

OCCUPATIONAL PSYCHOLOGY ASSESSMENT FOR MEDICAL TRAINEES



- Do you wish to assess your personality, motivation, resilience and leadership in work settings?
- Do you wish to benchmark your personality and behaviour against qualities identified as critical for job success in the role of senior registrar?
- Do you wish to gain insight into issues raised in your **OSCEs** or from **360°** feedback?
- Would you like information that can accurately signpost coaching and personal development activity?

IF YOUR ANSWER IS 'YES' TO ANY OF THESE QUESTIONS, THE OCCUPATIONAL PSYCHOLOGY SIGNPOSTING ASSESSMENT MAY BE FOR YOU.

WHY HAVE AN OP ASSESSMENT?

- Benchmark yourself against qualities that educational and clinical supervisors especially value in Trainees.
- Establish the extent to which the problem areas on the right apply to you.
- Clearly identify your strengths of character on which you can build and make obvious to others.
- Gain much greater clarity about where to focus your development activity.
- Obtain a report, suitable for submission to an ARCP panel, that will demonstrate your progress against competences identified for development, so strengthening proof of readiness to move onto the next stage of training.

To what extent do these apply to you?

LACK ASSERTIVENESS: low confidence, not persuasive, not take control, reticent

LEADERSHIP PROBLEMS: leadership judgement low, poor use of directive leadership, too consensual, low need for autonomy, acquiescent, dutiful/dependent

LOW ENERGY/DYNAMISM: low level of activity, indecisive, lack vigour, low need for achievement, will not immerse self, lack vivaciousness, not conscientious

LACK STRESS RESILIENCE: overly careful/cautious, worrying, high fear of failure, unrelaxed, pessimistic

RIGIDITY: high rule following, low flexibility, conventional, not innovative, not variety seeking, not conceptual

NOT ANALYTICAL ENOUGH: Not data rational, not detail conscious, not evaluative and not psychologically minded



THREE STAGE PROCESS TO THE ASSESSMENT

1. In the comfort of your home, complete the four recommended online occupational psychometric assessment exercises.
2. 90 minute telephone or face-to-face debriefing with Michael Lock, who has much experience in the assessment of medical trainees.
3. Receipt of psychometric **signposting report**, with executive summary, clearly outlining your key strengths and development needs. The report includes an extended narrative illustrated by profile charts that benchmark you against professional norms.

PROFESSIONAL ARRANGEMENTS

The professional fee for the occupational psychology assessment, including the debriefing and cost of assessment materials, is paid by credit card at the time of booking. Please telephone the number above to make your appointment or email yvonne@mlcp.co.uk.

'Please kindly pass on my gratitude to Michael for his time and expertise.' Specialty Registrar in Anaesthesia

'Please pass on my gratitude to Michael for his time and efforts.' ST4 Paediatrics

'My sincere thanks to Michael for his time and expertise in conducting and reviewing my assessment.' ST3 General Practice

