



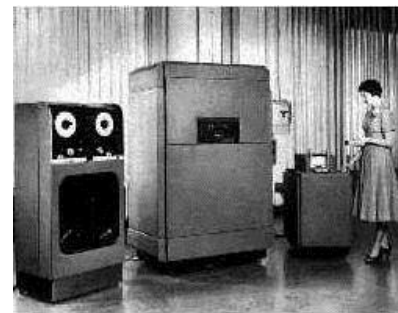
# Transformational Skills in a Perpetually Changing Information Landscape

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**Transformation -- an act, process, or instance of change  
in structure, appearance, or character.  
A conversion, revolution, makeover, alteration, or renovation**





Have you ever.....

Moved

Changed jobs

Learned to do something new

Had to do something in a new way

# Transactional Skills

- Task-oriented
- Typically learned in school or on the job
- Procedural in nature (i.e., follow step-by-step)

# **Transformational Skills**

- “Change”-oriented
- Adaptability
- Flexibility
- Risk-taking
- Communication

# **Transformational Skills**

- “Life-long” learning
- No formal instruction
  - Learned haphazardly or ignored altogether
  - Mentoring

# **Transformational Change**

- Visualize the future
  - Think strategically
- Cope with ambiguity
  - Recognize opportunity
- Innovate and create
  - Find new solutions to old problems

# Core Competencies

- Attributes that professional librarians ought to have or strive for in order to excel within their fields
- Medical Library Association
  - No official document, but ...
  - AHIP's "Essential Areas of Knowledge"



# Core Competencies

- Special Libraries Association
  - Professional: relates to various areas of knowledge and how to use them as a basis for providing library and information services
  - Personal: represents skills, attitudes, and values

# Survey Results

- HealthLINE Survey
  - 75% did not plan to be a medical librarian
  - 50% had a previous career
  - 47% had four jobs or more in their careers
  - 41% cited “people skills” as valuable
- MLA 2003 Membership Survey
  - 34% in current position for 3 years or less

?

- Health Care: Largest industry sector
  - 8 of 20 occupations: fastest growing
- Information technology: fastest changing sector

# Conclusions

- We must continually relearn our jobs
- We change jobs fairly frequently
- We have a steeper learning curve

# Conclusions

- There is an emphasis on task oriented or transactional skills and this is entirely warranted
- But transformational skills cannot be ignored

# Future Directions

- Greater emphasis needs to be placed on developing good transformational skills
  - Include transformational skills in any discussion of core competencies
  - Include in mentoring programs
  - Offer more transformational skills

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# Source List



# Overview

- Definitions
- Transformational Change
- Core Competencies
- Survey Results
- What Else Is Needed?
- Conclusions
- Future Directions