Career planning: The DOTS Model

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Career planning

• Career goals
• Strategies
• Ongoing process
• Adapting to change
• Career management skills
DOTS Model (Law and Watts 1977/1996)

Self
Reflect on current position

Transitions
Seek, secure jobs and/or create opportunities

The process of Career Development

Opportunities
Research & explore

Decisions
Plan & set goals

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Self awareness

- values, interests, skills and personal qualities
- needs and wants
- qualifications, abilities, aptitudes, practical skills
- any gaps or limitations?

“what kind of personality do I take with me into the world of opportunities that exist for me?”

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Opportunity awareness

- range of opportunities
- demands of different areas/roles
- rewards and satisfactions
- aligning to self awareness
- limitations/compromises
Decision learning

- various pressures, expectations and cues
- various styles in which decisions can be made
- acknowledging risk
- taking responsibility
Transition planning

- understanding of professional life in area of interest
- relating current learning to future practice
- coping with new situations
- practical job seeking activities
DOTS for medics

• History = Self assessment
• Examination & investigation = Opportunities
• Diagnosis = Decision making
• Treatment planning = Transition planning
Planned happenstance  
Mitchell et al in 1999

• **Planned** – being prepared to take advantage of situations (learning, networking, work experience)  “taking action is not the same as deciding”

• **Happen** – noticing situations you could not have anticipated and responding to unexpected opportunities

• **Stance** – an attitude of curious enquiry, keeping an open mind, being receptive to unfolding events and being ready to act on them
Be equipped to embrace change

- Curiosity, persistence, flexibility, optimism, and risk-taking
- View new opportunities as possible and attainable
- Don’t be afraid to approach people for advice
- Make contacts and network as widely as possible
- Be curious – embrace opportunities to learn new skills
- If things don’t go to plan, look for new opportunities
- Don’t be held back by stereotypical views

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• https://www.healthcareers.nhs.uk/career-planning
• https://www.healthcareers.nhs.uk/explore-roles
• https://www.bma.org.uk/advice/career
• http://www.scotmt.scot.nhs.uk/careers.aspx
• http://www.hihohiho.com/memory/cafnewdots.pdf
• https://careersintheory.wordpress.com
• University Careers Services

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