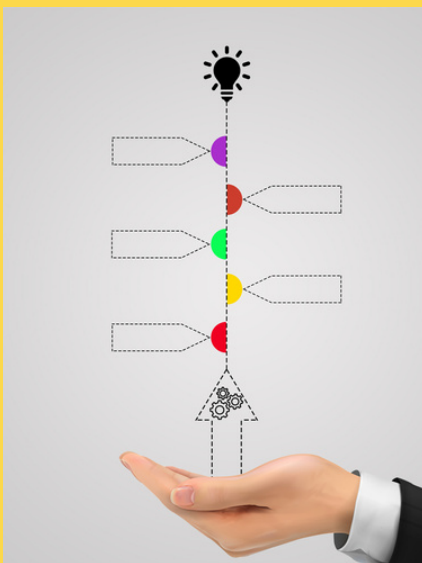


CBT CAREER VISION

A GUIDE TO PLANNING YOUR CBT CAREER

The intensity of the CBT career journey and the job itself allows little time to take a step back and view the bigger picture. You may have had an idea of where you wanted to be after training but maybe not many years beyond. We can get stuck in a position that may no longer serve our needs or match our values. This guide allows a space to reflect on your career to this point and what you want moving forward. This involves an examination of your values. It also requires broadening your vision beyond just public service roles and private practice.

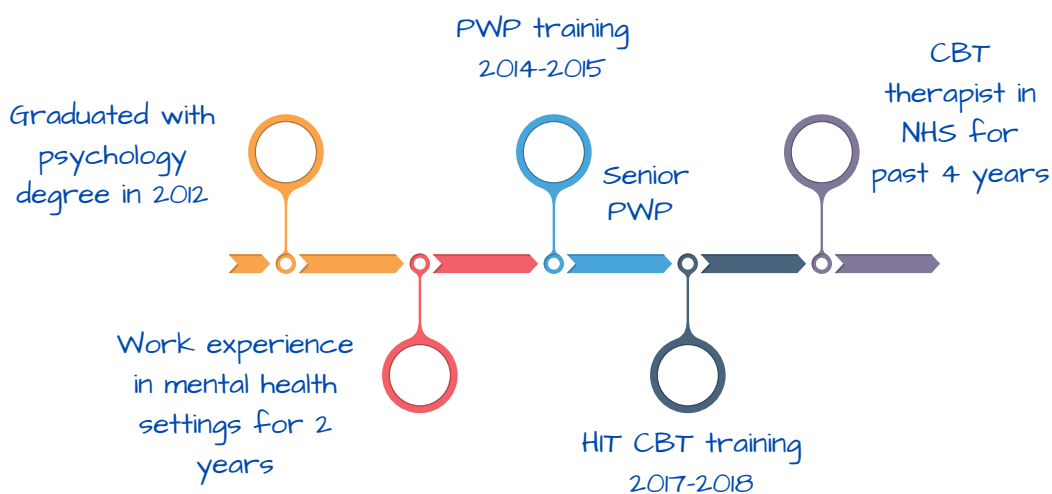


Taking stock

Drawing a timeline of your journey to date is important to recognise where you have come from, and all the steps taken to this point. It is easy to get stuck thinking about the problems in the here-and-now relating to work stress, self-doubt, and feeling trapped in roles that are no longer fulfilling.

A timeline will show your resilience and development over time. This should help build your confidence and re-ignite or heighten your passion for CBT. With experience comes more opportunities so leave space on the timeline to include ideas for the future.

Example of time line for journey so far

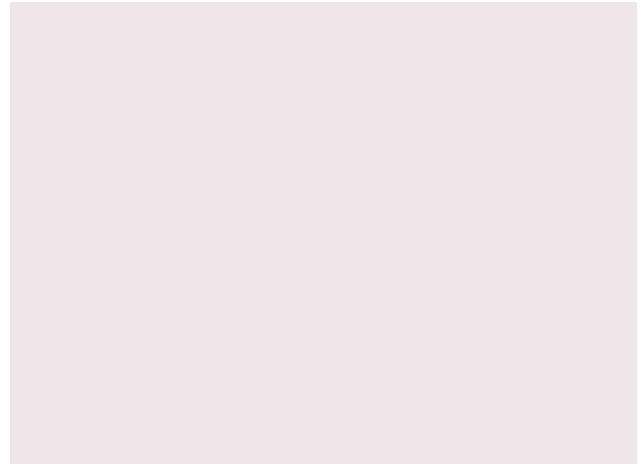


Now what?

What do I
want to do?

It's time to dream!

Create your CBT career bucket list



Hone in on the present and recent past. What have you done this past year? Can any of your bucket list items be planned into the coming year? Do an annual reflections and planner to keep your personal goals and aspirations alive.

