

# Virtual Support Forum for Doctors: Managing change – finding balance

**Kathleen Sullivan & Jude Tavanyar**



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# Virtual Support Forum for Doctors: Managing change – finding balance



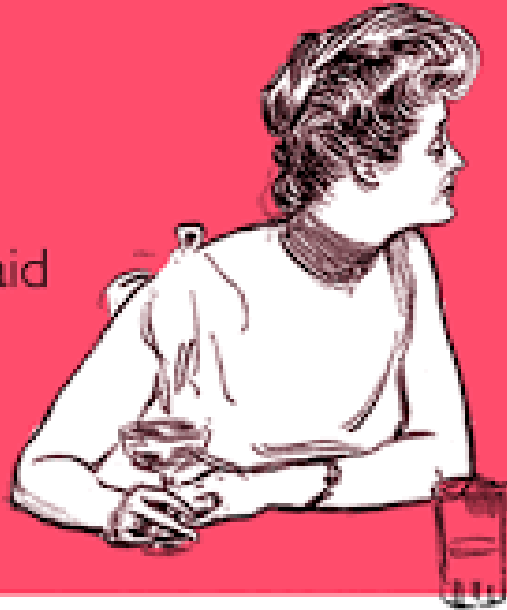
Jude Tavanyar, Kathleen Sullivan, Lies Wouters

**A confidential and safe space where postgraduate doctors can share ideas, questions and insights, learn from each other and from the course facilitators, and generally explore effective approaches for preparing for challenging transitions, managing change, and finding balance.**

Webinar?

Oh, I'm sorry...

I thought you said  
"winebar."



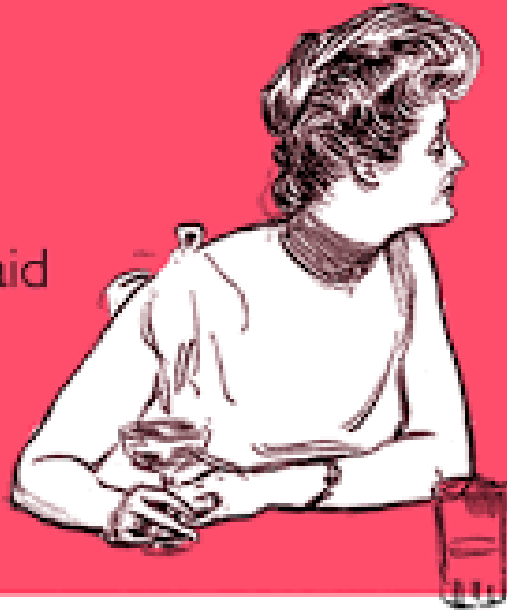
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“Webinar” what words  
come to mind?

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## Pre-Session 'Virtual Café'



A few minutes to relax and get to know each other.  
As we wait for everyone to join, please say **ONE TIP** you  
have for staying calm under pressure.

