

# Effectiveness Through People

## Junior & Middle Grade Doctors

Appraisal Support Tool



Junior Doctors have spent the predominance of their medical careers attaining skill and knowledge in the clinical area but comparatively little time learning about leading, managing and communicating with their fellow clinical team members. This tool is designed to help identify the areas that impact success in the human arena.

### LEADERSHIP

- Setting Direction**  
Understands how to set effective direction for teams and how this is inextricably linked to clinical outcome
- Leadership Style**  
Understands different styles of leadership and when to apply them for maximum personal influence & effectiveness
- Leadership Qualities**  
Has knowledge of the qualities affected by successful leaders and how they contribute to better performance
- Understanding People**  
Understands the core motivations for behaviour and how these influence interpersonal working, behaviour & communications
- Motivating People**  
Knows how to motivate & engage both teams and individuals, especially under stressful circumstances or crises

### MANAGEMENT

- Goal Setting**  
Can set effective goals that drive superior performance with better ownership using the SMART+ framework
- Effective Delegation**  
Understands the attributes of an effective delegation approach and how to tailor this to individuals to get the best from them
- Deployment of Team**  
Can effectively deploy a team of people based upon a combination of skills, natural behaviours and core motivations
- Management under Stress Conditions**  
Has the ability to maintain control, provide effective direction and ensure that teams can continue performing despite challenge
- Dealing with Performance Issues**  
Considers all influences on performance and rectifies these by adopting a robust framework backed by effective communication

### COMMUNICATIONS

- Utilising Communication Goals**  
Understands how communication in all environments should be outcome driven, including how goals direct content & approach
- Personal Communication Style**  
Considers how personal communication style can influence meaning, understanding and impact, ultimately influencing outcome
- Tailoring Communications**  
Can tailor communication style & content to individual behavioural groups to improve outcome whilst reducing conflict or error
- Communication in Conflict Scenarios**  
Understands the role that communication plays in interpersonal conflict, can manage emotion and can restore effective working
- Giving Feedback**  
Can give feedback in a supportive style without raising undue stress in individuals whilst delivering clear messages

#### ESSENTIAL LEADERSHIP

for Junior & Middle Grade Doctors  
1-DAY SEMINAR

#### COMMUNICATION SKILLS

for Junior & Middle Grade Doctors  
1-DAY COURSE

#### MANAGEMENT SKILLS

for Junior & Middle Grade Doctors  
1-DAY SEMINAR

\*\*\* **Communication Course for Overseas Doctors (ACCORD)** \*\*\*