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Advancing Your Career: Discern, Determine, and Demonstrate

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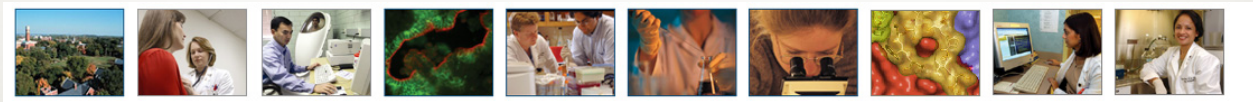
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Objectives

- **Discern** passion
- **Determine** path
- **Define (Demonstrate)** contributions





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Discern Your Passion



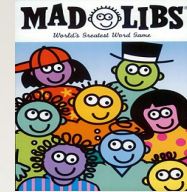
Passion

- Often arises from
 - Important clinical experience
 - Professional activities
 - Role models
 - Personal experience
- Central defining point of your career
- Should guide your activities



Skills Building #1: Discern Passion

- Identify an experience that has affected your career
- Passion: reflect on experience(s)
 - How you can make a difference
 - Something that is exciting
 - Come to work every day and pursue



Skills Building: Your Career Vision

- Worksheet #1
- List the following:
 - Important professional experience
 - Activity #1
 - Activity #2
 - Activity #3
 - Activity #4



Skills Building #2: Vet Your Passion

- Share your passion and vision statement
 - Does this capture what you see in me?
 - What suggestions do you have?



Homework: Vet Your Passion

- Engage your mentor, colleagues, family
- Share your passion and vision statement
 - Does this capture what you see in me?
 - What suggestions do you have?
 - What did you learn from your experiences when you were at my stage in your career?



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Determine Your Path



Determine Your Path

- Align your passions with opportunities
 - Mentors
 - Collaborators
 - Opportunities that arise
- What direction do you want to take to make a difference in your area of passion?



Clinical Practice

- Clinical excellence – recognized by others
- Professional contributions (1+ of these)
 - Leadership: significant contributions, measurable
 - Patient Outcomes/QI: recognized by others
 - Patient education/service: extraordinary
 - Service to the field: sustained or leadership role
 - Academic contributions: excellence, critical role
- Supported by regional/national reputation



Clinician Educator

- Service
 - Exemplary care: national reputation
 - Development of programs: recognized by others
 - Contributions to the field: leadership, sustained
 - Special contributions: extraordinary work
- Teaching
 - Direct teaching: multiple awards, recognition
 - Curriculum development: recognized by others
 - Leadership/mentoring: measurable impact, sustained



Tenure Track

- Scholarship
 - Sustained publication: series of high impact
 - Peer recognition: multiple invites (international)
 - Sustained grant support: trajectory critical here
 - Mentoring: mentees have gone on to success
- Teaching – mentoring critical metric here
- Service-national/international recognition
- Regional/National reputation





Skills Building #3: Determine Your Path

- What path do you think you are taking?
- What path are you actually taking (review promotion criteria)
 - Do you know the end game for this path?
 - What activities will lead you there?



Skills Building #3: Path (continued)

- How does this path relate to your passion?
- Identify three things to move you forward:
 - 1st within one month
 - 2nd within six months
 - 3rd within 12 months
- Yikes! moment
 - Path-passion-misalignment-osis
 - Implications & adjustments



Homework

- Mentor/Division Chief/Chair
 - Describe your path
 - “To support my passion for ____, I see myself _____.”
 - “Here are three things I’m doing in the next year....”
 - Am I doing what I need to do on this path?
 - What skills should I pursue to help me?



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Define Your Contributions



Define Your Contributions

- Align with passion and path
- Strategic
 - Draw on best opportunity
 - Create a niche (passion-related)
 - Allow yourself to differentiate
- Assess regularly
 - Mentors
 - Discussions with chief/supervisor



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Skills Building #4: Define Your Contributions

- Review your passion and path
- Align with promotion criteria for your path
- Identify the things that seem most exciting
- Set goals to achieve contributions in areas
 - *Clinical Care*
 - *Additional Contributions*



Demonstrating your contributions

- CV should tell the story of your passion, path, and contributions
- Standardized form (order)
- Use additional information (sparingly)
 - Director, Women's Imaging
 - *Direct large multidisciplinary program providing 47,000 studies per year*
 - *QI initiative resulted in 57% fewer dropped results*
- Add an appointment with yourself each quarter



Outcome

- “If you can decide what it is you really want to accomplish then charting a course to the conclusion gets easier.”
- “I also subscribe to the Scarecrow approach: try to think of things you never thought before!!”
- “Sometimes you have to take changes and face rejection.”
- “Find what you are passionate about and what interests you. Then focus on how you can develop it/ be innovative and contribute to that area of need.”
- “I’ve never gotten discouraged about my career path, not once, because I have an absolute passion for....”



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