

ACCTA CONFERENCE 2013

Passages Through ACCTA: Stages of Training Director Development

Entry

- Experiencing apprehension/uncertainty
- Being overwhelmed with the work load and what other programs have done (perhaps even more for programs that are non-APA)
- Identifying/meeting role expectations
- Balancing roles and workload of training versus service
- Experiencing excitement over the new opportunities
- Developing confidence/competence for what you can contribute to the program and to ACCTA
- Taking on new challenges as a Training Director
- Assessing other training programs and other Training Directors' roles
- Developing a peer network and learning how to access this resource

Identity/Immersion

- Developing basic routine as a Training Director
- Developing a sense of professional identity as a Training Director
- Becoming established within the ACCTA community
- Being involved in professional activities in training (i.e., presenting at conferences, serving on the board)
- Developing independence/creative ideas about training
- Accomplishing goals for the training program
- Achieving accreditation/reaccreditation
- Growing involvement and satisfaction with ACCTA or a group within ACCTA

Doubt

- Increasing boredom/skepticism/frustration with training
- Growing sense of re-evaluation of personal/professional goals
- Contemplating career change, moving up or moving down
- Concern for salary/status issues
- Lacking support and/or appreciation as Training Director
- Developing less patience or tolerance with training problems

Re-immersion

- Redirecting energy into other roles
- Developing external/national professional involvement
- Mentoring trainees/staff/other Training Directors
- Putting things in perspective both in the training program and ACCTA
- Fostering non-role related relationships

Continuously Evolving

- Developed a well-defined Training Director identity and established internship program
- Contemplating other roles but feeling satisfied with being Training Director
- Modifying and/or enhancing training but feeling settled into role and internship program
- Making peace with role transitions and accepting of salary limits at this time
- May still be highly involved with training nationally or may have accepted role of "elder" and content to mentor others
- Establishing a sense of "wisdom" about training; even the problems seem to reflect patterns seen before

Exit

- Time to move on
- Realizing contributions
- Accepting the relief, fatigue, and/or the sadness of moving on
- Experiencing generativity – preparing someone else to be Training Director
- Maintaining mentoring relationships
- Finding value and meaning in other activities

PASSAGES THROUGH ACCTA

QUESTIONS FOR TRAINING DIRECTOR STAGES

Entry

How did you get this job? Did you want it?
Were you supported by others in taking on the role?
What challenges are you facing?
What benefits are you experiencing?
What feelings are you experiencing in this role?
What critical events are occurring?
What would you do differently, if given a chance?

Identity/ Immersion

How have you become immersed in the role?
How has your professional identity changed to being a TD?
What goals are you accomplishing?
How have you become more active nationally?
What challenges are you facing?
What benefits are you experiencing?
What feelings are you experiencing in this role?
What critical events are occurring?

Doubt

How did the doubt/contemplation begin?
What support or lack of support are you experiencing in the role?
How are you sustaining yourself, emotionally, during the doubt?
What challenges are you facing?
What benefits are you experiencing?
What feelings are you experiencing in this role?
What critical events are occurring?

Re-immersion

What made you decide to re-immense instead of leave?
How have you become active nationally?
What other roles are you investing in and how?
How have you become a mentor?
How has your perspective changed from before?
What challenges are you facing?
What benefits are you experiencing?
What feelings are you experiencing in this role?
What critical events are occurring?

Continuously Evolving

What keeps you connected with training?
Are there goals you still want to accomplish?
How has your role shifted?
What challenges are you facing?
What benefits are you experiencing?
What feeling are you experiencing in this role?
What critical events are you experiencing?

Exit

Why now?
What have you accomplished?
How are you handling the passing on of the role?
Where will you invest yourself now?
What challenges are you facing?
What benefits are you experiencing?
What feelings are you experiencing in this role?
What critical events are you experiencing?