**SEND** your tip via **CHAT SPACE** to all participants.



# Virtual Support Forum:

Managing change – finding balance



**Session One:** Transitions, change, and stepping into your next role

**Session Two:** Managing major stressors

**Session Three:** Enhanced confidence and assertiveness

**Session Four:** Moving forward with your goals

# Welcome Everyone!



*What's the most amazing and awesome thing that's happened in the last month?*



## Some theory

**V-E-L-V-E-T Model** – eg virtual etiquette, engaging visually, voice power

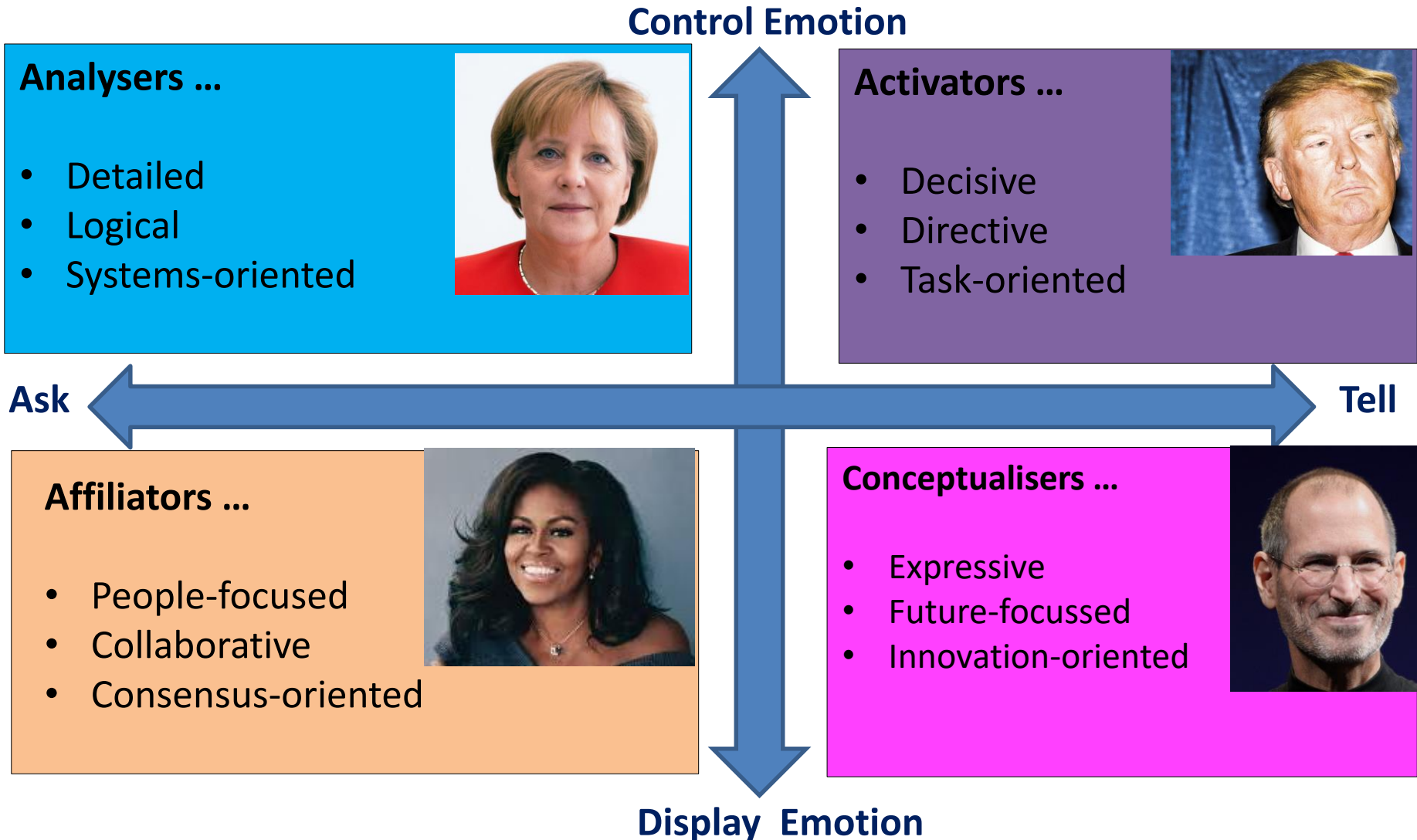
**Messy Talk** – a sociable and personal conversation.

