
The Immigrant's Mindset in Career Planning

Key characteristics and advantages for personal career development

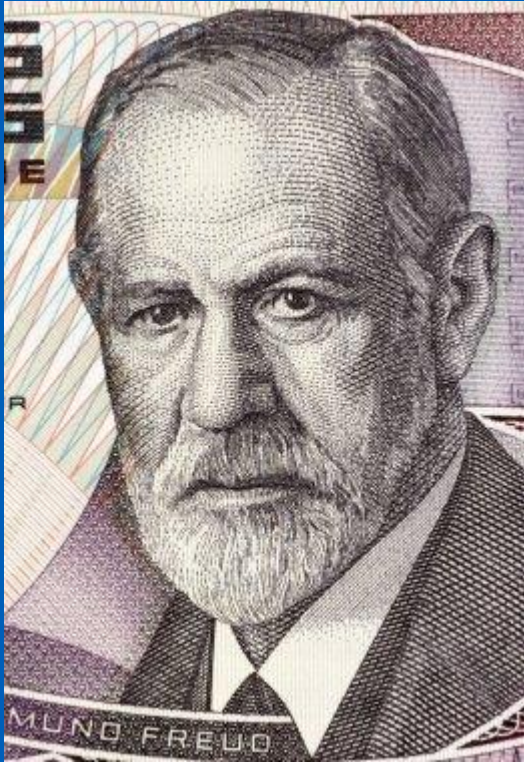
Sue Kong (22nd November 2024)

Managing Director – Membership (Job share)

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**Can you guess which
country these famous
British people were
originally from?**



Sigmund Freud

Mo Farah



Rita Ora

Sir Anish Kapoor



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Understanding the Immigrant's mindset

“a person coming to a place or country of which one is not a native in order to settle there

a person migrating to a new geographical area”

Collin English Dictionary



From US to UK



From Sri Lanka to UK



From Iraq to UK



From Nepal to UK



From UK to France

Interviewed some of our
colleagues at NHS Elect.
Thank you to Lydia, Jey,
Lenah, Rosdip, Mark (L to R)



Reasons for leaving

- For a better career prospects and salary
- For better education
- For fun
- For new experience
- For proving themselves and their families that they can be successful elsewhere

Immigrating for voluntary or involuntary reasons.

Not just those who come to work in the NHS from abroad but also those who want to leave NHS and work in another healthcare system abroad as career change



What do they experience?

- Face unique challenges, including language barriers, cultural adaptation, and job market unfamiliarity.
- Family influences on career choices and importance of choosing 'right' subjects can influence their career trajectory from a young age.
- Their approach to overcoming these challenges can offer key insights for anyone planning their career.



The key characteristics and how we can apply them for ourselves in the NHS

Key success characteristics

Resilience &
bravery

Adaptability

Hard work and
persistence

Resourcefulness

Networking and
community
building

Entrepreneurial
spirit

Long term vision

Resilience & bravery

- Immigrants often face uncertainty and hardship, which builds strong resilience.
- Helps with navigating career challenges and stay committed to long-term goals.
- “I feel I have restarted my life for the 3rd time [feeling of starting from scratch with each move]”
- Keeping focused when facing setback.
What is your ‘North star’?



Adaptability

- Immigrants constantly adapt to different environments – culturally and professionally.
- Learn to thrive in different contexts, making them flexible and versatile.
- “Observe, learn to get credibility to ask the questions. You want to be part of the solution. Growth comes from letting go”
- Ability to pivot or transition into new NHS organisations, departments or roles.



