

## **Are you ready for a career in healthcare?**

Given the strong economic forecast for careers in healthcare, there is no surprise that many job seekers and current students are looking at this industry for future employment.

This industry, with its high stress, variable hours and need for employees with excellent science backgrounds, is not for everyone. To help career seekers identify how ready they are for the social/economic, academic, emotional and experiential nature of this industry, the SPHERE Self-Reflectment tool was created.

Phil Lawson, creator of the SPHERE, demonstrates its effectiveness in these ways. "It is time to unite the skills and talents we already have to better navigate our way." For that reason, the self-reflectment provides a personalized view of the readiness of each individual in a series of critical development areas identified by professionals in the field. By aligning personal readiness with the isolated areas for success, the Sphere client is able to pinpoint specific actions that can be taken to better prepare for a successful career in this industry.

To help record your personal work toward success in this industry, each user of the tool is invited to complete an Engagement Plan. This plan enables the client to record specific areas for further investigation and specific actions taken to enhance preparation for the field. During the process, some clients can immediately see aspects of the industry that are non-negotiable. This stops them from ongoing work for an industry where they would not be as productive as they could be in another area. Self-knowledge, either way, provides great guidance to those who are looking for the best professional fit. This tool acts as a kind of "mentoring device, a private tutor, a nudge in a new direction," admits Lawson. The results recorded to date, demonstrate the effectiveness of this tool.

Through a grant obtained from the Colorado Health Foundation to enhance the pipeline of workforce development for healthcare careers, this important tool is being made available to students and career investigators throughout the region.

Joint work by the Colorado Center for Nursing Excellence, the Adams County Education Consortium and the Central Colorado Area Health Education Center, where the healthcare sphere is posted, is designed to help individuals wishing to serve the underserved better align their interests and skills with this profession. One key aspect of this alignment is an initial screen for important aspects of the work. The Sphere is the central tool for this effort. Other aspects of the grant work to find new clinical placement sites for students in all grades acknowledge and thank the personnel at sites that currently work with students, and demonstrate how the integration of all healthcare fields in this work makes the effort more efficient for employers and effective for all participants.

Organizations or individuals interested in learning more about the Sphere and work of the Central Colorado AHEC in workforce development can go to: [www.coloradohealthcareers.org](http://www.coloradohealthcareers.org)  
Healthcare reports and the work being done by ACEC are at:  
<http://www.adamscountyeducation.org/Healthcare.html> . For access to work being done by CCNE go to  
<http://www.coloradonursingcenter.org/>