportunity for networking
• Con: Sometimes poorly run, unclear expectations, time commitment

Pharmacists’ Common Skills

• Attention to detail
• Business management
• Clinical trials management
• Conflict management
• Computer literacy
• Financial Management
• Forecasting
• Information management
• Insurance processing
• Inventory control
• Medical record review
• Medical writing
• Negotiation
• Organization
• Research
• Patient Education
• Personnel management
• Sales
• Specialty knowledge (diabetes, pediatrics, etc.)
• Statistical analysis
• Teaching and training
• Other

3) Develop a flexible skills-based resume to showcase experience and potential
4) Construct a plan to acquire the skills, abilities, and resume fodder necessary to affect change

5) Use SMART goals to move continuously toward your career goals

Nothing Changes until Something Changes

- You need a plan
- You need a vision
- You need to be positive and forward moving

SMART Goals

**SPECIFIC**

- Ask yourself:
- Some examples
  - Apply for 2 positions each week for one year
  - Volunteer/moonlight 5 hrs/wk for six months
  - Speak to three people who have obtained residencies I’m interested in and then apply to a residency program in the next cycle
SMART Goals

**MEASURABLE**

- How will you know when you’ve accomplished your goal?
- When will you assess your progress?
  - Put a reminder on your calendar!

**ACHIEVABLE/ATTAINABLE**

- Think about your current work schedule, demands on your time outside of work, and factor in mental health time (gym, reading, yoga, etc…)
  - What can you realistically accomplish each day/week/month?
  - Are you willing to (or can you) sacrifice for the short-term?

**REALISTIC**

- Will these goals help you move forward in your career?
- Can you meet these goals in the time that you’ve given yourself?

**TIME-LIMITED**

- Give yourself a deadline that you can meet

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**References**