

Workplace Culture and Integration Finding a Job That's Right for You

Dr. Mai Sherif (Egypt):

I like research too very much so I chose that as an alternative career. I applied to some research companies and research labs. Sometimes they found me, you know, overqualified, so I tried to adapt my CV well to the job description that I applied to; and the HealthForceOntario people helped me so much, especially when I went to the Alternative Career department. So they know more about what I can do, what I can help in the healthcare system in Canada.

Waheeda Rahman, The Scarborough Hospital:

Many of them don't know where to go for employment opportunities, and they might not be exposed to the breadth and depth of employment opportunities within a healthcare institution. I say here at our hospital, and in all hospitals, we are like a city within a city. There is more than just physicians and nurses that work within the healthcare field, and so really there's opportunities for you to develop your skills and abilities and still work within a healthcare environment.

Sam Aly (Egypt):

We know everybody for, you know, new immigrants want to come to the big city. You know maybe you need to go to the rural area a little bit, you know, and pay your dues there and which is fine. You might like it actually and stay there. So you have to think different; you have to think out of the box, you know. Don't be fixated on "this is what I want to do, this is what I want to be, and that's it" because it might not work that way. So be a little bit flexible.

Kenneth Cruz (The Philippines):

I think Ontario employers are looking for candidates who are really committed to the work that they do, who is also committed to life-long learning.

Sam Aly (Egypt):

Somebody competent; somebody willing to learn something different; somebody thinking out of the box. A team player. Somebody bringing a different idea.

Gurwinder Gill (India):

What I have observed is that people don't really sell themselves as much i.e. don't promote themselves. They think they're being boastful and they've been brought up to be modest, and so they really won't put themselves out there. And so therefore they don't stand as much of a chance as others who are just selling themselves, you know: "This is what I can do; I can do this for you, I can do that for you, this is what I have done."

Shamena Maharaj, Sunnybrook Health Sciences:

What we're looking for is someone who's passionate about what they've been trained to do, and bringing their whole self with their experience, their excitement, their passion, and their enthusiasm.

Dr. Tushar Malavade (India):

I never did a formal job interview in India but I did a job interview in Canada. I was trained by many staff here and I should really thank them who trained me, all the staff in Nephrology helped me to get that interview actually successfully. You must always project positive things; in a way it helps the whole community, the teamwork. So that's a different thing that the staff over here taught me: how to address the issues when you've been asked one particular question, what is it that they want, to understand what is the hidden meaning of that question. The interview here is well-structured. There are certain things when they're put forth as a question it has to be answered and tackled in a particular way. I trained medical students in Canada; I have trained residents in Canada. I know what they are going to bring forth, the answers, so the IMGs - the international health professionals - if they want to get through that interview they have to say at least say those things which the CMGs are going to say. You have to prepare for your interviews, form a well-structured answer, practice it, the pose, the dress code, your head, your shoulders, the way you say things; you can't keep your hands going above your shoulders - you have to have eye to eye contact; the way you put forth things, the pauses, delivery of the sentences; everything counts in that interview.

Sam Aly (Egypt):

You have to know what you want, and put the time and effort to it. That's really the key. And as I said, you get a job because of your competency, not because whom you know. So for any newcomer coming here, if you focus and know what you want and where you want to be, and you put the time and effort to it, you will get there.

Mastering Your Language Skills**Rhonda Lewis, The Scarborough Hospital:**

I think one of the main challenges is language gaps. I don't mean knowledge of the English language but I mean more understanding and being able to communicate in colloquially-used terms.

Jane Hastie, Hamilton Health Sciences:

I go in to talk with the clinical team about something and they use short-forms that I don't know what they mean, and I sometimes myself wonder if I should even ask what they are. If I'm challenged by that, think about what that would look like for one of our IEN nurses. They want to demonstrate they're competent and if they're having to ask these questions, what does that look like? How does that put them in with their colleagues?

Dr. Umberin Najeeb (Pakistan):

And this is very important in the healthcare context because we are always talking to our patients or to their families; we want to avoid conflict. And if you're having, or if you're using, terms which are not considered culturally normal, you may get misinterpreted.

Rhonda Lewis, The Scarborough Hospital:

I think that's a big disadvantage that IEHPs face, so they need to be able to get some time to accustomize themselves with those terms.

Mentorship**Gurwinder Gill (India):**

Mentorship is really important, and so and especially when you are a newcomer to Canada and a newcomer to the organization. So we have our senior leaders in particular who have come forward to be the mentors, and

we have, for example, a women's group that has been formed, and they will interview our senior leaders so that others can learn from them.

Dr. Umberin Najeeb (Pakistan):

Group mentoring works well for those mentees who have similar needs. But we do need an individual mentoring on top of it as well. And it very much depends on where you're working, what is your context is, and what do you want to take out of that mentor/mentee relationship.

Gurwinder Gill (India):

From a newcomer perspective - yeah, where can they grow? What is the opportunity for professional development? What is the transfer or the change process? How does this organization work? What do I do when I'm in Canada? How do I deal with a colleague of mine who may not understand what I need to do or what I need to practice, or how I need to dress, or how I need to pray?

Dr. Umberin Najeeb (Pakistan):

It has to be confidential; it has to be open; you can be - it has to be a good sharing of things as well. And the other important thing for mentoring is: a person who is your boss cannot be your mentor. A person who has the authority to evaluate you should not be your mentor. That's not a mentor; that's a coach. And the other piece is there has to be a buy-in from a mentee that this is going to work for my benefit, for my professional growth. So I think that's the two things that are needed for a good mentor/mentee relationship.