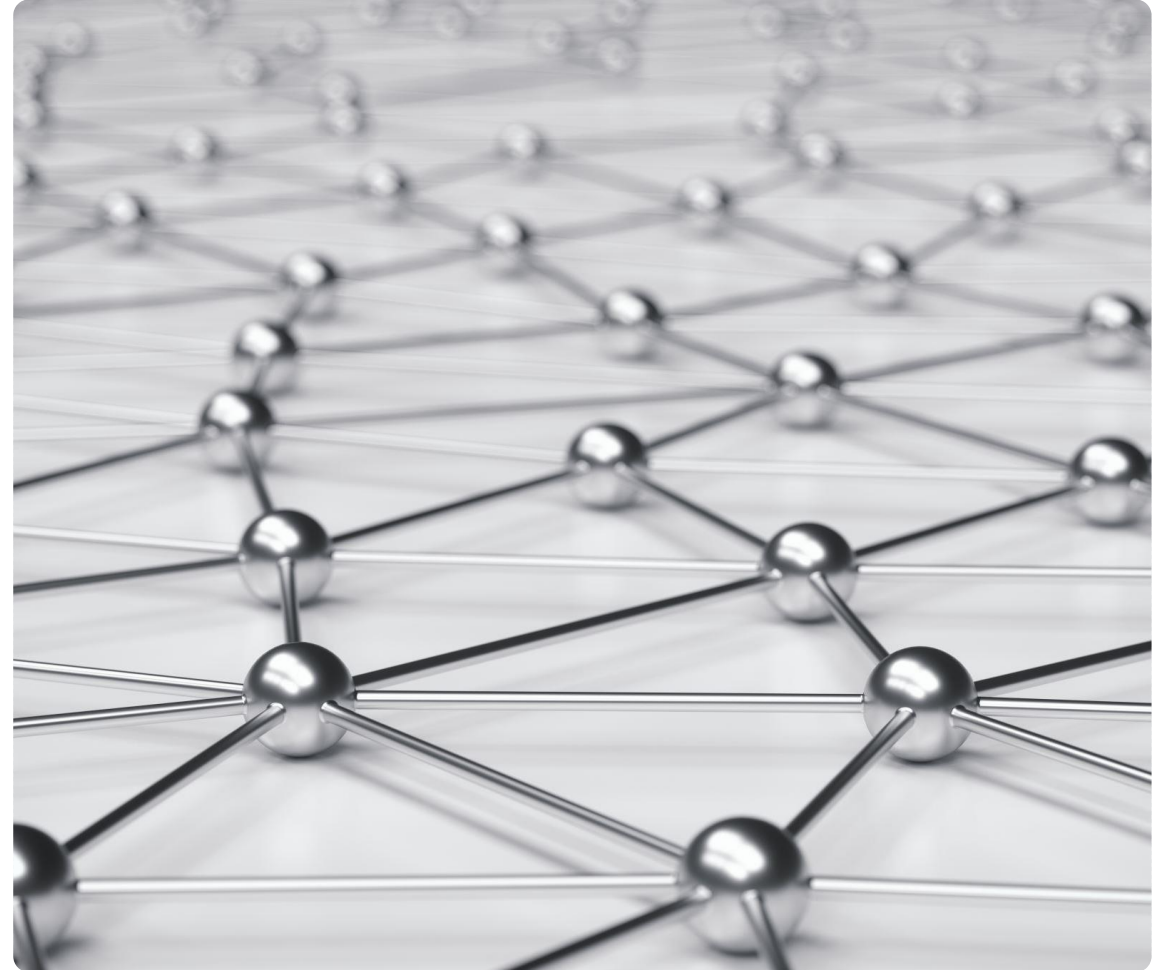
Hard work & persistence

- Many immigrants work harder to secure jobs due to disadvantages in the labour market.
- Develop strong work ethics to succeed.
- “Lack of familiarity of the institutions and processes, mean I was mentally prepared for setbacks“
- Accepting setbacks means not seeing them as permanent barriers to success.



