Having Your Cake And Eating It Too: Succeeding Personally And Professionally In Medicine

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INTRODUCTIONS
Disclosures & Conflicts Of Interest

• Drs. Boykan, Crotty, and Multerer have documented no financial relationships to disclose or Conflicts of Interest (COIs) to resolve.

• Drs. Boykan, Crotty, and Multerer have documented this presentation will not involve discussion of unapproved or off-label, experimental or investigational use.
Objectives

• Develop an individualized “life plan” for one’s professional and personal lives
• Generate a concrete plan to increase participation in activities that align with one’s career and personal missions
• Describe strategies that will maximize performance at work and at home
PERSONAL AND PROFESSIONAL SUCCESS
What Is Success

Success
Just Ahead
Definitions Of Success

• The accomplishment of an aim or purpose
• The attainment of popularity or profit
• A person or thing that achieves desired aims or attains prosperity
Multiple Levels Of Success

• For the \textit{individual} career success is related to
  • Life satisfaction
  • General mental health

• For \textit{organizations}, individual success is coincident with organizational success

Pachulicz, Schmitt, Kuljanin; Journal of Vocational Behavior; 2008
Satisfaction In Academic Medicine

- Organizational tenure, work experience and educational level NOT found to correlate with career satisfaction
- Locus of control consistently related to career satisfaction
- Income was related to career success for primary care physicians, but not subspecialists
Success In Academic Medicine

- Faculty with >50% clinical effort valued the following as part of career success
  - Patient care
  - Their relationship with patients

- Faculty with ≤50% clinical effort felt success was related to
  - Promotion
  - Clinical research
  - Publications
  - National committees and meeting chairmanships
  - Editorial positions
  - National recognition
Success In Academic Medicine

- Faculty with >50% clinical FTE were
  - Less likely to be professors
  - Less likely to report having a mentor
  - Less likely to have a career plan
  - More likely to be women
  - More likely to report slower career progress
  - More likely to have inadequate resources for academic projects
Reflection

What does **success** mean *personally* and *professionally* to me?
Make An "Oprah" List

1. You
2. Family
3. Work (your consistent job expectations)
4. Personal (volunteer, community)
5. Other
   • Work-related (research, national/committee work, curriculum)
   • Family (kid’s commitments, family gatherings)
Life As A Cake Chart

Personal Perspective

• Personal
  • Exercise
  • Music, theater, dance
  • Cooking
  • Reading
  • Friends & family – keeping diverse connections

• Other
  • Work-Related: Research & collaboration, national committee work, manuscript writing, workshop preparation
  • Non-Work-Related: Charity work, volunteerism, neighborhood/political groups
Life As A Cake Chart
From The Perspective Of Your Chair

Clinical

Family/Personal

Other (Research)

Associate PD
Life As A Cake Chart
Spring/Summer
Life As A Cake Chart

Fall/Winter

Clinical
Family
Personal
Other
Associate PD
Individual Activity

• Refer to your packets
• Complete your own “Life Cake”
## Structure Your Day

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30 – 7:30</td>
<td></td>
</tr>
<tr>
<td>7:30 - 8:30</td>
<td></td>
</tr>
<tr>
<td>8:30 - 12</td>
<td></td>
</tr>
<tr>
<td>12 - 1</td>
<td></td>
</tr>
<tr>
<td>1 - 3</td>
<td></td>
</tr>
<tr>
<td>3-5p</td>
<td></td>
</tr>
<tr>
<td>5-8p</td>
<td></td>
</tr>
<tr>
<td>8p-Bed</td>
<td></td>
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</tbody>
</table>
# Structure Your Day

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:00 - 7:00</td>
<td>Quiet work or exercise</td>
</tr>
<tr>
<td>7:00 – 7:30</td>
<td>Noah breakfast/school</td>
</tr>
<tr>
<td>7:30 – 8:30</td>
<td>Work or exercise</td>
</tr>
<tr>
<td>8:30 – 12</td>
<td>Clinical time</td>
</tr>
<tr>
<td>12 - 3</td>
<td>Conferences/meetings</td>
</tr>
<tr>
<td>3-5p</td>
<td>Homework/activities (piano, violin, tennis)</td>
</tr>
<tr>
<td>5-8p</td>
<td>Dinner/activities/other work</td>
</tr>
<tr>
<td>8p-Bed</td>
<td>Work/home/personal</td>
</tr>
</tbody>
</table>
# Structure Your Day

