Medicine is Brilliant

Dr Andrew Goddard
Medicine is Brilliant

- Why this talk?
- What motivates people and doctors in particular?
- How can we make a difference?
Why this talk?
The medical registrar
Empowering the unsung heroes of patient care

March 2013
What motivates people and doctors in particular?
The uncomfortable bit!

• Why did you go into hospital medicine?
• When are you most happy at work?
• How do you want to be remembered when you retire?
Caring doctor who always put her patients first

She worked hard, was a true team player, patients loved her, she made a real difference to medicine and she made us laugh
Good oncologist, personal life a priority

A great physician and teacher

Cared for patients, cared for staff and nice bloke to work with!
I was a good person who did my best for my patients

That I was tireless in pursuing excellence from myself, others and the system.

That I was a caring and empathetic Dr for all my patients and provided the best level of care possible.

She was a dynamic, efficient, and approachable consultant.
Relatedness

Autonomy

Mastery
<table>
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<tr>
<th>Hygiene factors (dissatisfiers)</th>
<th>Motivation factors (satisfiers)</th>
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<tr>
<td>• Job security</td>
<td>• Sense of achievement and intrinsic value obtained from the job itself</td>
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<td>• Working conditions</td>
<td>• Recognition by colleagues and management</td>
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<td>• Quality of management</td>
<td>• Level of responsibility</td>
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<td>• Organisational policy</td>
<td>• Opportunities for advancement</td>
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<td>• Administration</td>
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<td>• Interpersonal relationships</td>
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<td>• Salary</td>
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How is your job plan determined?

- Self
- Management
- Colleagues
Keeping medicine brilliant: Improving working conditions in the acute setting
At work do you feel valued over 50% of the time....

..by patients 78%
..by colleagues 70%
..by the hospital 26%
How can we make a difference?
Know yourself better
The U-bend

Self-reported well-being, on a scale of 1-10

Ask yourself what you enjoy the most in your job and do more of it
DRIVE
THE SURPRISING TRUTH ABOUT WHAT MOTIVATES US

DANIEL H. PINK

THE ART OF BEING BRILLIANT

ANDY COPE & ANDY WHITTAKER
RCP500 Charter

On this, the five-hundredth anniversary of the Royal College of Physicians’ 1518 royal charter, we the fellows and members make this profession to our Sovereign, our governments and ourselves, but above all, to our patients.

We promise to seek to provide the highest standards of patient care at all times, working with others to treat patients in the manner in which we would wish to be treated ourselves, and to involve patients, their families and carers in decisions about their care.

We promise to train, develop and support other doctors and healthcare professionals at all career stages, to champion research and innovation that improves the care we provide to patients and to commit to our own continuous professional development throughout our careers.

We promise to act as leaders to develop, influence and sustain high-quality healthcare both locally and more widely, to act in our patients’ and society’s interests over our own and to speak up when it is right and necessary to do so.

We promise to promote good health and prevention of ill health across society, to look after our own health so that we are best placed to look after others and to use our healthcare resources justly and wisely.
The RCP Charter 2018

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