



Autonomy Counseling, PLLC

Challenge. Determination. Success.

The Myth of Multitasking: Maintained in part by Employers

WHAT IS MULTITASKING

Multitasking is when a person thinks they are performing more than one executive task at the same time. Although the brain can move from task to task rapidly, it actually cannot multitask. Instead, when we think we are multitasking, we often are doing mindless tasks that do not require extensive concentration, allowing our brains to jump back and forth quickly.

HOW COME WE DO IT?

The US culture teaches us that the more productive we are, the more successful we become. We get a task completed, and it tells our brain, “Good job at being productive! Keep it up!”, leading us to believe we are efficient. Employers think this means hiring a person who can “multitask” is cost-effective.

THE TRUTH

“Multitasking reduces your efficiency and performance because your brain can only focus on one thing at a time.” – Travis Bradberry, Ph.D.

Research by Sanford University has found that doing one thing at a time is more productive than multiple.

“So maybe it's time to stop e-mailing if you're following the game on TV, and rethink singing along with the radio if you're reading the latest news online. By doing less, you might accomplish more. – Adam Gorlick

A study conducted by the University of London found that those who multitasked lowered their IQ points about 15, similar to what you could expect if someone was sleep deprived. Some men in the study dropped their IQ scores equivalent to an 8-year-old child by multitasking.

“So the next time you're writing your boss an email during a meeting, remember that your cognitive capacity is being diminished to the point that you might as well let an 8-year-old write it for you. – Travis Bradberry, Ph.D.

JOB AD FROM INDEED

Shift: 8 Hours - Day Shifts

Job Schedule: Full time

Weekly Hours: 40.00

Job Summary

The **case manager** provides case management and care coordination for designated Health Plan members. Develops a care plan that includes managing and directing members to appropriate resources, services and programs. Evaluates for comprehensive coordination of care and health services to manage members across the continuum, creates action plans for members and helps them track toward program graduation. Collaborates with the integrated team and partners in order to provide a seamless exchange of information between providers, members and caregivers with the ultimate outcome to improve quality, reduce costs and enhance the member experience.

Conducts member assessments, identifies gaps and interventions, and coordinates ongoing care with physician and integrated team. Coordinate with facilities to assist with discharge planning, aftercare follow-up appointments and transition of care as appropriate. Coordinates and manages medical/behavioral health needs of members across the continuum of care. May perform authorizations for services as indicated for specialty case management. Provides educational resources to member based on medical and behavioral health needs. Serve as a consult on cases for their clinical expertise when they are not the lead case manager. Supports a successful self-management of their long-term health status. Uses internal and external resources to provide quality and cost-efficiency care. Utilizes motivational techniques to promote member engagement.

Possesses strong clinical knowledge and skills. Collaborates with team members both internally and externally to ensure care is coordinated and appropriate based on evidence based medicine. Must be self-motivated with the ability to work independently, a problem solver and fiscally responsible.

Ability to work independently or as a member of a team. **Ability to multitask and work with little direction.** Works primarily day hours. Works primarily telephonically in an office environment and onsite as needed. Travel may be required as necessary.

JOB AD FROM INDEED

In addition to asking for multi-taskers, this ad also desires people who put other's needs before their own. CAUTION: Healthy boundaries include saying no when a person needs to for their own mental health.

Culture

- Approach daily tasks, projects and follow-up communication with energy and sense of urgency
- Cultivate a deep desire to become a knowledge expert in their role with the ability to apply their knowledge and experience with great impact
- Show respect and appreciation for others
- Arrive to work and meetings 10 minutes early

Servant Leadership

- Genuine interest and action in helping others before yourself, regardless of recognition or reward

Teach-ability

- Consistent eagerness to listen, learn, apply knowledge and accept critical feedback
- Ability to adapt to a changing work environment
- Ability to apply concepts of basic math, grammar, punctuation and spelling

Dress Code

- Meets dress and grooming expectations in support of professional, clean and welcoming environment for customers, co-workers and business partners

Efficiency

- Demonstrate pride and ownership of their work while meeting expected deadlines

The Essentials:

- Strong initiative and vision for continuous improvement
- Ability to work independently and with a team
- Exceptional written and verbal communication skills
- Strong organizational skills
- Ability to multitask and hold multiple conversations
- Ability to focus and prioritize tasks with motivation and confidence
- Basic to advanced computer skills and knowledge on Microsoft Office
- Ability to follow written, oral and diagram instructions

JOB AD FROM INDEED

Shift: Day

Job Schedule: Full time

Weekly Hours: 40.00

Job Summary

The **social worker**, health plan provides supportive care coordination services for the health plan members identified as high risk, having ongoing medical or behavioral health conditions. Serves as a member of the interdisciplinary team by providing social, emotional and economical concerns of members/families/caregivers. Acts in a consultant capacity within the interdisciplinary care team and facilitates social determinants of health screening with members who are referred from the case management programs.

Develops a care plan after assessment, which incorporates education, counseling and coordination of services, and resources to ensure all needs are met and recommended care is received. Collaborates with the case management team and Health Plan departments as well as other members of the external care team to ensure care is coordinated and appropriately based on evidence-based treatment.

Must be self-motivated with the ability to work independently, a critical thinker, problem solving and decision-making. Must be able to assess, analyze, and summarize data with effective communication skills. **Must be able to multitask and work with little direction.** Provides empathetic listening and emotional support to member over the phone.

CONCLUSION

The myth of multitasking is likely to continue. Remember, regardless of what employers believe, slow down, do one thing at a time, and get more things done.



Comments?!?!?!?

We'd love your feedback!

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