What is the Most Important Thing?

Fall Meeting
September 16th, 2015
Ann E. Burke, MD
<table>
<thead>
<tr>
<th></th>
<th>NF Valuing</th>
<th>Possible</th>
<th>NT Visioning</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ENFJ</strong> Teacher</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>INFJ</strong> Counselor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>INTJ</strong> Mastermind</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ENTJ</strong> Field Marshall</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ENFP</strong> Champion</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>INFP</strong> Healer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>INTP</strong> Architect</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ENTP</strong> Inventor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ESFP</strong> Performer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ISFP</strong> Composer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ISTP</strong> Operator</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ESTP</strong> Promotor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ESFJ</strong> Provider</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ISFJ</strong> Protector</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ISTJ</strong> Inspector</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ESTJ</strong> Supervisor</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**SF Relating**
Including and building trustworthiness

**ST Directing**
Action from a strategic perspective

**Personal**

**Logical**
## Popular Career Choices by Type

<table>
<thead>
<tr>
<th>ISTJ (14%)</th>
<th>ISFJ (11%)</th>
<th>INFJ (2%)</th>
<th>INTJ (3%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Take Your Time and Do It Right</strong></td>
<td><strong>On My Honor, To Do My Duty</strong></td>
<td><strong>Catalyst for Positive Change</strong></td>
<td><strong>Competence + Independence = Perfection</strong></td>
</tr>
<tr>
<td>Steelworker</td>
<td>Physician: Family, GP</td>
<td>Psychologist / Psychiatrist</td>
<td>Computer Programmer</td>
</tr>
<tr>
<td>Veterinarian</td>
<td>Dietician / Nutritionist</td>
<td>Clergy</td>
<td>College Professor</td>
</tr>
<tr>
<td>Police / Detective</td>
<td>Teacher: Preschool, Elem.</td>
<td>Novelist / Playwright</td>
<td>Chemical Engineer</td>
</tr>
<tr>
<td>Accountant / Auditor</td>
<td>Guidance Counselor</td>
<td>Human Resources</td>
<td>Lawyer / Judge</td>
</tr>
<tr>
<td>Manager / Administrator</td>
<td>Librarian</td>
<td>Teacher: English/Drama</td>
<td>Architect</td>
</tr>
<tr>
<td>Military Officer</td>
<td>Nurse</td>
<td>Educational Consultant</td>
<td>Scientist:</td>
</tr>
<tr>
<td>Engineering Technician</td>
<td>Optician</td>
<td>Social Worker</td>
<td>Management Consultant</td>
</tr>
<tr>
<td>Efficiency Analyst</td>
<td>Clerical Supervisor</td>
<td>Mediator</td>
<td>Strategic Planner</td>
</tr>
<tr>
<td>Estate Planner</td>
<td>Probation Officer</td>
<td>Speech Pathologist</td>
<td>Investment Banker</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ISTP (6%)</th>
<th>ISFP (6%)</th>
<th>INFP (4%)</th>
<th>INTP (5%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Doing the Best with What I've Got</strong></td>
<td><strong>It's the Thought That Counts</strong></td>
<td><strong>Still Waters Run Deep</strong></td>
<td><strong>Ingenious Problem Solvers</strong></td>
</tr>
<tr>
<td>Farmer</td>
<td>Administrative Assistant</td>
<td>Minister / Priest</td>
<td>Researcher</td>
</tr>
<tr>
<td>Construction Worker</td>
<td>Fashion Designer</td>
<td>Musician / Composer</td>
<td>Computer Programmer</td>
</tr>
<tr>
