

Career Pathways Planning for Early Career Doctors

This resource has been developed to help you set goals over the short to medium term to support your exploration of potential medical training pathways.

Where You Are Now

Reflect on your current stage in the training journey. Choose the option that best describes you:

- I am exploring specialty options
- I am preparing to apply
- I am reapplying or strengthening my application

Who can support you during this phase? (Supervisors, mentors, peers)

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Goal Setting Framework

Use the table below to capture goals that are realistic, achievable, and aligned with your training pathway. Each goal should be purposeful and linked to a clear development need.

- Describe the goal clearly.
- Explain why this goal matters for your development.
- List the actions required to achieve it.
- Set a realistic timeframe for completion.
- Identify what support or resources you need.

Tips for Effective Goal Setting

- Start small. Choose achievable goals that build momentum.
- Focus on actions you can influence directly.
- Review your goals regularly and adjust when needed.
- Align each goal with a clear purpose or training requirement.

Your 6 to 12 Month Plan

Use the table below to map out your goals for the next 6 to 12 months.

Goal	Why it matters	Actions required	Timeframe

Quarterly Review Checklist

Regularly reviewing your plans is very important. Use these prompts every three months to track your progress and identify what needs adjustment.

- What progress have I made?

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- What barriers have I encountered?

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- What needs adjustment?

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- What new opportunities have emerged?

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- What support do I need for the next stage?

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