

Reading list: Career change and portfolio careers

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1 Description

- This tailored reading list includes signposted web links, links to e-Books held by the BMA library, and journal articles on the topic of ***Career change and portfolio careers*** as a supplement to the Learning and Development webinar you attended on 25 April 2023.
- The selected content is representative of the current literature on this topic, inclusion on this list does not imply endorsement from the BMA.
- If you would like to request a literature search on any aspect of this topic please fill out a [request form](#) (this service is available to BMA Members only).
- This reading list prioritises online content to ensure all attendees can benefit from this supporting resource. However most full text links will be accessible to BMA Members only. Find out more about [the benefits of BMA Membership](#) and [join here](#).
- The BMA Library prioritises an e-first approach, however if you are near BMA House in London, we have a modern, purpose-built library space where members are welcome to come and study. Find out more and see how we can help you [here](#).

2 Obtaining full text articles

2.1.1.1 Full text links

If available, the full text link has been included.

2.1.1.2 Search for Journals

The BMA Library provides access to thousands of e-journals for all BMA members. Use our [journal search](#) or [search by citation](#) options on the library website.

2.1.1.3 Article Requests

Members can use our article request service to request digital copies of articles that are not available in our library collections. We will try to obtain these copies from other libraries in the UK on your behalf for a fee: £4.10 (+VAT) for the first ten article requests; £13 (+VAT) for all subsequent requests. To request digital copies of articles, use the [order an article form](#) on the library website (you must be signed in).

2.1.1.4 E-Books

We provide free, direct access to thousands of e-books for BMA members.

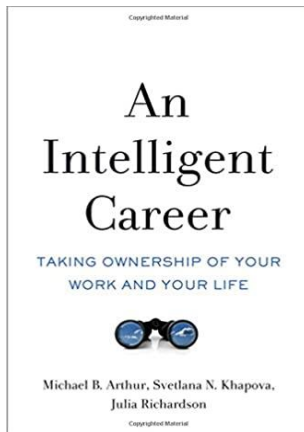
2.1.1.5 Further help

For any further help with getting full text articles, please contact the BMA Library Team (bma-library@bma.org.uk)

3 Results

Results

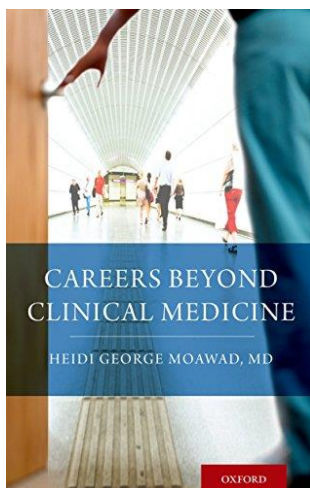
3.1 e-Books



Richardson. *An Intelligent Career: Taking Ownership of Your Work and Your Life*. Oxford: Oxford University Press, Incorporated, 2017.

Available online [here](#)

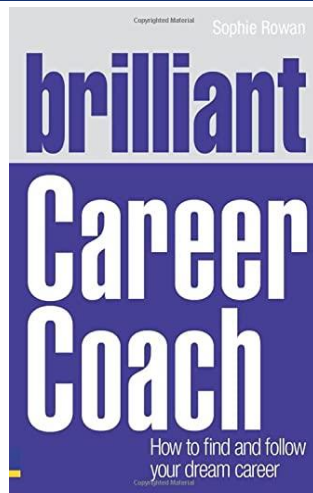
An Intelligent Career is a playbook for the modern knowledge worker, with clear guidance and support on taking charge of your own destiny, seeking continuous learning, collaborating with others, recognising and acting on fresh opportunities, determining when it is time to move on, and much more.



Moawad, Heidi. *Careers Beyond Clinical Medicine*. Cary: Oxford University Press, Incorporated, 2013.

Available online [here](#)

Doctors at any stage, from early in training to mid-career, to nearing retirement, can use *Careers Beyond Clinical Medicine* to clearly evaluate the issues involved when considering a career change. This book shows physicians how they can serve society and patients in innovative ways, and make a notable impact on health care delivery, policy and quality when they use their medical background in a non-traditional career pursuit. The numerous unadvertised opportunities for physicians are explored and a step-by-step route with practical advice for finding the best career is described.



