Resilience in Science

Arikana Massiah
Clinical Scientist in Microbiology

Professional development Committee & Champion

9 April 2019
Resilience

“The capacity to recover quickly from difficulties; toughness”
- ability to adjust
- flexibility

• Do we need to be resilient?
  - strong knowledge
  - continuous professional assessments (judgement)
  - continuous professional development

• It’s just a job?!?
  - academic output
  - responsibility to improve science
  - It’s a career!

We are responsible for advancing our own careers!
How do I build the resilience?

- Leadership
- Friends & Family
- Knowledge
- Health
NHS Scientist Training Programme

**CHALLENGES**

- **Routine diagnostic work**
  - No undergraduate knowledge of microbiology
  - No experience working in the NHS
  - Successful trainees had completed BMS training

- **Work-based training portfolio**
  - 11 rotations (10 essays each)
  - Directly Observed Practical
  - Multi-Source Feedback
  - Observed Clinical Events
  - Case-Based Discussions

- **MSc in Clinical Science (Infection Sciences)**

- **Observed Structured Final Assessment (OSFA)**
  - Mock exam Feb of final year
  - Final exam June/July of final year

**ACTIONS TAKEN**

- **Identify knowledge gaps**
  - Arrange for rotations in other labs
  - Named Clinical Supervisor
  - Weekly multidisciplinary team meetings
  - Attend relevant scientific training courses/meetings
  - Weekly microbiology ward rounds

- **Focus on strengths**
  - Evaluation of several novel molecular diagnostic tests

- **At home**
  - IKEA desk and a good chair
  - Volunteering and studying
  - Revision buddies
  - Yoga

  **Successful completion**
  **Clinical Scientist in Research**
Introducing a novel molecular assay into the laboratory

**CHALLENGES**

- Quality assurance of the assay
- Verification and validation
- Procurement
- Documentation (SOPs, RAs, COSHH)
- Staff education and training
- Streamlining workflow
- Project students

**ACTIONS TAKEN**

- Sick leave/time off
- Arrange for cover
- Adjust working hours
- Extensive and detailed to do list
- Prioritisation of work
- Delegate without affecting quality of work
- Train, train and train!
- Maternity cover

6 weeks pregnant, 6 months to UKAS inspection

Submission for UKAS accreditation
Maternity leave!
Returning to work

**CHALLENGES**

- 9 months vs. 12 months
- Keeping in touch days
- Childcare
- Breastfeeding
- Full time employment
- Professional potential vs. raising a family

*Other parents*
*Role models*
*Self-help books*
*Other professions*

Leadership

Friends & Family

Health

"A must-have guide to get more women back into the workplace" Arianna Huffington

SHE’S BACK
YOUR GUIDE TO RETURNING TO WORK

LISA UNWIN and DEB KHAN

PSYCHOLOGIES
TOXIC OFFICE?
Let it go
Best the politics and escape joy

SIMPLIFY YOUR LIFE
Take control of the chaos, declutter and get organised.
Discover 3 secrets to create an easier life today

Keira Knightley “We need to find our own heroes”
Thank you & Good luck!