

# You Are Not A Frog

## Workbook, CPD & Reflection Log



### Episode 60: Creating a Workplace that Works with Dr Sonali Kinra

For this episode, Rachel is joined by Dr Sonali Kinra, Interim Clinical Associate in the primary care team at NHS England and NHS Improvement. Sonali talks about the impact of workplace culture on job satisfaction, the motivation factors that count in employee retention, and why diversifying your career may be the best thing you can do.

She discusses why people leave their jobs despite working for many years. Sonali also shares the importance of a good workplace culture and provides tips for professionals and organisations to enhance employee retention.

#### Podcast links

- You Are Not A Frog [Ep. 54 with Dr Surina Chibber](#)
- You Are Not A Frog [Ep. 53 with Dr Abubakar Mohammad & Dr Aigbokhai Ohiwerei](#)
- [The Coach in the Operating Room](#) by Atul Gawande
- [Caring for Doctors, Caring for Patients](#) by Professor Michael West and Dame Denise Coia
- Connect with Dr Sonali Kinra: [Twitter](#) and [Email](#)
- [Sign up here](#) for more FREE resources.
- Get our special [Beat Stress and Thrive E-Course For Health Professionals](#) Christmas 2020 offer here
- Join the [Shapes Collective Facebook group](#).
- [Email Rachel](#) or reach her on [LinkedIn](#) or [Twitter](#).
- [GMC Report Caring for Doctors, Caring for Patients](#) Prof Michael West and Dame Denise Coia, GMC 2019

### QUOTE TO REMEMBER:

[www.shapestoolkit.com](http://www.shapestoolkit.com)

***'We're always being told to ask your patient, "What matters to you?" Why are we not asking the same question to our workforce? Let's try to make a job around them. And so make the job fit the person and not the person fit the job'.***

## **What You Will Learn From The Activity**

Stress and overwhelm are inevitable in any job, but there's a limit to what many of us can take before we consider quitting. The workload may seem endless, or there may come a time when you feel dissatisfied with what you do. Wherever you work, you may have had or will have these thoughts at some point in your life. Nothing is absolute, and it's normal to make tough decisions in your career.

As an employee, it's vital to outweigh the risks and benefits of staying in your job. Your organisation should be willing and ready to make changes to enhance workforce retention. This includes creating a workplace culture where communication, transparency, inclusivity and engagement are valued.

As Sonali mentioned, employers need to ask you, their workforce, what matters to you and create jobs that fit you instead of the other way around. If they fail to do so, this can have a significant impact on the organisation and the services they provide. The workforce is the backbone of any institution. Listening to you and having a team approach will make people valued and supported.

Likewise, you can also take action by reaching out to others. You'll find that there is a multitude of solutions to keep yourself motivated and thriving at work. For instance, you can find a coach or diversify your career. If you feel unhappy and stressed about your current work situation, hopefully, our conversation and this workbook can shed light on the answers you seek.

### **Activity: To Leave or Not to Leave: Factors To Know To Keep Employees Satisfied**

What are your key takeaways from this episode?

List down the factors mentioned in the episode that may lead an employee to leave their job.

Have you ever resigned from a job? If yes, what are the factors that made you decide to leave your former workplace? List them down below.

What changes could your former employer/organisation make that can prevent their employees from leaving? List them down below.

In addition to the actions your former or current employer can make, how can you keep yourself motivated and thriving in your job?

If you're currently working, how has the pandemic impacted your work situation?

What factors keep you happy and satisfied in your workplace? What can you do to increase these for yourself?

What are the benefits of a diversified and inclusive workplace?

List down Sonali's tips for professionals and organisations for workforce retention.

Which of the tips above do you or your organisation need to implement?

CPD time claimed:

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