

7th National Scottish Medical Education
Conference

Career planning: The DOTS Model

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Inspiring futures





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Career planning

- Career goals
- Strategies
- Ongoing process
- Adapting to change
- Career management skills

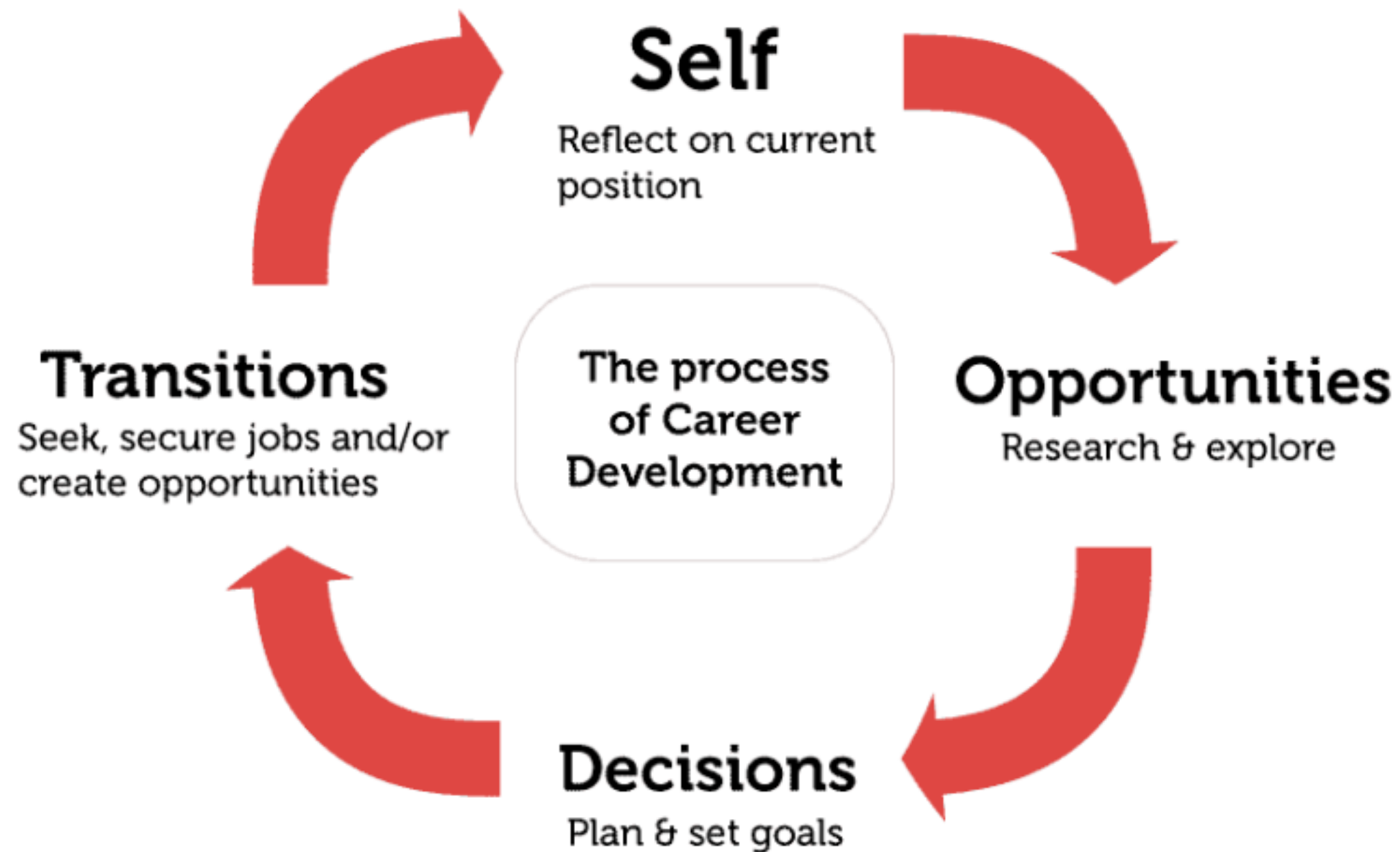


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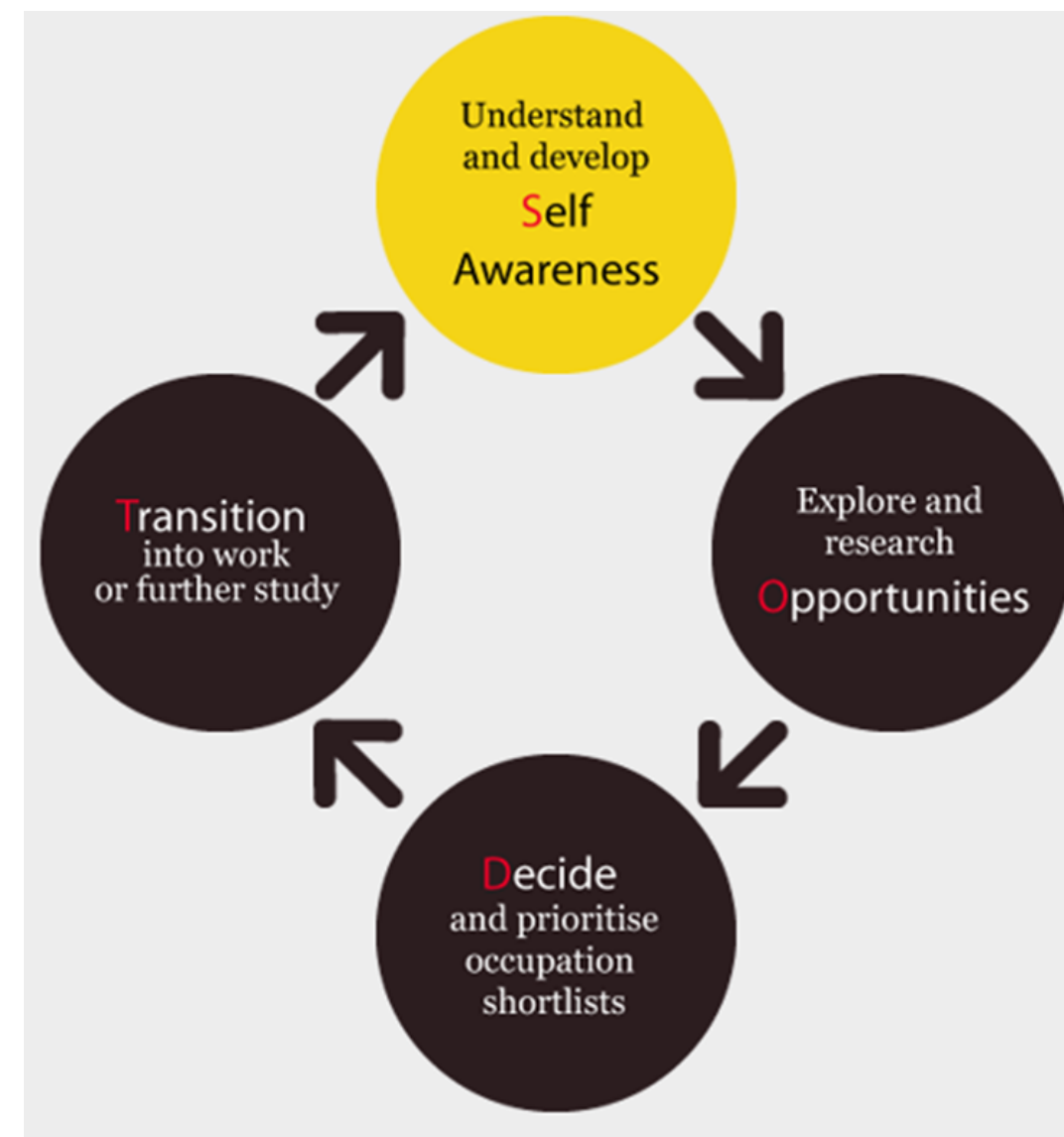
DOTS Model (Law and Watts 1977/1996)





