

# Idea Exchange: Guiding Early Career Transitions

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Resident & New Practitioner Committee



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# Learning Objectives

1. Compare and contrast CV organization and interview styles from residency applications to first clinical career position
2. Discuss various tools for transferring documents during a career transition
3. Analyze problem solving techniques when facing challenges in a new work environment
4. Facilitate discussions regarding common challenges faced when entering a new clinical position

# Outline

## Large Group Discussion



- **Transition from resident to practitioner**

- CV + interview
- File transfer
- Getting the job

## Breakout Group Discussions



- **Challenges in the workplace**

- New facility/new team
- Being first BCPP on site
- Building rapport

## Conclusion



# Outline



## Poll EV For Engagement

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# Transitioning from Resident to Practitioner

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When reviewing CVs, what do you look for for a resident or new practitioner to INCLUDE?



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# Transitioning from Resident to Practitioner

## Residency Application

- Curriculum Vitae
  - Highlight format & aesthetic
  - All clinical experiences
  - Undergraduate + graduate experiences
  - Highlight key leadership experiences
- Interview
  - Clinical knowledge – low expectation
  - Working with others
  - Problem solving – specific example(s)

## Clinical Position Application

- Curriculum Vitae
  - Highlight format & aesthetic
  - Relevant clinical experiences
  - Graduate and post graduate experiences
  - Relevant work experience, projects, or presentations
- Interview
  - Clinical knowledge – high expectation
  - Working with others
  - Problem solving – specific example(s)

# Transitioning from Resident to Practitioner

- Resource Transfer
  - Pharmacademic upload
  - Google drive or other cloud services (one drive, etc)
  - Zip file
  - USB external storage
  - Email
  - Print binder/copies

# Transitioning from Resident to Practitioner

If you recall the transition from residency to your first clinical position, or an early career transition, please share an experience around the job application and interview process

# Transitioning from Resident to Practitioner

How did you manage looking for a new job while maintaining demands of residency/current position?



# Challenges in the Workplace

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What are some examples of ways you have been able to physically integrate into a new clinical space?

# Challenges in the Workplace

What are some expectations or experiences for being the first clinical psychiatric pharmacist on site at a new job?

# Challenges in the Workplace

In what ways can you find opportunities to highlight your clinical skills and or work?



# Challenges in the Workplace

What are some things to expect that may change when moving clinical sites?

- A. Autonomy/scope of practice
- B. Clinical duties
- C. Non clinical/administrative duties
- D. Precepting
- E. Interaction with other pharmacy staff
- F. Interaction with non pharmacy staff
- G. All of the above



# Challenges in the Workplace

What are some strategies around mitigating resistance from other health professionals on the team?

# Concluding Comments

Thank you for attending!