Climbing Mount Everest – How to think about a career in hospitalist medicine

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Disclosures

Advisory Board

Editor

Why this title?
Edmund Hillary and Tenzing Norgay

Sir Edmund Hillary and Tenzing Norgay
Thinking about your career

- I had it all wrong
- Lessons learned along the way
- Formal education
- Interviews of leaders
- Always, always consider the source…
Not a road map, but a series of touchstones…

- Content expertise
- Know thyself
- T vs t teaching (as an example)
- Selling yourself
- Other lessons learned

Content expertise

The best “educators”
- follow intellectual and scientific developments within their field
- do research
- take a strong interest in the broader issues of their discipline
Location, location, location

- HMS – 12,251 faculty
- Boston Children’s Hospital – 1,026 active staff
- Division of Pediatric Emergency Medicine – 92 faculty

Three things

- Past performance
- Authenticity
- Passion
“To be authentic is literally to be your own author…to discover your own native energies and desires, and then to find your own way of acting on them…”

Warren Bennis
Distinguished Professor of Business Administration
University of Southern California

The Golden Circle

Simon Sinek
“Start with why”
Passion

Science shows passion is contagious

What makes your heart sing

I am at my best when…
The buckets of your life

- 168 hours in a week
- Subtract out sleep

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<thead>
<tr>
<th>Bucket</th>
<th>Attention given (%)</th>
<th>Attention desired (%)</th>
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<tbody>
<tr>
<td>Professional life</td>
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<td>Family life</td>
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<td>Personal life</td>
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<td>Community and friends</td>
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Self perspective

- Truly knowing oneself is the most important attribute in being authentic
- Most important lens is a mirror
Self perspective

Things I’m good at

Self perspective

Things I’m good at

Things I love to do
Things I’m good at
Things society values
Things I love to do

“Sweet spot”

Scott Snook, Senior Lecturer, HBS
Academic medicine perspective

What I get
promoted for

What I get paid for

What I love to do

T versus t teaching

• I hear this a lot…

  “I love teaching… I want to be a medical educator…”
Know yourself

- What are your key strengths?
- What adjectives come to mind to describe you?
- Where are your growth edges?

Know your audience

- The pitch is tailored to *them*, not to *you*
- People listening to a prospective candidate are always thinking “WIFM…”
- Focus on their needs
Selling yourself

• What is it you are trying to let others know about you?
• What makes you unique?
• What separates you from other candidates?

Put it on paper

• Write down everything
  – About you
  – About what you are looking for
  – About what you can offer
Say it out loud

• Lots of things look good when written down
• Stories are powerful
• Be natural
• Practice, practice, practice

Two key concepts

• Delayed gratification
• There is only one person responsible for your career
The effects of stress

Stress causes people to look inward

Leadership is about looking outward

Lessons learned

• Develop a local reputation of excellence
• Institutional memory
• Reimbursed / non-reimbursed functions
• Indispensability
And a few more…

- Saying yes and saying no
- SITO vs PITA
- Subconscious message from lists
- Everything you do is a reflection of you…

Questions?

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