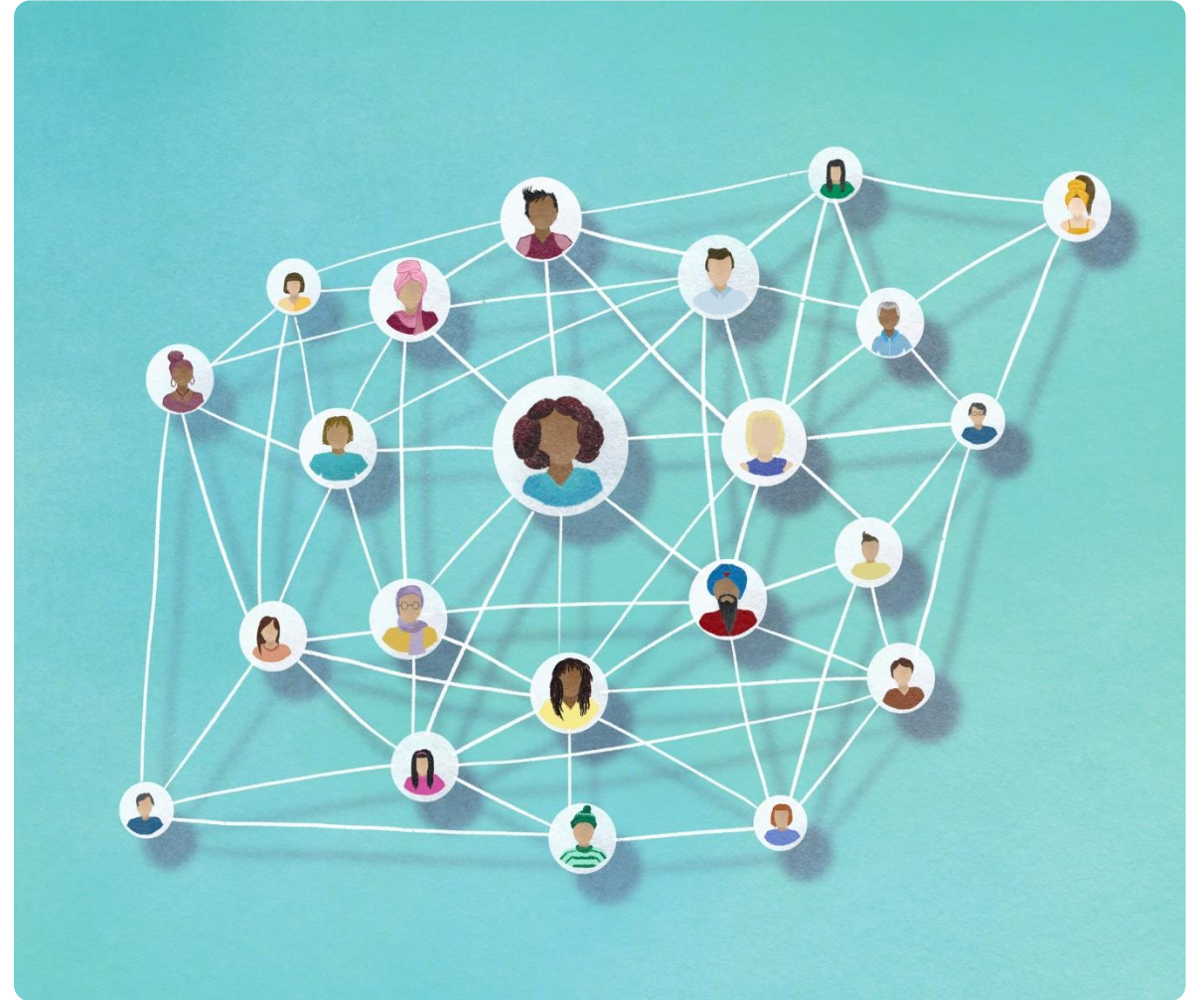
Resourcefulness

- Immigrants are often forced to be resourceful, creating opportunities with limited resources.
- Creativity leads to innovative problem-solving.
- “I see something positive in every opportunity I have been given and will use it as a stepping-stone to my final career goal“
- Encourage positive thinking and finding non-traditional solutions.