<td>Pilot</td>
<td>Chef</td>
<td>Psychologist / Psychiatrist</td>
<td>Chemist / Biologist</td>
</tr>
<tr>
<td>Computer Specialist</td>
<td>Physical Therapist</td>
<td>HR Development</td>
<td>Lawyer</td>
</tr>
<tr>
<td>Banker</td>
<td>Beautician</td>
<td>Educational Consultant</td>
<td>Financial Planner</td>
</tr>
<tr>
<td>Intelligence Agent</td>
<td>Landscape Designer</td>
<td>Social Worker / Counselor</td>
<td>Mathematician</td>
</tr>
<tr>
<td>Park Ranger</td>
<td>Storekeeper / Clerk</td>
<td>Writer / Editor / Reporter</td>
<td>Technical Consultant</td>
</tr>
<tr>
<td>Engineer</td>
<td>Dental Assistant</td>
<td>Artist / Entertainer</td>
<td>Artist / Photographer</td>
</tr>
<tr>
<td>Police / Security</td>
<td>Bookkeeper</td>
<td>Teacher: Special Ed, Art</td>
<td>College Professor</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ESTP (6%)</th>
<th>ESFP (7%)</th>
<th>ENFP (7%)</th>
<th>ENTP (5%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Let's Get Busy!</strong></td>
<td><strong>Don't Worry, Be Happy!</strong></td>
<td><strong>Anything's Possible</strong></td>
<td><strong>Life's Entrepreneurs</strong></td>
</tr>
<tr>
<td>Paramedic / Firefighter</td>
<td>Lifeguard / Rec. Attendant</td>
<td>Journalist</td>
<td>Politician</td>
</tr>
<tr>
<td>Pro Athlete</td>
<td>Child Care Worker</td>
<td>Character Actor</td>
<td>Sales Manager</td>
</tr>
<tr>
<td>Auditor</td>
<td>Sales Representative</td>
<td>Marketing Consultant</td>
<td>Venture Capitalist</td>
</tr>
<tr>
<td>Field Sales Rep</td>
<td>Travel Agent</td>
<td>Advertising Director</td>
<td>Systems Analyst</td>
</tr>
<tr>
<td>Optometrist</td>
<td>Receptionist / Secretary</td>
<td>Corporate Trainer</td>
<td>Market Researcher</td>
</tr>
<tr>
<td>Marketing Professional</td>
<td>Promoter / Fund-Raiser</td>
<td>Teacher: Drama / Music</td>
<td>Strategic Planner</td>
</tr>
<tr>
<td>Promoter</td>
<td>Respiratory Therapist</td>
<td>Counselor / Psychologist</td>
<td>Management Consultant</td>
</tr>
<tr>
<td>Stockbroker</td>
<td>Film Producer</td>
<td>Musician / Composer</td>
<td>Advertising Director</td>
</tr>
<tr>
<td>General Contractor</td>
<td>Waiter / Waitress</td>
<td>Photographer</td>
<td>Newspasser / Reporter</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ESTJ (11%)</th>
<th>ESFJ (11%)</th>
<th>ENFJ (4%)</th>
<th>ENTJ (4%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Taking Care Of Business</strong></td>
<td><strong>What Can I Do For You?</strong></td>
<td><strong>The Public Relations Specialist</strong></td>
<td><strong>Everything's Fine – I'm in Charge</strong></td>
</tr>
<tr>
<td>Teacher: Trade/Technical</td>
<td>Nurse / Phys. Therapist</td>
<td>Writer / Journalist</td>
<td>Executive / CEO</td>
</tr>
<tr>
<td>Project Manager</td>
<td>Pediatric Medicine</td>
<td>Psychologist / Counselor</td>
<td>Investment Broker</td>
</tr>
<tr>
<td>School Administrator</td>
<td>Teacher: K-12</td>
<td>Clergy / Priest</td>
<td>Business Consultant</td>
</tr>
<tr>
<td>Factory Supervisor</td>
<td>Retail Owner / Operator</td>
<td>Entertainer / Actor</td>
<td>Attorney / Judge</td>
</tr>
<tr>
<td>Executive</td>
<td>Athletic Coach</td>
<td>Marketing / Public Relations</td>
<td>Sales Manager</td>
</tr>
<tr>
<td>Military Officer</td>
<td>Flight Attendant</td>
<td>Recruiter</td>
<td>Credit Investigator</td>
</tr>
<tr>
<td>Public Official</td>
<td>Hairdresser</td>
<td>Trainer / Consultant</td>
<td>Marketing Personnel</td>
</tr>
<tr>
<td>Bank Officer</td>
<td>Office Manager</td>
<td>Teacher: College</td>
<td>Computer Professional</td>
</tr>
<tr>
<td>Insurance Agent</td>
<td>Home Manager</td>
<td>Physician: Family, GP</td>
<td>Franchise Owner</td>
</tr>
</tbody>
</table>

