

## **SuppoRTT events:**

### **Know Your ‘Why’ workshop for those returning to training**

#### **Description**

At times training can challenge the robustness of our beliefs about what we do and why we do it. Some trainees lose sight of why they chose their specialty and what they want to get out of it. Others discover new passions and interests and wonder how to incorporate them into the career path they were following.

The ['Supported Return to Training' document](#) published by HEE in 2017 examined these challenges via stakeholder consultation. Findings such as concern about clinical knowledge and technical skills are amenable to skills-based sessions (eg simulation, bootcamp). However confidence and self-perception of capability was reported as the primary concern for returners. A deficit in confidence will not necessarily be restored by attending a skills-based session, and failing to address it could jeopardise training significantly. In addition trainees may be subject to a double-whammy – diminished personal confidence, plus a hostile or unhelpful workplace culture. Culture was reported in the document as a major barrier to addressing issues with trainees' return to training. While workplace culture is challenging to tackle in the short-term, creating time to think through how you deal with it, as well as how to identify your support needs, is usually time well spent.

The SuppoRTT programme is offering a one-day workshop looking at returners response to the culture they might encounter, and how they intend to manage this. For returners, time spent reconnecting with their values and understanding *why* they do what they do professionally appears to be valuable in restoring self-confidence.

#### **Additional information: Who is this workshop for?**

If you have ever found yourself questioning why you do the job you do, and feeling disconnected from the person who made that career choice in the first place, this workshop is for you. Come and meet others who have felt similarly, and reconnect with, or re-design, your career aims and aspirations. This is a relaxed, informal one-day workshop. The emphasis will be on exploring how you feel about your career in a non-judgemental environment. This day is completely independent from any discussion with faculty from your School or Trust.

#### **Aims and Objectives and Learning outcomes**

Intended benefits for participants are:

- To explore concerns returners might have about the role they are returning to
- To think about the possible impact that any change in personal circumstances might have on their ability to be themselves at work

- To remind themselves why they chose medicine as a career, and why their specialty
- To be able to articulate their ‘why’ about why they do what they do
- To speak with confidence about their time out of training
- To engage in a safe learning environment at a time when (for some) learning might seem more challenging than in the past, and to build self-confidence in doing so
- To network with other returners and create supportive alliances.