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“MSP COMPETENCY - CAREER DEVELOPMENT”

Dear Colleagues,

Do you feel like you are in a rut? Did someone say “job burnout”? Are you stuck working in an organization or have a boss that doesn’t seem to appreciate all you do? Does your job bring you the balance that you desire between your professional and personal commitments? When you reflect on your role as an MSP, do you seek more job satisfaction or job opportunities?

Well, these **5** questions should sound familiar to many of you! As I speak across the nation with other MSPs from diverse work environments, in all group sizes, as well as working with my one on one Career Center clients, these issues are the top five most commonly expressed points of MSP dissatisfaction.

Through my long-term experience and ongoing research in the field of Medical Staff Services, I have found what seems to be a correlation between a MSP’s job satisfaction and their attention and personal commitment to career development. I have also found that the overall satisfaction of an MSP is directly related to the amount of time our colleagues devote to their own development! Let me repeat this very telling finding: “The overall satisfaction of an MSP is directly related to the amount of time MSPs devote to their own career development.”

Wow! The power that statement holds for MSPs and for our own futures! Last year, throughout my writings in the **Personal Development** series, it was clearly stated that each of you, as an MSP, has the capability to design your individual plan for success. Remember, the driving force to realize change and foster success is YOU. In 2010 make it your goal to invest in your most valuable commodity – YOU.

My strategic approach to the success of MSPs is referred to as the MSP Competency Network™. The components of this Network are built around three key competencies: **Personal** (finding your value, purpose and balance as an MSP), **Career** (developing or updating your resume, curriculum vitae, biographical sketch and MSP profile) and **Skills** (learning about the theory and practical applications of MSP core functions) development. If we, as MSPs, strive to master principles within these competencies, success will definitely follow!

So let’s start now on your **Career Development**. Where do you begin? Always start with a commitment to change and then take action. Set aside a specific time throughout the month (15 minutes to one-half hour per day) to read CACTUS Juice and begin to identify and gather your professional development documents. If you come across an interesting article or quote that provokes thought about MSPs, our industry or, in general, about professional development, drop them in a folder because the contents could provide a clue about a specific area of interest you may have within our industry, without yet knowing. That’s your only assignment between now and next month.

Over the next several months, a **CAREER DEVELOPMENT** series of articles will help you determine the state of readiness you are in to achieve your ultimate level of success and professional satisfaction. This series will include the following:

- What is your **Career Development** plan?
- What resources do you have in your toolbox?
- What are your competencies?
- How do you present yourself?
- Tips on maintaining a current MSP portfolio.

Next month, I will define Career Development and some of the elements that should be included in your plan.

Until next we speak...SMILE

The MSP Competency Network™ is a leading industry initiative that provides to every MSP the opportunity to design and participate in personalized individual, partnership or group education, training and mentorship sessions. These customized sessions, using all available modalities, are designed exclusively for MSPs desiring or directed to pursue competence in the Medical (Staff) Services Profession. So, what key area(s) of MSP development does your roadmap lead? What is in your toolbox? To get help in customizing your professional development plan, contact me at donna@teammedglobal.com or 618.830.0057.