*Remember: All 16 types can be successful in any profession.*
<table>
<thead>
<tr>
<th>Police / Security</th>
<th>Bookkeeper</th>
<th>Teacher: Special Ed, Art</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ESTP (6%)</strong></td>
<td><strong>ESFP (7%)</strong></td>
<td><strong>ENFP (7%)</strong></td>
</tr>
<tr>
<td><em>Let's Get Busy!</em></td>
<td><em>Don't Worry, Be Happy!</em></td>
<td><em>Anything's Possible</em></td>
</tr>
<tr>
<td>Paramedic / Firefighter</td>
<td>Lifeguard / Rec. Attendant</td>
<td>Journalist</td>
</tr>
<tr>
<td>Pro Athlete</td>
<td>Child Care Worker</td>
<td>Character Actor</td>
</tr>
<tr>
<td>Auditor</td>
<td>Sales Representative</td>
<td>Marketing Consultant</td>
</tr>
<tr>
<td>Field Sales Rep</td>
<td>Travel Agent</td>
<td>Advertising Director</td>
</tr>
<tr>
<td>Optometrist</td>
<td>Receptionist / Secretary</td>
<td>Corporate Trainer</td>
</tr>
<tr>
<td>Marketing Professional</td>
<td>Promoter / Fund-Raiser</td>
<td>Teacher: Drama / Music</td>
</tr>
<tr>
<td>Promoter</td>
<td>Respiratory Therapist</td>
<td>Counselor / Psychologist</td>
</tr>
<tr>
<td>Stockbroker</td>
<td>Film Producer</td>
<td>Musician / Composer</td>
</tr>
<tr>
<td>General Contractor</td>
<td>Waiter / Waitress</td>
<td>Photographer</td>
</tr>
</tbody>
</table>

| ESTJ (11%)        | ESFJ (11%)         | ENFJ (4%)         |
| *Taking Care Of Business* | *What Can I Do For You?* | *The Public Relations Specialist* |
| Teacher: Trade/Technical | Nurse / Phys. Therapist | Writer / Journalist |
| Project Manager    | Pediatric Medicine  | Psychologist / Counselor |
| School Administrator| Teacher: K-12       | Clergy / Priest |
| Factory Supervisor | Retail Owner / Operator | Entertainer / Actor |
| Executive          | Athletic Coach       | Marketing / Public Relations |
| Military Officer   | Flight Attendant     | Recruiter |
| Public Official    | Hairdresser          | Trainer / Consultant |
| Bank Officer       | Office Manager       | Teacher: College |
| Insurance Agent    | Home Economist       | Physician: Family, GP |
Disclosure/Disclaimer

• Youngest kid in my Family
• Meyers Briggs: extravert and a SFJ
• Program Director for 17 years
• Like a good rhyme
Carol Berkowitz: 2007

- Are We Having Fun Yet?
- Danced the Hokey-pokey
Steve Ludwig: 2008

- Poem about Leadership
- Tips for Program Leaders
Lao –Tzu 6th Century

Of the best ruler
The people only know they exist
The next best they love and praise
The next they fear
And the next they revile.
But of the best when their task is accomplished the people remark
“We have done it ourselves”
“How to Train for Victory”

• Do not fear change – embrace it – welcome it
• Hear both sides of every story
• Be supportive rather than critical
• Be optimistic
• Do not give up being a good pediatrician

Steve Ludwig’s Talk at APPD Fall Meeting 2008
“Most Importantly, Have FUN!”

