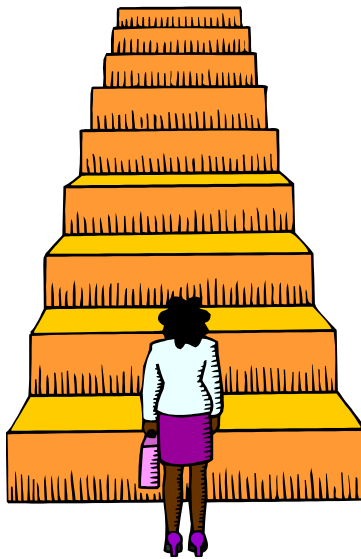


# Going for Promotion - taking that next step

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Career Coach and Author



# Plan for the session

## Criteria for promotion

- The context
- Concrete criteria
- Less tangible criteria

## Your promotion campaign

- Build your case
- Articulate the evidence
- Arrange experiences
- Gather feedback

# Context

- Your career goals?
- Shape of pyramid?
- Average time in grade?
- Organisational strategy?
- Lateral moves?
- Other organisations?

# Concrete Criteria

- The job specification
- The person specification
- Promotion form or guidance
- The format of the promotion interview

# Less Tangible Criteria

- Breadth and depth of experience
- Context
- Culture
  - Language
  - Behaviours: do and don't do?

# Build your case

- Step through job spec, promotion form or person spec and identify your evidence.
- Rank
  - ☺ I have good evidence of this
  - ☹ I have some evidence but needs strengthening
  - ☹ I need to gain this evidence
- Articulate the evidence
- Arrange experiences to gain evidence

# Articulate the evidence

- Use STAR

Tell me about a time when... [you introduced a new procedure onto the ward]

- **SITUATION** context 10%
- **TASK** what you needed to do 10%
- **ACTIVITY** what you actually did 70%
- **RESULT** how it ended up 10%

# Arrange Experiences

- Acting up
- Contribute to a working group
- Manage a project
- Job shadow
- Network – get your face known
- Informational interviews
- Mentor
- CPD/ Qualifications / Conferences



# Prepare for the process

- Treat the process as a new job
- Poll opinion of your suitability and areas of development
- Take time to fill in the promotion form
- Rehearse the interview
- Go for it!
- Self care...
- Feedback?
- Strongest / weakest areas?
- Alter your strategy?

# Further Resources

- Articles on STAR and “Get the Job you Really want” at [www.nursing-standard.co.uk](http://www.nursing-standard.co.uk) .
- STAR guidance for CVs at [www.thisismyath.co.uk](http://www.thisismyath.co.uk) under “Resources” plus a guidance document.
- Social media thingamabobs:-
  -  Like [facebook.com/pitstopbook](https://facebook.com/pitstopbook)
  -  Follow @CareerMike
  -  Visit [pitstopbook.blogspot.co.uk](http://pitstopbook.blogspot.co.uk)
- Questions?