Getting Yourself Noticed ...

...in a GOOD way!

Workshop 2 Primary Objective:

To advance participants’ careers as Clinician Educators

• Mentoring
• Negotiation
• Career Planning and Counseling
• Showing the ‘right stuff’

Disclosure

[Shameless adaptation of material from APDIM Plenary session – which I did attend!]

Preparing Physicians in Clinical Practice: Working and Learning in Systems
• William Wright, MD Kaiser Permanente
• Andrea Sikon, MD, Cleveland Clinic
• Lawrence G. Smith, MD - Hofstra
“Thrivers”

- Think of faculty you have known – whose careers you are familiar with:
  - Who has failed and why?
  - Who has succeeded and why?

- Are there lessons you have learned from them?

Key Attributes

- Resilience

- Emotional Intelligence

- Professionalism

Resilience

- Staunch acceptance of reality
  - Seeing what’s there, not what you want to see

- Deep belief that life is meaningful
  - Things will get better

- Ability to improvise
  - Innovate
  - Adapt
  - Think Tigger – how well can you bounce?
Resilience Building Strategies

• Job related satisfiers
  – Patient outcomes
  – Dr. – Patient relationship
  – Appreciation
  – Colleague Appreciation
  – Teaching
  – Diversity of Roles
• Practices and Routines
• Attitudes

Emotional Intelligence

• The ability to sense, understand, manage and apply the information and power of emotions

• Includes both Interpersonal and Intrapersonal characteristics

EI Characteristics

Intrapersonal
• Self-Awareness
• Self-Management
• Self- Motivation

Interpersonal
• Personal Leadership
• Interpersonal Management
  – Social Skills
  – Empathy
• Flow
Intrapersonal

- Self-Awareness
  Accurately sense, identify and understand emotions and feelings

- Self-Management
  Use your understanding of feelings to reason well
  Be intentional

- Self-Motivation
  Focus your emotions on a purpose
  Narrow the gap between intentions and actions

Interpersonal

- Personal Leadership
  – Create, communicate vision and passion
  – Help optimize potential (people and organizations)

- Interpersonal Management
  – Social Skills, including conflict resolution
  – Empathy

- Flow
  – Align people, skills, tools and activities to achieve an end

4 Questions

- What am I good at?

- What do I have a passion for?

- What gives me a return (intrinsic & extrinsic)?

- What do [they] need – short term & long term?
Professionalism

• ACGME: “…clinical competence, communication skills, and ethical understanding, upon which built the aspiration to and wise application of … excellence, humanism, accountability and altruism.”

• Merriam-Webster: the skill, good judgment and polite behavior that is expected from a person who is trained to do a job well
  – The conduct, aims, or qualities that characterize or mark a profession or a professional person

Internal Medicine Residency

The following description is derived from UMass Medical School and ACGME documents on Professionalism.

• Professional behavior, including: respect, altruism, integrity, honesty, compassion, empathy, and relationships with patients, staff and peers.
• Ongoing scholarship and independent learning, including reading of current literature, attendance at conferences, diligent preparation for credentialing examinations, and participation in the exchange of information and ideas in the medical center.
• Adherence to ethical principles, including responsiveness to patient needs that supersedes self-interest; respect for the patient, patient autonomy and values; accountability to patients, society and the profession.
• Cultural competence, including sensitivity and responsiveness to the diversity of patients, staff and colleagues.

Or

• De we just know it when we see it?
• What does it ‘look’ like to you?
Take-Aways:

- Be Resilient and open to opportunities
- Be Self-Aware and aware of the needs of those around you
- Continue to be Self-Supporting: clinical productivity and other off-sets
- Be Self-Promoting (gracefully)
  - Be sure to let people know your interests
  - Demonstrate what you are good at
  - Say “Yes” - judiciously
- And the Good Citizenship Award Goes to _______