Self awareness

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



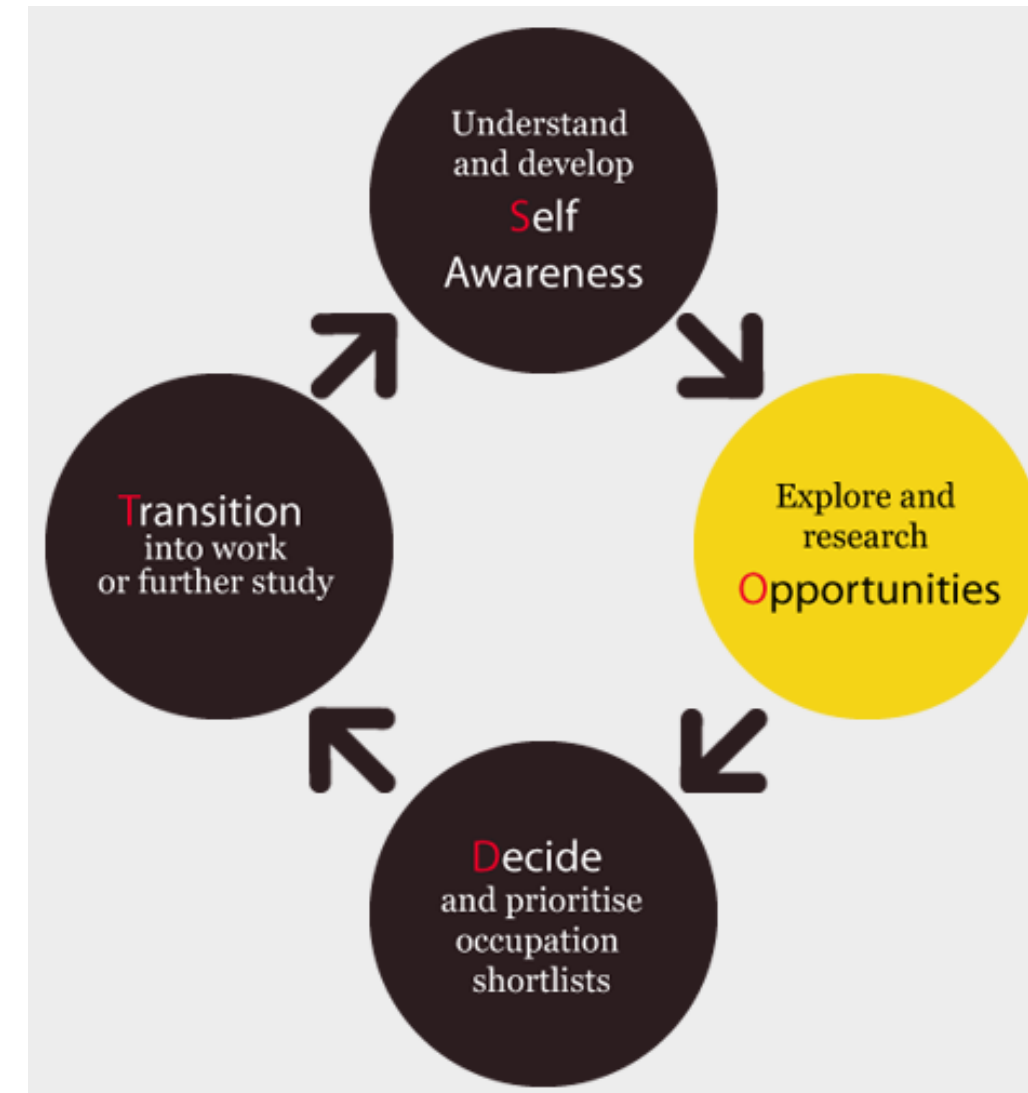
“what kind of personality do I take with me into the world of opportunities that exist for me?”