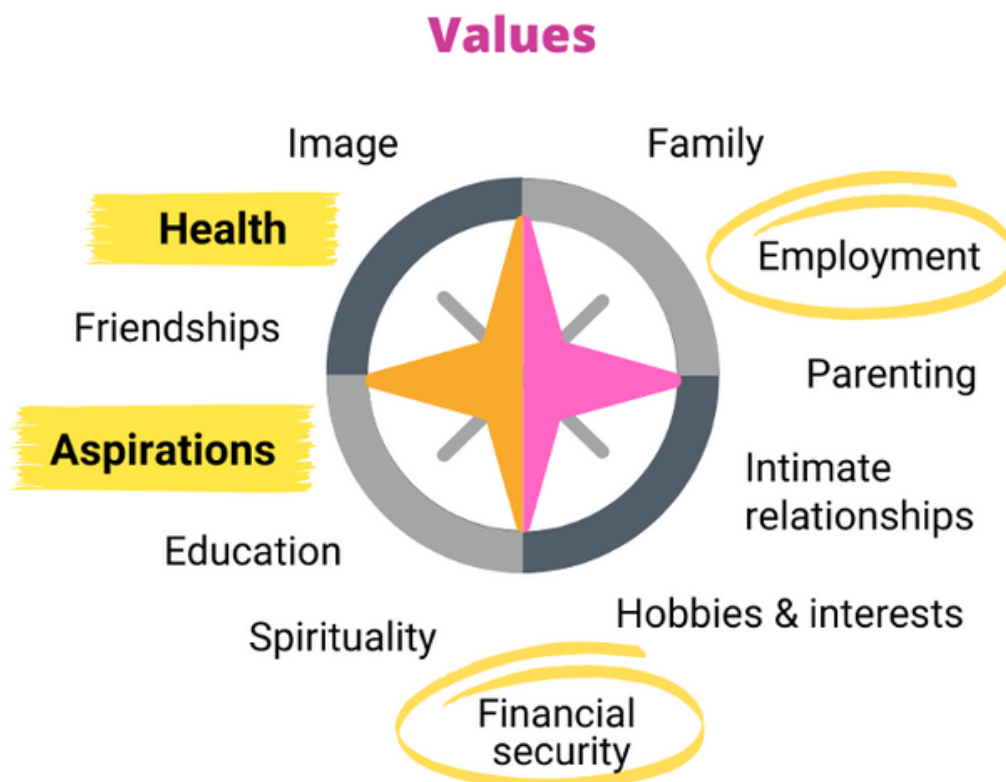
2022/23 Reflections & plans

2022	2023
• Part-time role in mental health support Team (MHST) delivering CBT in schools all year • Clinical trainer role at Trent PTS finished in August • Completed PG.Cert in Enhanced CBT (child & adolescent pathway) at Oxford • Round table discussion on placements for self-funding CBT trainees • Developing ADHD specialism • New training provision on CBT & ADHD • New disorder specific formulation training • Article on CBT career model in CBT Today • Produced LOTS of free CBT guides • Anxiety in pregnancy project involvement • CBT Careers group growth reached 2K • Ongoing clinical supervision caseload • Helped people to complete their KSA • Supported people to enter CBT training • Some face to face training events	• Seek part-time role in NHS • Continue current training provision • Add to training portfolio: • Intolerance of Uncertainty training event • Develop ADHD work • Produce MORE free CBT guides • Anxiety in pregnancy training provision • Book proposal (CBT Career Guide) • Continue clinical work in Moya CBT • Continue providing clinical supervision • Explore outreach work options • PLUS..... <i>A big space for creative activity!</i>

A template is provided at the end or just do your own!

Working to your values

Your choice of work role may be influenced by factors other than personal goals and aspirations. For example, if you would like to do additional training in a specific area of CBT but do not have the financial resources to support this then you may feel forced to work full time in a job that has lost its appeal. There is no easy response to this situation but it is useful to consider how it fits with other domains across your life at any given time. The diagram below highlights the dominant and sometimes opposing values that might be in play.



It is important to look beyond financial security in terms of full-time employment only. Engaging with your aspirations can lead you to a place of financial security in a new direction that matches your goals. This could potentially have a positive effect on your health and wellbeing.