**Diverse approaches** - to match individual preferences for learning and engaging.

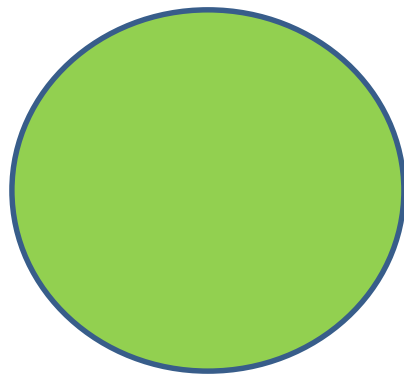




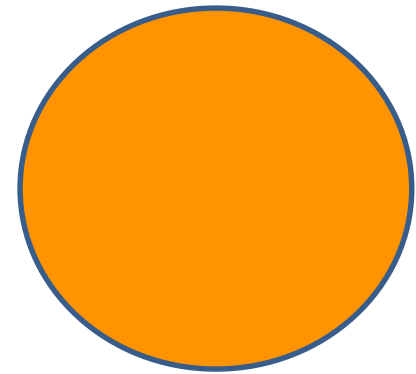
# Four Leadership Communication Styles



# Breakout Groups: Managing challenging conversations

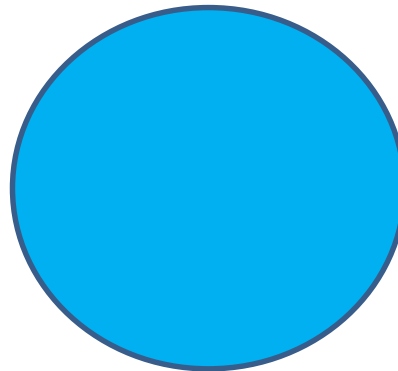


**Group A**



**Group B**

**Group C**

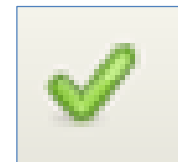


## Virtual Support Forum for Doctors



# Break is over!

Please use the green tick  
to indicate you are back



## Probing for limiting beliefs & untrue assumptions

*What would you like to have happen? What are you longing for?*

*What might you be assuming that is stopping you from achieving your goal?*

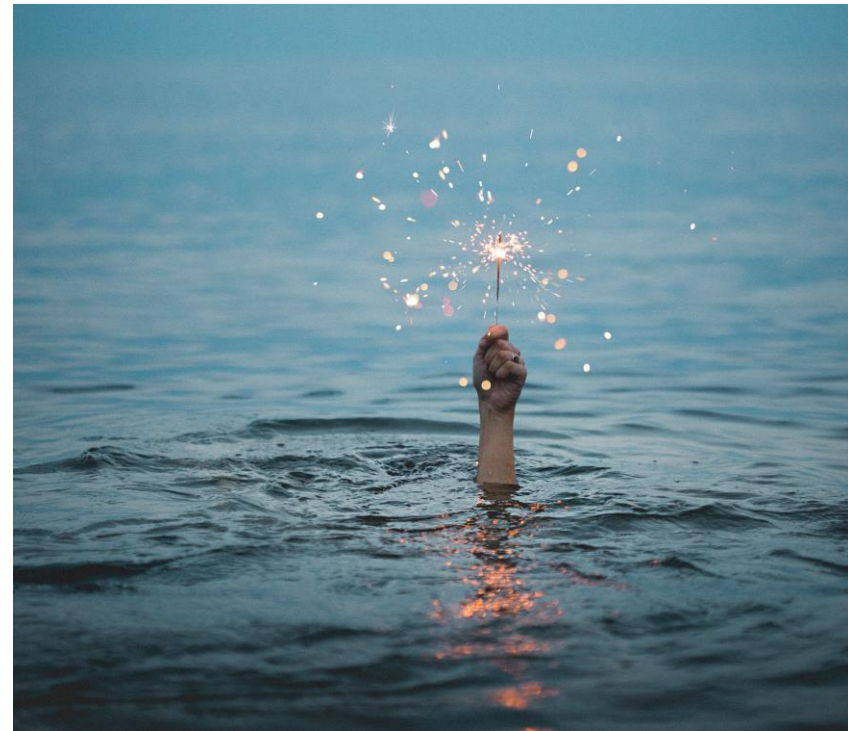


## Asking the ‘incisive question’

*IF I KNEW THAT...*

*... [insert liberating assumption],*

*HOW WOULD I... [insert goal]*





## Further Support & Resources for You

A reminder of what's on offer from the Professional Support Unit:

- [The Professional Support Unit](#)
- [The Coaching Service](#)
- [The Careers Unit](#)
- [Individual Support Team](#)
- [Specialist Clinical Communication & Linguistic Services](#)
- [Assertiveness for Clinical Practice workshop](#)
- **Work & Wellbeing – finding your balance**