Opportunity awareness

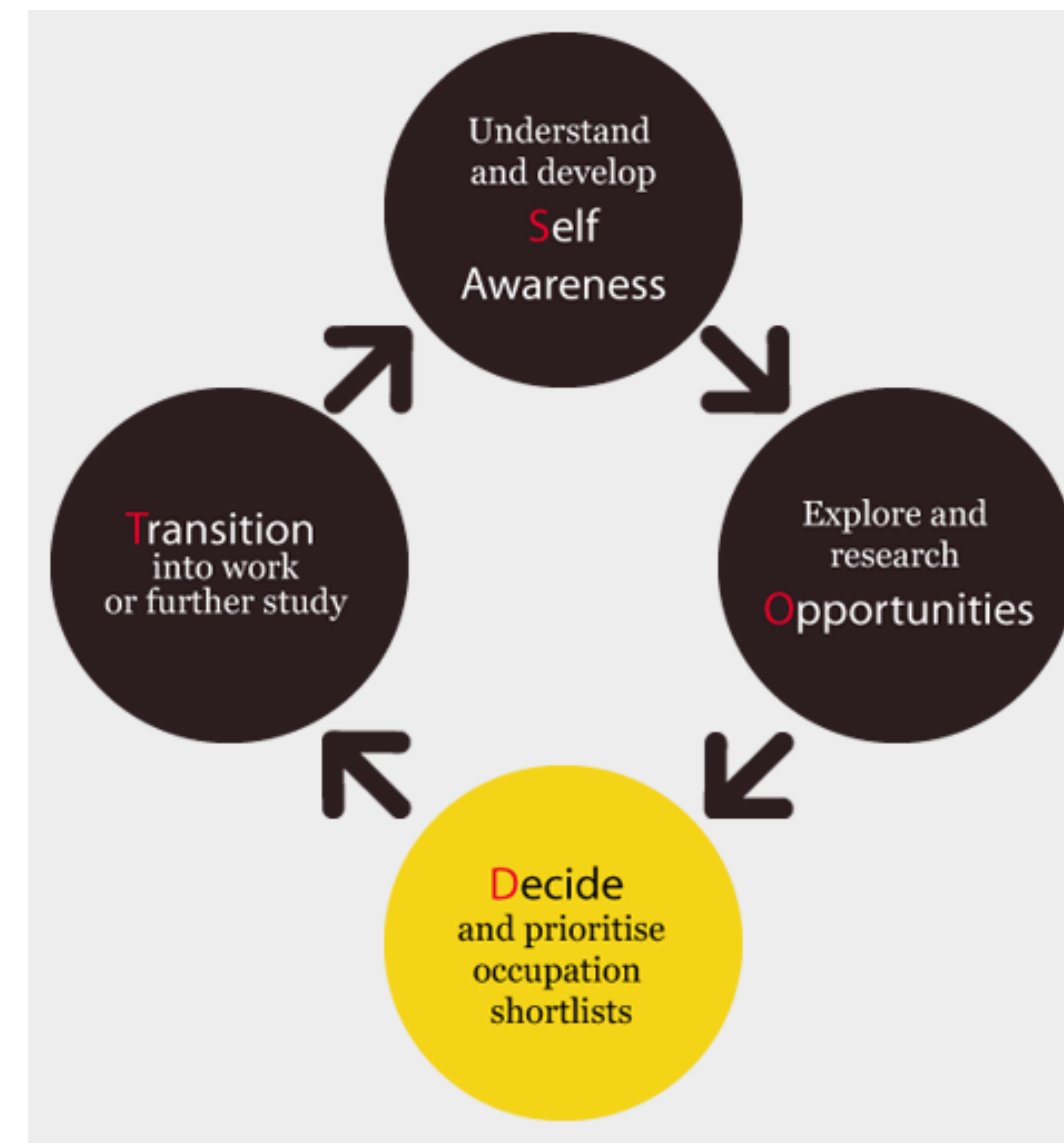
- range of opportunities
- demands of different areas/roles
- rewards and satisfactions
- aligning to self awareness
- limitations/compromises