The philosophy of Ben and Jerry “If it is not fun – it is not worth doing”
Ted Sectish: 2009

“Top Ten List for Program Directors”
- Your Priority is Education
- You Do “Satisfying Work”
- You Work With a Team
- You Inspire People to Become Great
- Residents Become Pediatricians in Your Program
- You Help Residents Find Balance
- You Launch Careers
- You Can Be Creative as a Leader
- You Can Be a Scholar!
- You Are Part of a Network of Amazing APPD Colleagues

Ted Sectish APPD Fall Meeting Talk 2009
• Your Priority is Education
• You Do “Satisfying Work”
• You Work With a Team
• You Inspire People to Become Great
• Residents Become Pediatricians in Your Program
• You Help Residents Find Balance
• You Launch Careers
• You Can Be Creative as a Leader
• You Can Be a Scholar!

• You Are Part of a Network of Amazing APPD Colleagues

Ted Sectish APPD Fall Meeting Talk 2009
You Are Part of a Network of Amazing APPD Colleagues

Ann Burke
President-Elect

Susan Guralnick
President

Rob McGregor
Past-President

Ted Sectish APPD Fall Meeting Talk 2009
You Are Part of a Network of Amazing APPD Colleagues

Franklin Trimm  
President-Elect

Dean Hofkosh  
President

Patty Hicks  
Past-President
Welcome to APPD!
Moving Beyond Duty Hours

Top 10 List for Improving Medical Education

Joe Gilhooly, MD
Professor of Pediatrics
Vice Chair for Education
Moving Beyond Duty Hours

Top 10 List for Improving Medical Education

Joe Gilhooly, MD
Professor of Pediatrics
Vice Chair for Education
Number One: 2011

• HAVE FUN!
Franklin Trimm: 2013

- Muses
- “Hanging on” Advice
There’s a thread you follow. It goes among things that change. But it doesn’t change. People wonder about what you are pursuing. You have to explain about the thread. But it is hard for others to see. While you hold it you can’t get lost. Tragedies happen; people get hurt or die; and you suffer and get old. Nothing you do can stop time’s unfolding. You don’t ever let go of the thread.

---William Stafford

Franklin Trimm APPD Talk 2013
Franklin Trimm: Advice

• Remember, embrace and incorporate your roots
• There is always an underdog in need of advocacy—Be that advocate
• Find a source (or 2 or 3) of inspiration that brings deeper meaning to life and work
• Work-life balance
• Integrate, not isolate, your separate gifts and abilities
Ann Guillot: 2014

• Don’t ignore the Joy
• Learn to love-and help the ones who need your help the most
• Call a friend
• Safe Environment
What is the Most Important Thing? The Key??
What is the Most Important Thing? The Key??
Starting out with the APPD
Physician, know thyself

Crazy
- Attention span?
  - Significant
    - Psychiatry
  - Non-existent
    - Emergency medicine

Medical student

Sane
- Hardworking?
  - Very
    - Attitude?
      - Nice
        - Hates adults
          - Paediatrics
        - Hates children
          - Medicine
      - Doesn't matter
      - Mean
        - Patient dead
          - Pathology
          - Afraid of the dark
            - Think small
              - Ophthalmology
        - Patient asleep
          - Anaesthesia
          - Afraid of the light
            - Think big
              - Radiology

Boris Veysman  resident, Yale School of Medicine, New York University, New York, USA
(boris.veysman@med.nyu.edu)
Physician, know thyself

