**BCH Career Customization Assessment**:

Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Division/Department \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The questions below are based on principles outlined in *Mass Career Customization: Aligning the Workplace with Today’s Nontraditional Workforce* by Cathleen Benko and Anne Weisberg, Harvard Business School Press, 2007. We hope you will find it useful in balancing trade-offs and in discussing your career trajectory and goals.

**1. Balance –** Think of both the **Balance** of your current workload and the **Quantity** of **Academic/Career Workload.** How do you divide your time?

**Balance of Current Workload** **Preferred Balance of Workload next year**

Patient Care \_\_\_\_% Patient Care \_\_\_\_%

Teaching \_\_\_\_% Teaching \_\_\_\_%

Research \_\_\_\_% Research \_\_\_\_%

Administrative \_\_\_\_% Administrative \_\_\_\_%

Other \_\_\_\_% Other \_\_\_\_%

(specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2. Academic/Career Workload -** Children’s Hospital faculty work extraordinary hours, and thus the Workload is configured to provide preferences for changes in one’s workload to be more productive in a particular area or to balance work/life challenges.

**(Double left click to the left of the selected box to check under default value)**

**Which statement below fits your career goal desires for the next year?**

Ready to increase efforts in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

About the right balance

Shift efforts from \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Need to decrease efforts in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Within my department at BCH, I am:**

Full time

BCH Full time 1.0 FTE

0.8-0.95 FTE

0.6-0.75 FTE

0.5-0.55 FTE

< 0.5 FTE

Part time

**3. Location and Schedule** Some career areas are ideal for flexibility; others are not. Provide an indication of your preference for location and schedule flexibility realizing that each department and division needs to carry out the mission of excellence in patient care, teaching, research, and community outreach

**Overall Assessment of location and schedule**

**(Double click to the left of the box to check under default value)**

No constraints

Maximally flexible for inpatient or outpatient care, travel to satellites, travel to academic meetings, time at hospital

Minimal limitations in balance of inpatient and outpatient care, travel to

satellites, travel to academic meetings, and time at hospital

Moderate limitations for clinical time, travel, locations, and/or schedule

Constraints \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Hospital versus Telecommute (if applicable)**

Any hours are fine

Prefer some time working at home (telecommuting)

Prefer maximum time allowable