Decision learning

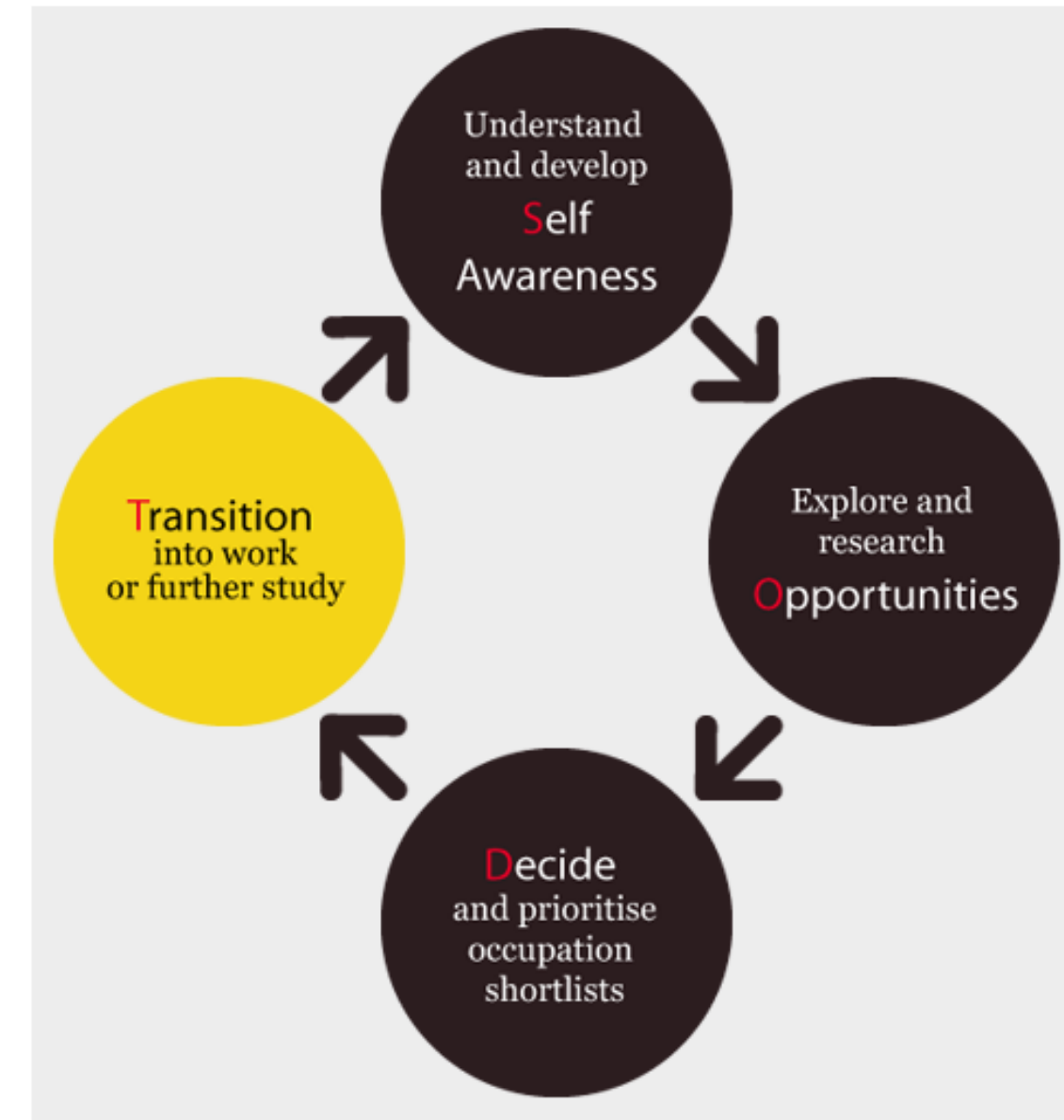
- various pressures, expectations and cues
- various styles in which decisions can be made
- acknowledging risk
- taking responsibility