## Further Support & Resources for You

- **TED Talk by Larry Smith: Why you will fail to have a great career**  
[https://www.ted.com/talks/larry\\_smith\\_why\\_you\\_will\\_fail\\_to\\_have\\_a\\_great\\_career](https://www.ted.com/talks/larry_smith_why_you_will_fail_to_have_a_great_career)
- **TED Talk by Tony Robbins: Why we do what we do**  
[https://www.ted.com/talks/tony\\_robbins\\_asks\\_why\\_we\\_do\\_what\\_we\\_do](https://www.ted.com/talks/tony_robbins_asks_why_we_do_what_we_do)
- **TIKO's Group** This is a Facebook 'closed group' for GPs and GPSTs and has been running for 7 years with over 6,000 members.
- **Messly** <http://www.messly.co.uk/> The TripAdvisor for NHS doctors with user-generated reviews of rotations plus lots more. Founded in 2016 by doctors, for doctors to share knowledge, resources and communicate.
- **'Also Human' – the Inner Lives of Doctors'** – Dr Caroline Elton. Available on Amazon.
- **'Do No Harm – Stories of Life, Death and Brain Surgery'** – Dr Henry Marsh. Available on Amazon.
- **'This is Going to Hurt – Secret Diaries of a Junior Doctor'** – Dr Adam Kay. Available on Amazon.
- **'Time to Think – Listening to Ignite the Human Mind'** – Nancy Kline. Available on Amazon.

## Further Support & Resources for You

Here's our list of some useful resources on confidence and assertiveness

**Embracing your inner critic by Hal and Sidra Stone** – Here is a link to details of one of the books on how to manage a strong inner critic which you might find an interesting and useful read (short book!)

<https://www.amazon.co.uk/Embracing-Your-Inner-Critic-Self-Criticism/dp/0062507575>

**Mindtools: Building Self-Confidence** - Packed with useful information and how-to tips on boosting confidence.

<https://www.mindtools.com/selfconf.html>

**Signature Strengths** – This link will take you to a free online strengths questionnaire. It will generate an electronic report of your character / signature strengths (also referred to as VIA strengths or 'Values in Action').

<https://www.viacharacter.org/survey/account/register>

**TEDx Talk by Celeste Headlee** – 10 ways to have a better conversation – this talk gives some great pointers which are useful when networking and meeting new people.

[https://www.ted.com/talks/celeste\\_headlee\\_10\\_ways\\_to\\_have\\_a\\_better\\_conversation](https://www.ted.com/talks/celeste_headlee_10_ways_to_have_a_better_conversation)

## Further Support & Resources for You

### **Feeling overwhelmed, feeling distressed?**

<https://www.lpmde.ac.uk/professional-development/feeling-overwhelmed>

### **Return to practice**

<https://www.lpmde.ac.uk/professional-development/inductreturnretain>

### **I-WARDS (Individualised Wellbeing and Resilience for Doctors)**

<https://iwards.wordpress.com/>

### **Transition management**

<https://www.jisc.ac.uk/guides/change-management/transition-management>

### **Tea & Empathy (Facebook group for doctors)**

<https://en-gb.facebook.com/groups/1215686978446877/>

*I just thought it was a really good experience. Everyone should do this. Especially people who are struggling and don't have their own support networks.*





*I have so enjoyed this forum! It has felt like such a safe and reflective space...It has given me the courage to strive for my goals and motivation too.*



*I thoroughly enjoyed the course. It was a great opportunity to express my current stresses within a group and find doctor-focused responses from the course leaders and members alike.*



*I really enjoyed this course. It was incredibly useful to be able to discuss matters in a safe environment and feel like there are other doctors who share similar feelings and difficulties regarding transitions and change as I do.*