Crazy
  ↓ Attention span?
  ↓ Significant
      ↓ Psychiatry
  ↓ Non-existent
      ↓ Emergency medicine
  ↓ Medical student
  ↓ Sane
  ↓ Hardworking?
      ↓ Very
          ↓ Attitude?
              ↓ Nice
                  ↓ Patient asleep
                      ↓ Anaesthesia
                          ↓ Afraid of the light
                              ↓ Radiology
                                  ↓ Think big
                                      ↓ Dermatology
                                          ↓ Think small
                                              ↓ Ophthalmology
              ↓ Doesn’t matter
              ↓ Mean
                  ↓ Patient dead
                      ↓ Pathology
                          ↓ Afraid of the dark
                              ↓ Ophthalmology
                      ↓ Surgery
              ↓ Not so much
Kind, thoughtful and wants to make the world a better place
“How to Get Involved” Story

• Optimism
• Remembering the Little Engine that Could!
• Always say “Yes” to things APPD
October 5, 2001

Ann Burke MD
Program Director Pediatric Residency
Wright State University
One Children’s Center Plaza
Dayton, OH 45419

Dear Dr. Burke,

The APPD Council appreciates your willingness to serve as Chair of the Curriculum Task Force. Attached please find the list of APPD members who graciously volunteered to serve with you on this task force. They will also receive a note welcoming them to the group and informing them that you will serve as their leader over the next 18 months (from now until the elections in the spring of 2003). At that point the group should know each other well enough to choose a leader (you may be reelected) from among the members of the task force who will then serve a two-year term. In an effort to promote increasing involvement of all members of the organization, the current council members will not be able to serve in the capacity of task force leader. Only when they have rotated off council will they be eligible to serve in this capacity. Interested members may remain on the task force for as long as they are willing to remain active.

The Council has charged your task force as follows:

The charge to the curriculum task force is to ensure that the APPD takes a lead role in promoting and developing a training curriculum that meets RRC requirements, prepares residents for certification, and most importantly reflects the current needs of children in our society. The infrastructure for curriculum development should foster the concept of curriculum that spans the continuum from medical school through CME. The task force will identify curriculum needs and assist the membership by developing strategies to address them.

I would suggest that you contact our Executive Director, Laura Degnon, to help you get a conference call initiated for your group. Between now and the spring meeting our hope is that the group will get acquainted with each other and rearticulate a few objectives and strategies for your task force for the next three to five years. There will be time allotted at the spring meeting for you to give a brief (5 to 10 minute) report to the membership about the plans for your task force.

Best wishes for a productive tenure on the task force. This marks a new milestone for APPD, one that will take the organization into the next phase of growth and development. Should you have any questions, please don’t hesitate to call Laura or myself.

Sincerely,

Carol Carrasco, M.D.
President, APPD
Curriculum Task Force

October 5, 2001

Dear Dr. Burke,

The APPD Council appreciates your willingness to serve as Chair of the Curriculum Task Force. Attached please find the list of APPD members who graciously volunteered to serve with you on this task force. They will also receive a note welcoming them to the group and informing them that you will serve as their leader over the next 18 months from now until the elections in Spring 2003. At that point the group should be able to choose another leader you may be reelected) from among the members of the task force who will then serve a two-year term. In order to promote increasing involvement of all members of the organization, the current council members will not be able to serve in the capacity of task force leaders. Only when they have off council will they be eligible to serve in this capacity. Interested members may volunteer for the task force for as long as they are willing to remain active.

The Council has charged your task force as follows:

The charge to the curriculum task force is to ensure that the APPD takes a lead role in promoting and developing a training curriculum that meets the needs of RRC residents in training. The curriculum should be sure to prepare residents for certification, and most importantly reflect the current needs of children in our society. The infrastructure for curriculum development should foster the concept of curriculum that spans the continuum from medical school through CME. The task force will identify curriculum needs and assist the membership by developing strategies to address these needs.

I would suggest that you contact our Executive Director, Laura DeSoto, to set up a conference call initiated for your group. Before now and the regular meetings of the task force you will be accountable to the other members for your task force for the next two to five years. The meeting of the group you are to give a brief (5 to 10 minutes) report on the plans for your task force.