Rowan, Sophie. *Brilliant Career Coach: How to Find and Follow Your Dream Career*. Harlow: Pearson Education UK, 2013.

Available online [here](#)

For anyone who wants to have a more fulfilling and successful work life, this coach-in-a-book will guide you step-by-step through the process of finding your ideal career. Whether you are looking for your next opportunity, stuck in a rut, or even wanting a complete change of career, this book will help you have a happy, successful career. It is packed with smart advice; clever exercises; insights from world-class careers experts; and stories from people, like you, who've already taken the journey. Understand what makes you happy at work and how to identify your ideal job. Create a plan to ensure your future success and satisfaction. Know every technique to land the job of your dreams. Use smart ways to get ahead and stay ahead at work. Know that your future work will be fulfilling and rewarding.

Be your own career coach

The toolkit you need to
build the career you want

What's stopping you?
Discover your strengths and land
the job of your dreams

Stuck in a rut?
Take stock, take
action and propel
your career forward

**Live to work, or
work to live?**
Find the balance
that's right for you



Rus Slater

Slater, Rus. *Be Your Own Career Coach: The Toolkit You Need to Build the Career You Want*. Harlow: Pearson Education UK, 2013

Available online [here](#)

Take control of your career, improve your employability, identify your unique brand and skill set and fast track your career to the next level. Includes a full, detailed career analysis using the latest career management techniques, together with expert guidance and advice, this will allow you to pinpoint your personal strengths, develop your abilities and take control so you can build a plan that will make your career aspirations a reality.

3.2 Web links



NHS Careers

Career opportunities for doctors

Being a doctor offers a lifelong and rewarding career with varied opportunities along the way. As well as the many specialties to choose from, there are other exciting career options open to you too.

Available online [here](#)



Health Education England

Resources for doctors who are considering leaving medicine.

Available online [here](#)



Medic Footprints

We're doctors on a mission to connect 1 million doctors with the best diverse & alternative careers for doctors.

Available online [here](#)

3.3 Google Scholar



intitle:(“career change” OR “portfolio career”) doctor (“United Kingdom” OR UK OR Britain OR England OR Wales OR Scotland OR “Northern Ireland”) -medline -embase

Click link to see [Google Scholar results](#)

BMA members can follow the instructions set out in [this library blog post](#) to directly access the full text of any of the Google Scholar articles that the BMA library has a subscription to (you only need to follow these instructions once).

**Please note that as Google Scholar results are ordered by relevance, the first few pages of results will be the most useful.*

3.4 Journal articles

1. Ashley-Miller, M. and Lehmann M. (1993).

“Alternative career paths for doctors.”

BMJ 307(6909): 886.

<https://authproxy.bma.org.uk/process/redirects?url=https://ovidsp.ovid.com/ovidweb.cgi?T=JS&CSC=Y&NEWS=N&PAGE=fulltext&D=med3&AN=8241849>

2. Kelly, M., et al. (2019).

“Pitfalls and pleasures of pick-and-mix careers: portfolio working and whole-person medicine in general practice.”

British Journal of General Practice 69(689): 622-623.

<https://bjgp.org/content/bjgp/69/689/622.full.pdf>

3. Dale, J., et al. (2017).

“Factors influencing career intentions on completion of general practice vocational training in England: a cross-sectional study.”

BMJ Open 7(8): e017143.

<http://ovidsp.ovid.com/ovidweb.cgi?T=JS&PAGE=reference&D=med14&NEWS=N&AN=28819069>

OBJECTIVES: General practice is experiencing a growing crisis with the numbers of doctors who are training and then entering the profession in the UK failing to keep pace with workforce needs. This study investigated the immediate to medium term career intentions of those who are about to become general practitioners (GPs) and the factors that are influencing career plans., **DESIGN:** Online questionnaire survey, with quantitative answers analysed using descriptive statistics and free text data analysed using a thematic framework approach., **SETTING AND PARTICIPANTS:** Doctors approaching the end of 3-year GP vocational training in the West Midlands, England., **RESULTS:** 178 (57.2%) doctors completed the survey. Most participants planned to work as salaried GPs or locums rather than entering a general practice partnership for at least the first 5 years post-completion of training; others failed to express a career plan or planned to leave general practice completely or work overseas. Many were interested in developing portfolio careers. The quality of general practice experience across undergraduate, foundation and vocational training were reported as influencing personal career plans, and in particular perceptions about workload pressure and morale within the training practices in which they had been placed. Experience of a poor work-life balance as a trainee had a negative effect on career intentions, as did negative perceptions about how general practice is portrayed by politicians and the media., **CONCLUSION:** This study describes a number of potentially modifiable factors related

to training programmes that are detrimentally influencing the career plans of newly trained GPs. In addition, there are sociodemographic factors, such as age, gender and having children, which are also influencing career plans and so need to be accommodated. With ever-increasing workload in general practice, there is an urgent need to understand and where possible address these issues at national and local level.

