

# Transitioning to a Manager Position

**T**ransitioning from being a radiologic technologist to a radiology manager can be a challenging but rewarding experience. However, before deciding to apply for a manager position, a technologist should understand the expectations of the job and should evaluate whether they are suitable for the position. Successful managers are experienced workers who lead by example, communicate effectively, and encourage those around them.<sup>1,2</sup>

Managers typically have enough work experience to perform any task needed and often are called on to handle additional responsibilities in between caring for patients. Learning to prioritize projects and delegate work to others is essential for this position; however, managers should not simply sit back and tell their staff what to do, they should show the staff what needs to be accomplished and guide them through the process without causing excess stress to the team.<sup>2</sup>

Transitioning from coworker to manager changes the relationship dynamic with coworkers, and new managers should learn to separate work relationships and friendship. Managers must be prepared to make difficult decisions when needed and uphold their decision if pressured by staff. For example, this might require denying a time-off request or providing correction when errors are made. In addition, to build trust with employees—a key quality in any manager—managers should be active listeners, attentive, respectful, honest, and fair.<sup>1</sup> They should not demand respect but earn it by being respectful of staff.

As a manager, it is important to recognize individual staff achievements when someone goes above and beyond the call of duty. One way to recognize radiologic technologists is during National Radiologic Technology Week, which is celebrated annually; however, staff appreciation should extend well beyond

this week to create a positive working environment. Managers who focus on each team member's strengths can inspire hard work and excellence, thus potentially reducing turnover.<sup>2</sup>

There is much more to being a manager than a title, recognition, or money. Prospective managers should be prepared to serve their staff by encouraging them to be the best they can be for their patients, while also being prepared for the commitment and responsibility necessary for the position. Technologists who are flexible, willing to learn, and prepared for the challenges might find that being a radiology manager is a rewarding career opportunity.

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## References

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