Transition planning

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

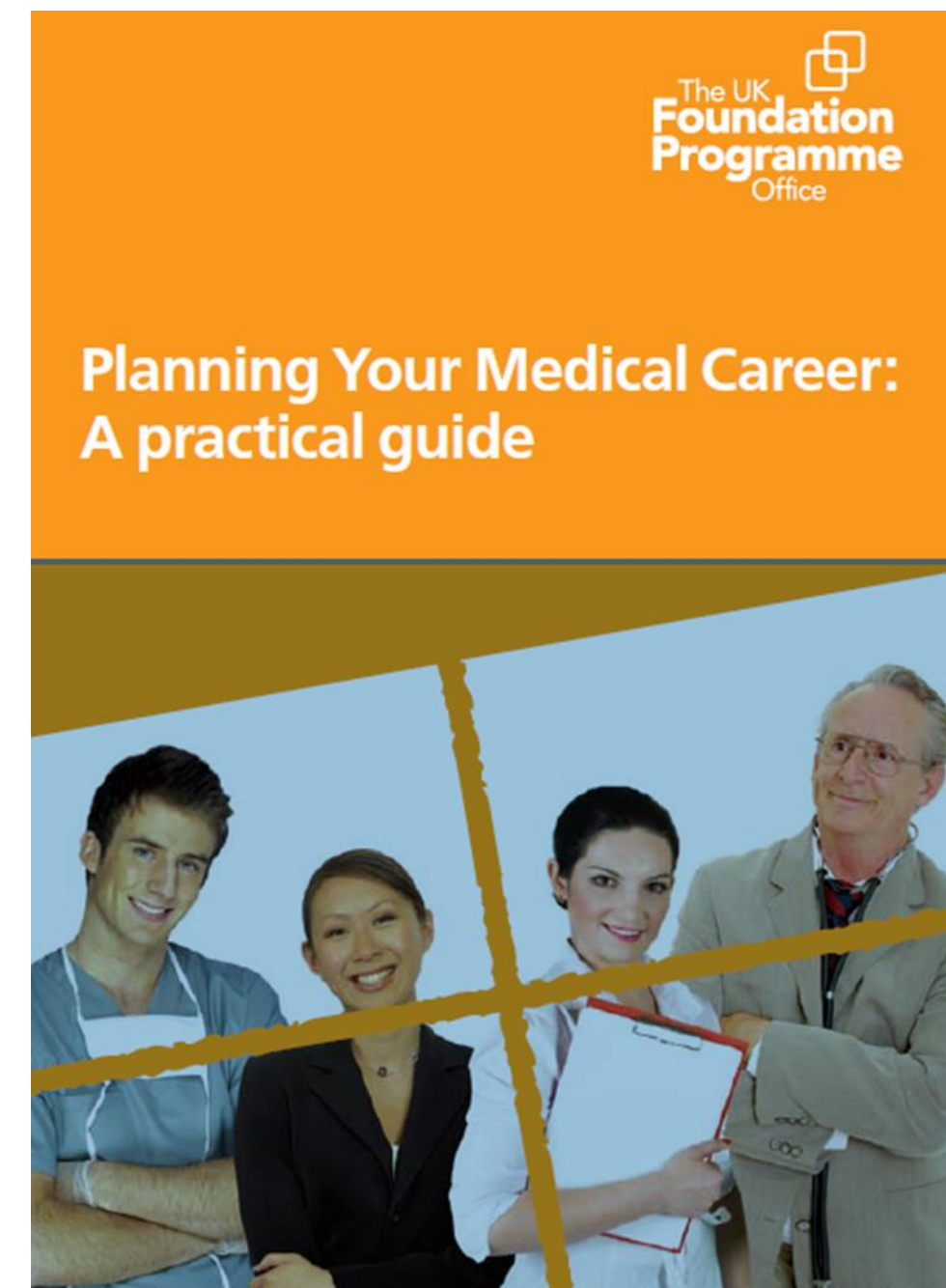




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DOTS for medics

- 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

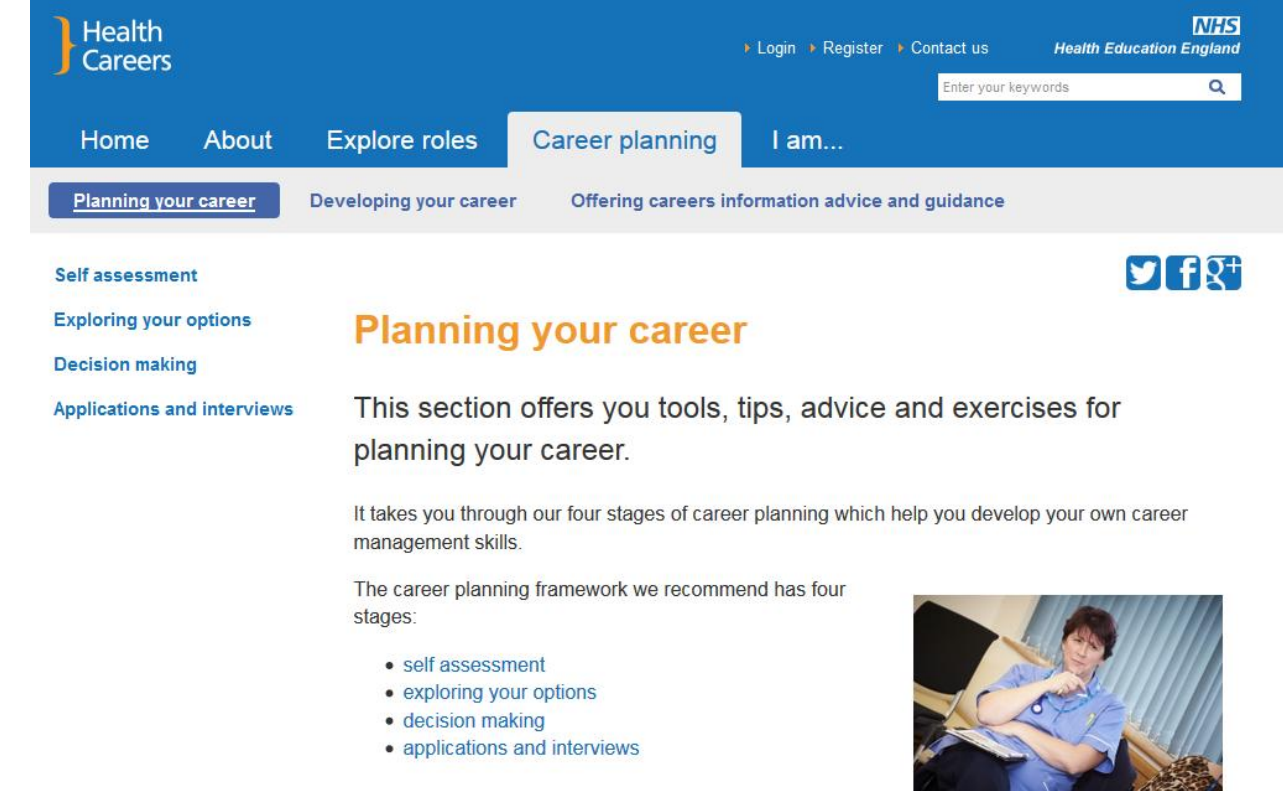




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- <https://www.healthcareers.nhs.uk/career-planning>
- <https://www.healthcareers.nhs.uk/explore-roles>
- <https://www.bma.org.uk/advice/career>
- <http://www.scotmt.scot.nhs.uk/careers.aspx>
- <http://www.hihohiho.com/memory/cafnewdots.pdf>
- <https://careersintheory.wordpress.com>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

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