# Live Connections: Virtual Facilitation for High Engagement and Powerful Learning

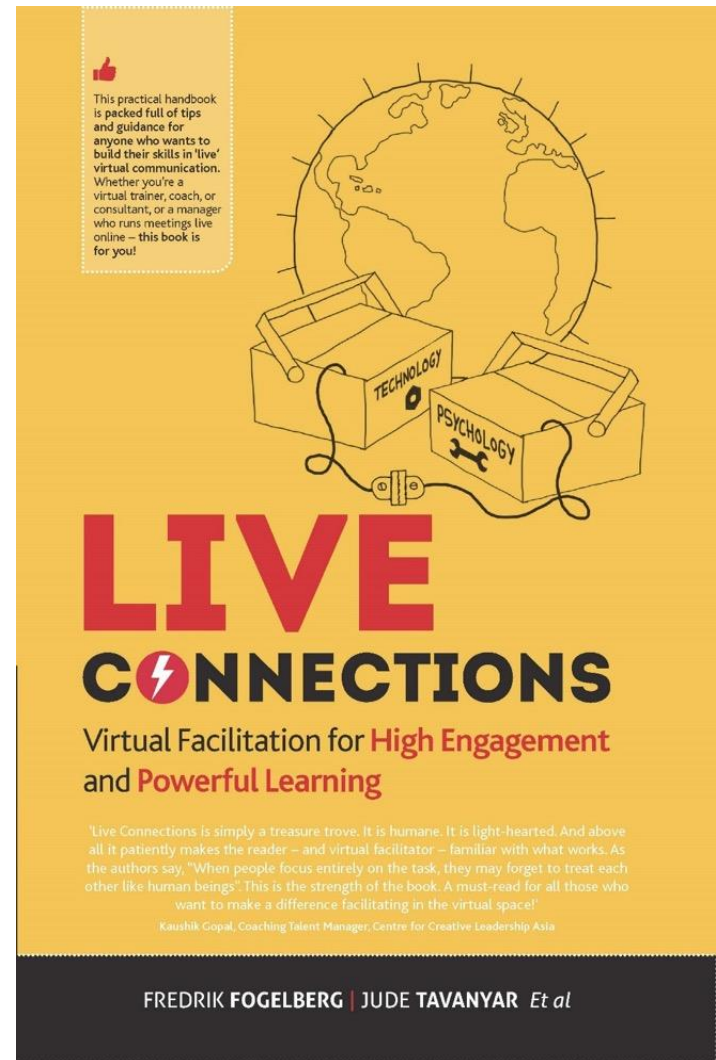
Authors: Fogelberg F.,  
Tavanyar J. (2015)

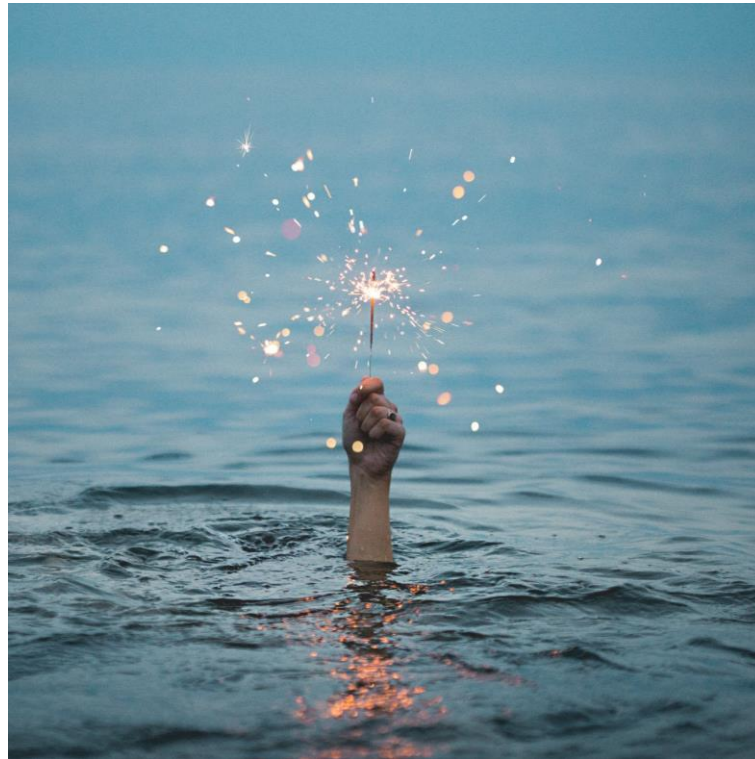
Available:

Amazon

Nomadic International Business Psychology

[www.nomadicibp.com](http://www.nomadicibp.com)





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