

## Starting a New Gig

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### NMAIMH competencies addressed

#### Working with Others

- Building & maintaining relationships
- Supporting others/mentoring
- Empathy & compassion

#### Reflection

- Contemplation
- Self-awareness
- Parallel Process
- Professional/personal development

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I started a new position about three months ago as a home visiting consultant providing support for the New Mexico Home Visiting Program. So many emotions and thoughts occur within you when you are transitioning to a new job. There is a spectrum of feelings and thoughts one may experience, from the anxiety and nervousness of interviewing for a position to the bliss of being offered the position. One may experience sadness or relief about leaving a previous position and excitement to start a new chapter in one's career, then back to anxiety or nervousness when nearing the start date of the new position. For me, this particular new career opportunity is something that I have sought for several years and I was ecstatic and shocked when I was selected. It was incredibly humbling and exciting to be offered this position.

As I reflected on how this process has been for me, and as I am visiting Home Visiting Programs, I keep thinking about how my experience is much like that of a new program manager or home visitor starting their new position. New program managers and home visitors can feel as I do as they dive into their new role. I witness this as I participate in new program manager and new home visitor orientation consultations. This has been an enlightening experience as we begin to build relationships, learn about each other, and start this new chapter together. Just like the new program manager or new home visitor, I am alongside of them participating in my organization's orientation trainings and the required trainings for the New Mexico Home Visiting Program! This experience will heighten my

ability to understand their perspective as they navigate all that they are experiencing in their new positions.

Northeastern University gives sound advice for those starting a new position in an article titled, “8 Tips for Successfully Starting a New Job” (Barnes, 2018). The eight tips include:

1. Get a Head Start
2. Pay attention in Orientation
3. Get to know the team
4. Get to know your Boss
5. Learn the company Social Media Policy
6. Play to your strengths
7. Seek training opportunities
8. Find opportunities to rise to the occasion

In reading this article more parallels stood out for me. The article addresses orientation, getting to know your team and your Boss, and playing to your strengths. Not only am I experiencing these areas as a new consultant, but can relate these to our Home Visiting practices of orientating new staff and families to Home Visiting, building relationships, and utilizing a Strengths Based approach (leading with strengths). The article ended with a discussion of “maximizing your chance of success” (Barnes, 2018). This makes me think of SMART goal setting. Thinking about developing program goals, personal/professional goals, and family goals as needing to be Specific, Measurable, Attainable, Relevant, & Time Lined (Doran, 1981) will lead to achievable goals that can be successfully attained.

Exploring these tips about starting a new position provides a helpful framework to navigating the complex task of “beginning.”

### *Exploring a new Gig through Reflective Supervision*

It’s been a powerful experience to explore this transition, along with the accompanying thoughts and feelings, as well as the parallels to what new managers and home visitor’s experience, with my Reflective Supervisor. Specifically, being the recipient of Reflective Supervision (RS) has provided me an eye opening perspective of what it may be like for the new program manager or new home visitor to experience RS. “RS is a collaborative relationship for professional growth that improves program quality and strengthens practice” (Heller & Gilkerson, 2009). As I reflect on the feelings I have had through this process with my supervisor I am building my reflective capacity which strengthens my practice as a new consultant. RS has been a great opportunity for me to experience the use of reflective questions, exploring the Parallel Process and discussing ethical practice, all of which are empowering my critical thinking

and supporting my professional and personal development. The uneasy feelings surrounding starting a new position have been eased through exploration and support during RS.

I have learned that I am not alone as I begin this journey. This is so important when beginning a new position. I have felt this from my team at the Center for Development and Disability, as well as from the rest of the Home Visiting Support team (Manager/Monitors and ECSC Database services). This provides a wonderful example of the Parallel Process in that the way I am supported will positively impact the way I will support managers and home visitors in the New Mexico Home Visiting Program.

**Questions to encourage discussion and reflection:**

- How has Reflective Supervision supported the transition of managers and home visitors in your program?
- What has worked about the orientation process for new managers and home visitors?
- How do you explore the Parallel Process and reflective capacity as a home visitor or program manager?
- In what ways do you support new managers and home visitors?

**References/Additional resources:**

Barnes, T. (2018, October 23). 8 TIPS FOR SUCCESSFULLY STARTING A NEW JOB. Retrieved February 2020, from <https://www.northeastern.edu/graduate/blog/tips-for-starting-a-new-job/>

Doran, G. T. (1981, November). There's a S.M.A.R.T. way to write management's goals and objectives. Retrieved February 2020, from <https://community.mis.temple.edu/mis0855002fall2015/files/2015/10/S.M.A.R.T-Way-Management-Review.pdf>

Heller, S. S., & Gilkerson, L. (2009). *A practical guide to reflective supervision*. Washington, DC: Zero to Three.