Impact = Environment x Skills

A Simple 3-Step Framework to Do Great Work in Healthcare

UNDERSTAND HOW ENVIRONMENT + SKILLS FACTORS INTERACT + AFFECT YOUR ABILITY TO DO GREAT WORK

STEP 1: IDENTIFY + DEFINE CUSTOM ENVIRONMENT + SKILLS FACTORS BASED ON YOUR GOALS, ROLE, TEAM + ORG

Environment Factors:

Everything in your environment that enables you to do great work:

- Manager: Is your manager supportive or toxic?
- Resources: Do you have the tools and staffing needed?
- Scope: Was your orientation solid, or were you thrown to the wolves?
- Team: Does your team function well together, or is there high turnover?
- Culture: Is bullying tolerated or is the environment collaborative?
- Processes: Do workflows cause delays and frustration?
- Compensation: Are you paid fairly?

Skills Factors:

Things within your control to help you succeed in doing great work:

- Communication: Are you an effective communicator? i.e. accurate documentation, skilled @ handoff, & active listener
- Personal Influence: Do you take the initiative to share ideas to improve your unit & are you a good preceptor to nursing students?
- Execution: Can you manage tasks well & adapt to changes like learning a new EHR platform?

Step 2: Rate + Reflect

- Use a 1 to 5 scale to rate each factor to pinpoint strengths + areas for improvement.
- Note: Factors are not equal. Consider their importance, how they interact with each other + time to improve it—i.e. skills can improve over time, but having a high score for resources doesn't make up for a toxic environment that would take a long time to change as an individual.

Step 3: Take Action

Based on your assessment, decide whether to:

- Create a plan to improve your current role by tackling low scoring areas OR
- Explore other opportunities + organizations that better align with your goals + support your well-being.

USE THIS FLEXIBLE, PRACTICAL FRAMEWORK 1-2X YEAR TO IMPROVE WORK LIFE, WELL-BEING + DO GREAT WORK

References

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2. Rachitsky, L. (2024). Frameworks for Growing Your Career: Lessons from Bangaly Kaba. Lenny's Podcast. Available at https://www.lennysnewsletter.com/p/frameworks-for-growing-your-career-bangaly-kaba

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