Best wishes for a productive tenure on the task force. This marks the first of many years. IAPPD, one that will take the organization into the next phase. Should you have any questions, please don’t hesitate to contact me.

Sincerely,

Carol Carraccio, M.D.
President, APPD
The Financial Update: in rhyme

* The APFD had another solid fiscal year.
  So BUD: you just relax, never you fear.
* Assets, budgets... it's all sort of confusing.
  And instead of detailing it, I'll try to keep you from SNAPPING,
  Reserve funds, percentages, investments, reallocation.
After all of this stuff, I need a vacation.
* Money that's income, it comes in to STAY.
  Expenses are monies that go out on its way.
  Assets is money that is all truly ours.
  And, I'm glad to report, that it is amazingly large.
  So, money comes in, money goes out for meetings, special projects. It all gives us some cloud.

* The Association with money is steadily gaining.
  We are building and saving for a day when it rains.
* So thanks to Laura & George for all great guidance and advice.
  In addition, they are exceedingly nice.
Thats the report, its finished, its done.

999 9th Street, NW Washington, D.C. 20001-4727 Telephone 202-898-0900  FAX 202-898-4947
RENAISSANCE HOTELS AND RESORTS
Burke Kids
Be who you are and say what you feel, because those who mind don’t matter and those who matter don’t mind.

- Dr. Seuss
The First Story
Compassion?

“The good physician treats the disease; the great physician treats the patient who has the disease.”
Compassion
Compassion
The Second Story
LEAD
Altruism and Empathy

• “Predominantly cognitive attribute that involves understanding of patient’s experiences, concerns, perspectives combined with a capacity to communicate this understanding and an intention to help”

• Empathy erodes during medical school

• Decreases in empathy during residency
Altruism and Empathy

• “Predominantly cognitive attribute that involves understanding of patient’s experiences, concerns, perspectives combined with a capacity to communicate this understanding and an intention to help”

• Empathy erodes during medical school

• Decrease in empathy during residency
  – Neumann M et al. Empathy decline as a reason for. a systematic review of studies of medical students and residents. Acad Med 2011;86:996

It Increases in The APPD
The Third Story
Milestones Project Feedback: APPD Annual Spring Meeting 2009

• What do you want to see made more explicit in the about ACGME competencies that would assist your learners?
Milestones Feedback from APPD

• Humanism and humanistic qualities
• Emotional intelligence
• Empathy
• Maturity
• Ownership of patients/accountability
• Self Care
• Compassion
• Trustworthiness
HUMANISM

Professional Formation

Words: Self-care, Motivation, Confidence, Compassion, Empathy, Altruism, Caring, Responsibility, Balance, Trustworthiness, Leadership, Insightfulness, Emotional intelligence, Ownership, Confidence.
The Little Organization that Could and The “Seventh Competency”

Presidential Address
March 29th, 2012
Ann E. Burke, MD
The Fourth Story
Courage Award
The James Cancer Hospital

This award is presented to
John Mahan

For your determination, strength, and bravery in your quest to battle cancer.

May 31, 2012
The O. James Niederhuber Espl

Good job!!!

Congratulations!

John Mahan

Good job!!!

Congratulations!!

Love,

Hugs,

[Handwritten messages and signatures]
The Fifth Story
The APPD

- Compassionate
- Empathetic/Altruistic
- Spot-On about “What Matters”
- Positive and enthusiastic
- Always Learning new things
What is the Most Important Thing? The Key??
Maybe there isn’t just one?
“Three things in human life are important: the first is to be kind; the second is to be kind; and the third is to be kind.”

Henry James
Be KIND

• **Be kind** to others – to make someone feel they matter

• Be aware of the importance of inspiring others to **be kind** - people notice kindness to others and are encouraged to pay it forward

• The need to **be kind** to yourself - we are often our own worst enemies in this regard but treating ourselves with kindness is just as important.