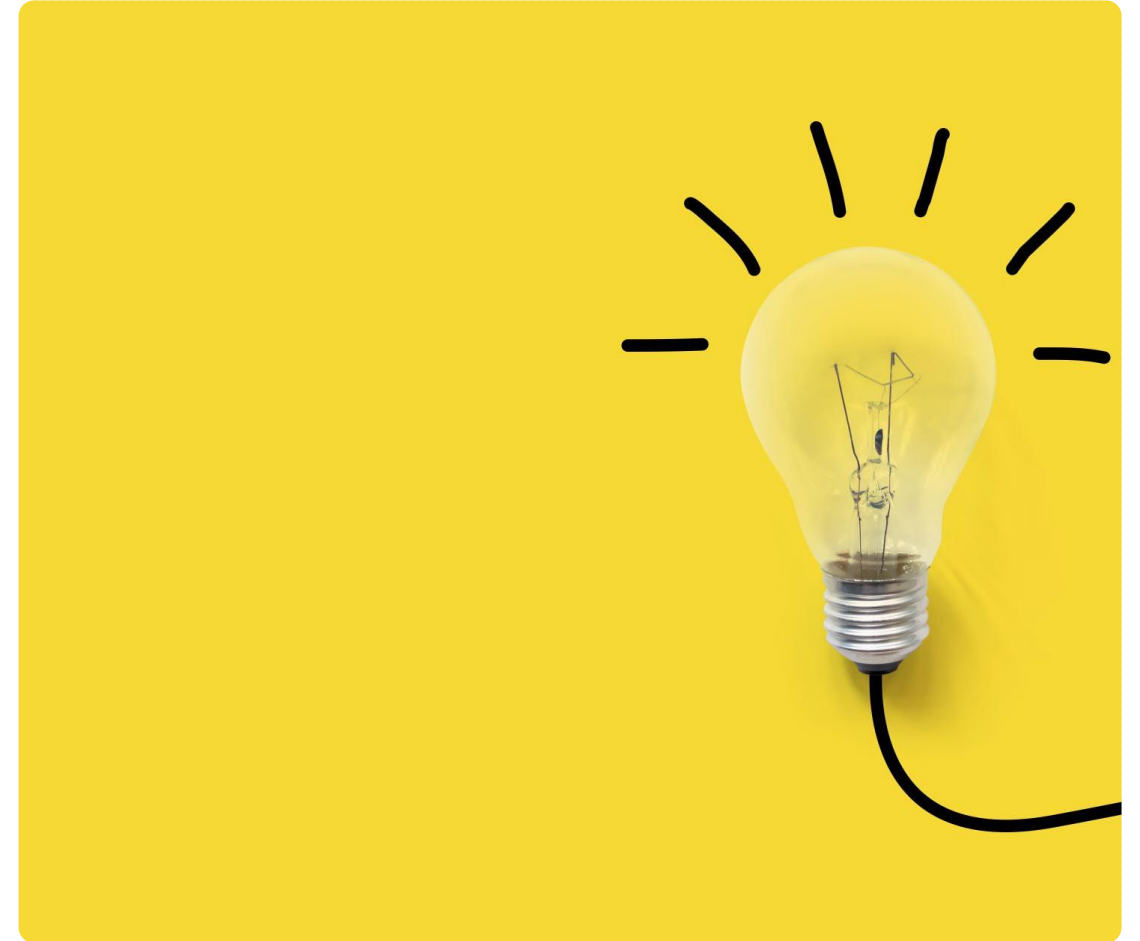
Networking & community building

- Immigrants often rely on tight-knit communities and networks for support, information and opportunities.
- Building strong relationships is a cornerstone of career success.
- “Home is people (not necessarily the geographical location)”
- Networking leads to mentorship, new opportunities and broader career paths.



Entrepreneurial spirit

- Many immigrants turn to entrepreneurship, seizing opportunities other may not recognise.
- Develop entrepreneurial thinking that's innovative and future-focussed.
- “When you have been living under economic blockade for so long, you will always think of new ways round existing problems – what is within our reach that we can do?”
- Thinking beyond traditional career paths.



Long term vision

- Focusing on long term, future stability and success for themselves and their families.
- Being a role model for their communities and for the next generation.
- “It is important to always have a job, what are the job requirements for the future? Can I prepare for this now?”
- Plan for sustainable success rather than short term gains.



In summary

Immigrant's mindset:

- Builds adaptability for an evolving job market
- Encourages a growth-orientated, long-term approach to success
- Promotes creativity, persistence and innovation in career planning

Incorporating these strategies in your career planning, you can navigate the modern workforce with greater success

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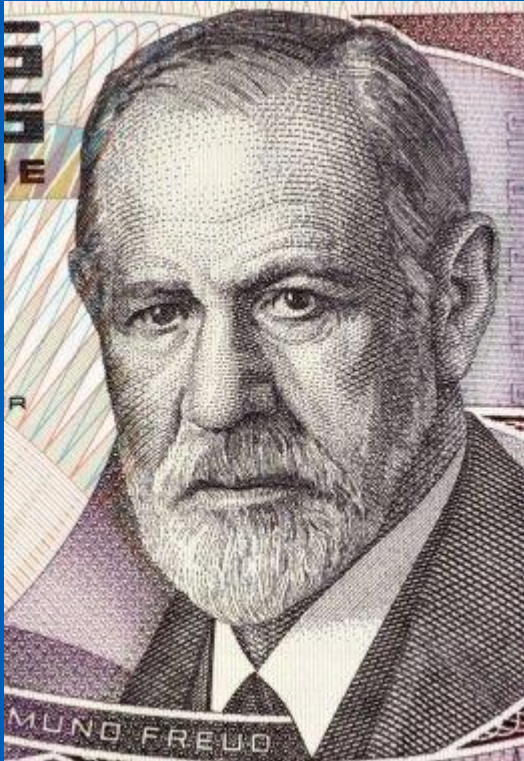
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Other info: <https://www.migrantleaders.org.uk/> (volunteer mentors for allyship and support), NHS England Multikultural Network Email: england.multikultural@nhs.net <https://www.england.nhs.uk/about/working-for/staff-networks/>



Sigmund Freud
Austria

Mo Farah
Somalia



Rita Ora
Kosovo



Sir Anish Kapoor
India

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Thank you
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