4. Robinson, T. and Lefroy J. (2022).

“How do medical students’ experiences inform their opinions of general practice and its potential as a future career choice?”

Education for primary care : an official publication of the Association of Course Organisers, National Association of GP Tutors, World Organisation of Family Doctors 33(3): 156-164.

<http://ovidsp.ovid.com/ovidweb.cgi?T=JS&PAGE=reference&D=med22&NEWS=N&AN=35438598>

Recruitment of general practitioners (GPs) in the UK has been suboptimal. There is a wealth of literature exploring recruitment into general practice and opinions of general practice, set in many contexts. This paper aims to synthesise all the elements and extract mechanisms to explain what works, for whom in what circumstances, to create a comprehensive understanding and highlight potential target areas for improvement to improve understanding and fuel interest in general practice careers. A realist review of literature and contemporary data was conducted in line with RAMESES standards. Analysis and synthesis were aided by NVivo. An initial program theory was developed following discussion with expert informers. Sections of text from included literature relating to program theory were extracted and synthesised into a final program theory using a realist logic of analysis in which recurring Context-Mechanism-Outcome configurations (CMOCs) were identified. Searches identified 27 relevant documents. Twenty recurring CMOCs were extracted, explaining how student perceptions of General Practice were influenced by placement experiences, comments from hospital doctors, medical school faculty, peers, GPs, student perceptions of lifestyle and the media. The GP placement environment plays an important role in the formation of opinions about the speciality. The impact of social influence varies depending on the student’s desire to belong to a reference group and their level of self-monitoring behaviour. The ‘GP lifestyle’ was judged to be compatible with many students’ needs. This realist review provides recommendations on how curricula can adapt to provide an accurate insight into general practice.

5. Weigel, K. S., et al. (2020).

“Women in radiology: why is the pipeline still leaking and how can we plug it?”

Acta radiologica (Stockholm, Sweden : 1987) 61(6): 743-748.

<http://ovidsp.ovid.com/ovidweb.cgi?T=JS&PAGE=reference&D=med17&NEWS=N&AN=31648538>

Today, >50% of medical students are women. This proportion, however, dramatically decreases throughout the higher levels of academia, a phenomenon described as the “leaky pipeline.” This gender disparity is particularly pronounced in academic radiology, mirrored by a significant lack of women in editorial board positions, key authorship positions, and conference keynote lectures. The scientific invisibility is not only a key hurdle facing women in radiology, the lack of female role models and mentors in this context might also negatively affect career choices of young female radiologists thereby further widen the existing gender gap. In this article, the origins of the “leaky pipeline,” the reasons for women’s choice or rejection of careers in academic medicine, as well as solutions as to how the continued loss of a large part of the talent pool can be prevented, are

discussed. Active monitoring and intervention are needed to identify problems, plan targeted actions, and evaluate their efficacy. Among those are measures that address a lack of support in the workplace, specific mentoring needs of women, flexible working hours and opportunities to align work and family, financial constraints, and support for returners after career breaks. Cooperative steps of politics and universities need to be taken that ensure a sustainable way forward to enable many talented women in radiology to achieve their full potential.

6. Wainwright, D., et al. (2019).

“How does ‘banter’ influence trainee doctors’ choice of career? A qualitative study.”

BMC medical education 19(1): 104.