## Examples

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>5:30-6:30</td>
<td>Exercise</td>
</tr>
<tr>
<td>6:30-7:30</td>
<td>Kids to school</td>
</tr>
<tr>
<td>7:30-8:30</td>
<td>Check emails/Review daily schedule</td>
</tr>
<tr>
<td>8:30-noon</td>
<td>Rounds/clinic session</td>
</tr>
<tr>
<td>Noon-1pm</td>
<td>Check emails/Put out fires</td>
</tr>
<tr>
<td>1pm-4pm</td>
<td>Meetings</td>
</tr>
<tr>
<td>4pm-5pm</td>
<td>Check emails/Review schedule for am</td>
</tr>
<tr>
<td>5pm-7pm</td>
<td>Dinner, homework/Activities</td>
</tr>
<tr>
<td>8pm-Bed</td>
<td>Volunteer work, non-work emails, watch TV, read</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morning session</td>
<td>Work: Rounds, bills</td>
</tr>
<tr>
<td>Afternoon session</td>
<td>Family: Mystery reader in class, parent teacher conf, exercise</td>
</tr>
<tr>
<td>Evening session</td>
<td>Work: Research, emails, grant app</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morning session</td>
<td>Personal: Exercise, errands, groceries</td>
</tr>
<tr>
<td>Afternoon</td>
<td>Work: Clinic session, meetings, research</td>
</tr>
<tr>
<td>Evening</td>
<td>Family: Music lessons, gymnastics, homework</td>
</tr>
</tbody>
</table>
YOUR INDIVIDUALIZED LIFE PLAN
The Individualized Life Plan

- Cousin to the *Individualized Learning Plan*
- Allows reflection on where you are and where you want to be
- Documentation of
  - Long and short term personal and career goals
  - Detailed steps on how to achieve short and long goals
The Individualized Life Plan

• Allows one to critically appraise their current personal and career activities
  • Are the activities aligned to their goals?
  • Are there other activities one should pursue?
• Provides a stimulus for career and personal development and planning
Complete Your ILP

Let’s get started!
Small Group Discussion

• What were some realizations and challenges you found in completing your ILP?
STRIVING FOR ALIGNMENT
Just Say "Yes"

- Junior faculty member having lunch with the dean
- Junior faculty member: "What is one piece of advice you have for me at the start of my career?"
- Dean: "Just say 'Yes'!"
When Saying Yes Is A No

• Can accumulate friends and favors
• Can open opportunities but...
• If not done thoughtfully, can result in being overwhelmed with work that doesn't align with your values
Saying No...Why Is It So Hard?

- We fear
  - Losing a job or role
  - Hurting a relationship
  - Losing respect
  - Feeling guilty
  - Retaliation
Know Your "Yes"

• Mission, Vision, Values
• Strengths, Passions, Values
• Interests, Needs, Values
• What really matters?
Finding Meaning

• Altering tasks: devote most time and energy to gratifying activities

• Relationships:
  • Avoid toxic co-workers
  • Spend time with positive influences

• Reframing: See "the big picture"

“Work gives you meaning and purpose, and life is empty without it.”
– Stephen Hawking
Specific Strategies

• Show the evidence
• Offer an alternative
• Propose a problem-solving process
• Offer an If-Then
• Change the timing
• Allow [insert boss here] the opportunity to say "no"
• Delegate appropriately
Alignment Activity

• Review current tasks

• For those not associated with a goal:
  • Do you enjoy it?
  • Does it cultivate an important relationship?
  • Is it a job requirement?

• What's left: make an action plan
WAYS TO MAXIMIZE YOUR SUCCESS
Strategy 1: Identify Priorities

- Closet Example
- Best Opportunities
  - Passion
  - Talent
  - Meets a Need
Strategy 2: 60 Seconds To Clarity
Strategy 3: Mentors & Partners

- Mentors
  - How to choose
  - How to schedule

- Partners
  - Who to include
  - What to run by them
Strategy 4: The Many Ways To Say No

• Automated
• "Monk Mode"
• Graciously
• No, No but, Yes!
Strategy 5: Outsourcing

• Don’t do things you don’t enjoy
• Our tips
  • Feeding the family
  • Creative childcare
  • Home care
  • Reading
Wellness

- Selecting
- Scheduling
- Rewarding
How To NOT Procrastinate

• Utilize your calendar
• Deadlines
• Alarms
• Quick Jobs
What We Do?

- Child Care
- House Cleaning
- Food Preparation
- Calendars
Use What We’ve Learned

• Apply some of our techniques to a current situation in your life OR to one of the sample situations

• Report back out to large group with your favorites
Take Home Points

• The demands physicians face personally and professionally can be overwhelming
• Thoughtful reflection on one’s goals and activities should be completed regularly
• Aligning activities requiring a large amount of time with one’s goals will promote success
• Know “your yes” and become comfortable with saying no
Thank You!!