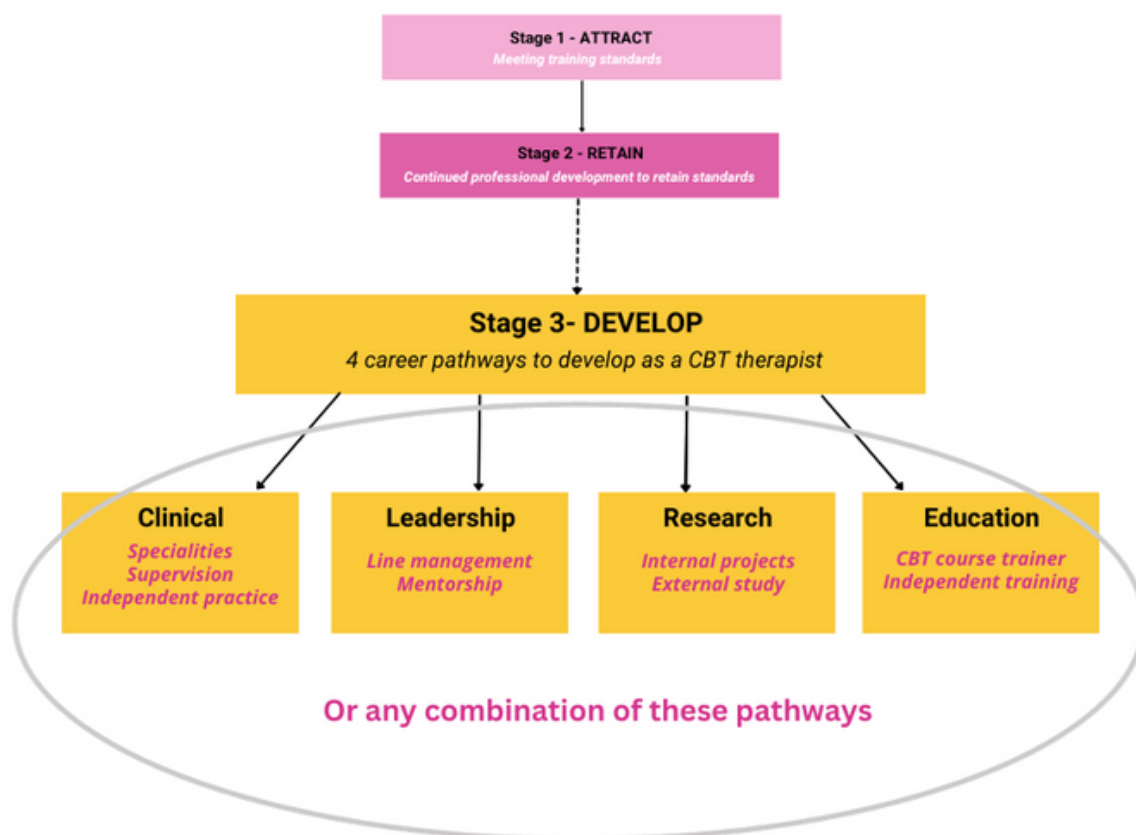
Reflection point

*Draw a timeline of your CBT career to date. Do this in your own style and leave some space for the future. Are there any roles you would like to explore? If you are not sure, then write your **CBT career bucket list** to help you to start planning your next steps towards reaching these goals.*

Planning your journey

The development level of the ARD model (below) provides suggested pathways to develop your CBT career. The clinical pathway is the most common as we need to work clinically if we want to remain accredited. However, it is easy to become limited in our thinking with regards to clinical work especially if we have worked in one setting or service for a long time. Most CBT therapists who have followed a funded route will stay in a psychological therapy service on completion of training. Once in this intensive role it is difficult to think about alternative clinical roles within and outside of the NHS or other large providers.

The ARD (Attract, Retain & Develop) model of CBT career development



The next most popular pathway followed by clinicians in the NHS and other larger organisations is management and leadership. However, not everyone aspires to be a manager which means that most CBT therapists working in organisations feel trapped in a stressful role with no promotion prospects. The longer you are in this position the more skilled you become but you are not rewarded financially for this and means you are working beneath your potential.

The **ARD model** suggests alternative pathways to purely clinical and leadership options. This includes an academic career in education as a trainer on CBT programmes or moving into a research role. These pathways are not mutually exclusive, and you can combine these roles.

Working independently as a CBT entrepreneur

Setting up your own private practice is often viewed as being a clinical endeavour. However, you can make private practice work to your strengths and passions by developing a mindset of a CBT entrepreneur. Be proud of having your own business. Making this transition can be difficult for CBT therapists because we focus more on the clinical work and the clients than our changing professional identity.

When you work independently from an employer, even on a part-time basis, you are free to develop your private practice in line with your strengths, values and passions. This allows creative thinking and generation of ideas that will multiply the potential opportunities available to you. In essence, this requires changing your mindset to that of a CBT entrepreneur. Some therapists will already have this mindset prior to making the transition to independent practice and is likely to be the motivation to leave an employed position.