<http://ovidsp.ovid.com/ovidweb.cgi?T=JS&PAGE=reference&D=med16&NEWS=N&AN=30975136>

BACKGROUND: Negative comments from senior colleagues about specialties, such as general practice and psychiatry, are known to influence trainees’ career choice, but little is known about the extent of this influence or the mechanism by which it works. There have been calls to ban these disparaging comments, also known as ‘banter’. This study explored how recently qualified doctors make sense of banter in the context of other experiences and information., METHODS: Semi-structured telephone interviews were conducted with 24 trainee doctors in their second postgraduate year in South West England. Thematic Analysis was used to code the data and organise them into themes., RESULTS: Trainees are commonly exposed to banter about the merits of different specialties and those who work in them, but these messages are not received uncritically and are not perceived to be decisive in determining career choice. The views of senior doctors are assimilated with other experiences and information, as trainees strive to assess their ‘fit’ with a specialty. While banter is seen as positioning specialties in a status hierarchy, other factors such as work-life balance and feeling ‘at home’ in a specialty are often believed to be more significant factors in career choice. We posited two theories of banter; the ‘propaganda model’ and the ‘person-specialty fit model,’ and found the latter to provide a better understanding of how banter informs career choice., CONCLUSIONS: Banter often comprises stereotypes and caricatures, but despite its biases and distortions, it may still aid career choice. The challenge is not to ban banter, but to provide more accurate and reliable knowledge and experiences of what working life is like in different specialties.

7. Ranieri, V. F., et al. (2018).

“A Qualitative Study of the Influences on Clinical Academic Physicians’ Postdoctoral Career Decision Making.”

Academic medicine : journal of the Association of American Medical Colleges 93(11): 1686-1693.

<http://ovidsp.ovid.com/ovidweb.cgi?T=JS&PAGE=reference&D=med15&NEWS=N&AN=29369085>

PURPOSE: To describe the influences on clinical academic physicians’ postdoctoral career decision making., METHOD: Thirty-five doctoral trainee physicians from University College London took part in semistructured interviews in 2015 and 2016. Participants were asked open-ended questions about their career to date, their experiences undertaking a PhD, and their career plans post PhD. The interviews were audio-recorded and transcribed. Thematic analysis was used to generate, review, and define themes from the transcripts. Emerging differences and similarities in participants’ reasons for pursuing a PhD were then grouped to produce typologies to explore how their experiences influenced their career decision making., RESULTS: Participants described four key reasons for undertaking a PhD, which formed the basis of the four typologies identified. These reasons included the following: to pursue a clinical academic career; to complete an extensive

period of research to understand whether a clinical academic career was the desired path forward; to improve clinical career prospects; and to take a break from clinical training., CONCLUSIONS: These findings highlight the need to target efforts at retaining clinical academic physicians according to their reasons for pursuing a PhD and their subsequent experiences with the process. Those responsible for overseeing clinical training must be well informed of the long-term benefits of training academically qualified physicians.

5. Spooner, S., et al. (2017).

“How do workplaces, working practices and colleagues affect UK doctors’ career decisions? A qualitative study of junior doctors’ career decision making in the UK.”

BMJ Open 7(10): e018462.

<http://ovidsp.ovid.com/ovidweb.cgi?T=JS&PAGE=reference&D=med14&NEWS=N&AN=29074517>

OBJECTIVES: This study draws on an in-depth investigation of factors that influenced the career decisions of junior doctors., SETTING: Junior doctors in the UK can choose to enter specialty training (ST) programmes within 2 years of becoming doctors. Their specialty choices contribute to shaping the balance of the future medical workforce, with views on general practice (GP) careers of particular interest because of current recruitment difficulties. This paper examines how experiences of medical work and perceptions about specialty training shape junior doctors’ career decisions., PARTICIPANTS: Twenty doctors in the second year of a Foundation Training Programme in England were recruited. Purposive sampling was used to achieve a diverse sample from respondents to an online survey., RESULTS: Narrative interviewing techniques encouraged doctors to reflect on how experiences during medical school and in medical workplaces had influenced their preferences and perceptions of different specialties. When they encountered negative attitudes towards a specialty they had intended to choose, some became defensive while others kept silent. Achievement of an acceptable work-life balance was a central objective that could override other preferences. Events linked with specific specialties influenced doctors’ attitudes towards them. For example, findings confirmed that while early, positive experiences of GP work could increase its attractiveness, negative experiences in GP settings had the opposite effect., CONCLUSIONS: Junior doctors’ preferences and perceptions about medical work are influenced by multiple intrinsic and extrinsic factors and experiences. This paper highlights the importance of understanding how perceptions are formed and preferences are developed, as a basis for generating learning and working environments that nurture students and motivate their professional careers.