Reflection point

*When you hear the word **entrepreneur** what image do you have? Is there a particular person you think of? List the qualities you have in common with them. Can you identify with the term **CBT entrepreneur**? If not, reflect on your reasons.*

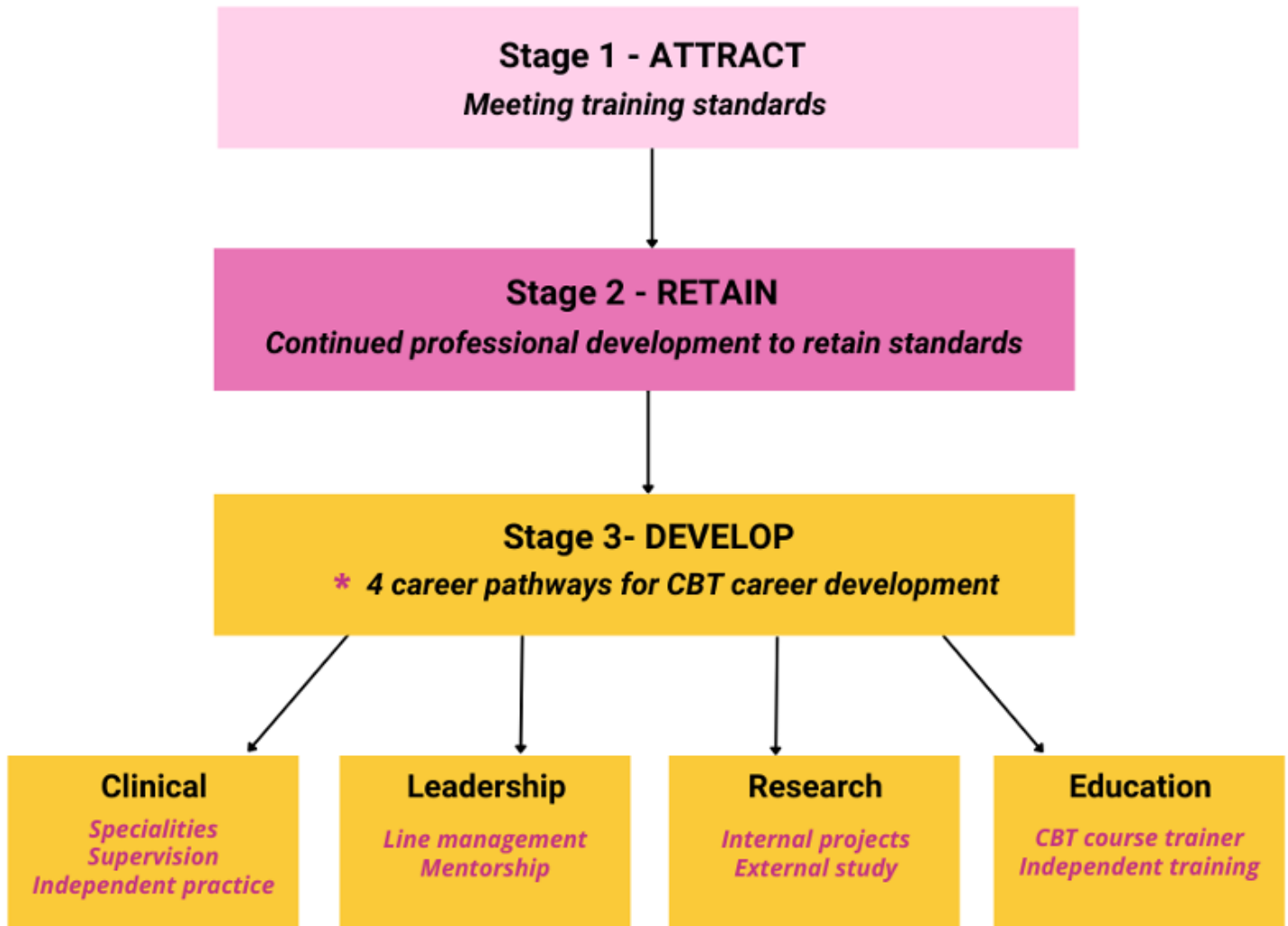
Portfolio working = having it all!

Many people fall into the trap of all or nothing thinking which forms a dichotomy between employed and private practice. As an independent CBT therapist, you can choose which roles you want to make up your professional identity.

My portfolio working week August 2022

Mon	 Trent PTS Psychological Therapies Service	IAPT Clinical Trainer
Tues	 Nottingham City Council	MHST CBT Therapist
Wed	 MOYA CBT	Private Practice • CBT Treatment • CBT Career Advice • Clinical Supervision • Training • Consultancy
Thu		
Fri		

The ARD model of CBT career development



** These pathways can be combined*

My CBT career bucket list & planner

The what? why? when? and how? of CBT career planning

What?

My CBT career bucket list?

Why?

Does this align with my values, strengths & passions?

When?

Create a realistic timeline with short, medium & long-term deadlines.

How?

Make a plan. Do I need help, support or advice?