

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

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Disclosures

Advisory Board



Editor

Decision Support in Medicine™

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

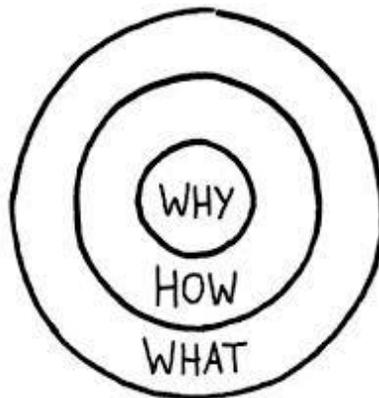
- Past performance
- Authenticity
- Passion

“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

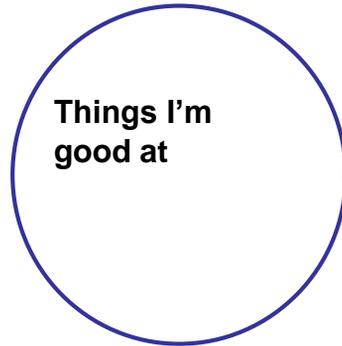
<u>Bucket</u>	<u>Attention given (%)</u>	<u>Attention desired (%)</u>
Professional life		
Family life		
Personal life		
Community and friends		

Self perspective

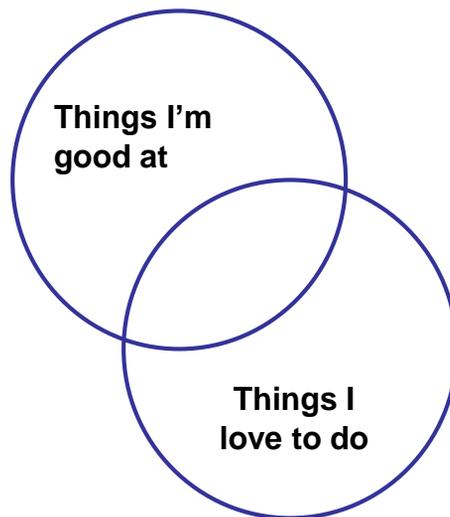
- Truly knowing oneself is the most important attribute in being authentic
- Most important lens is a mirror



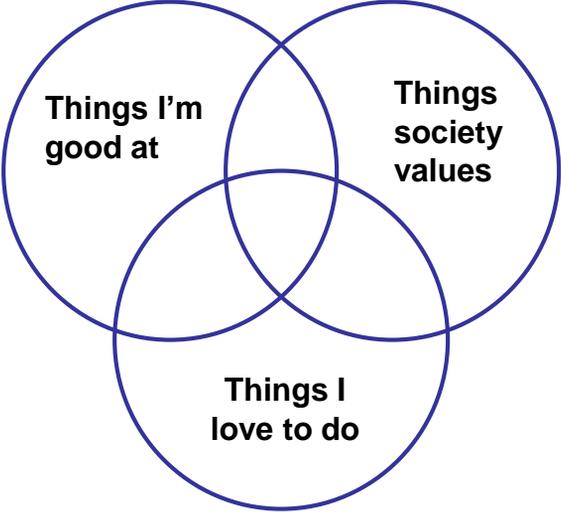
Self perspective



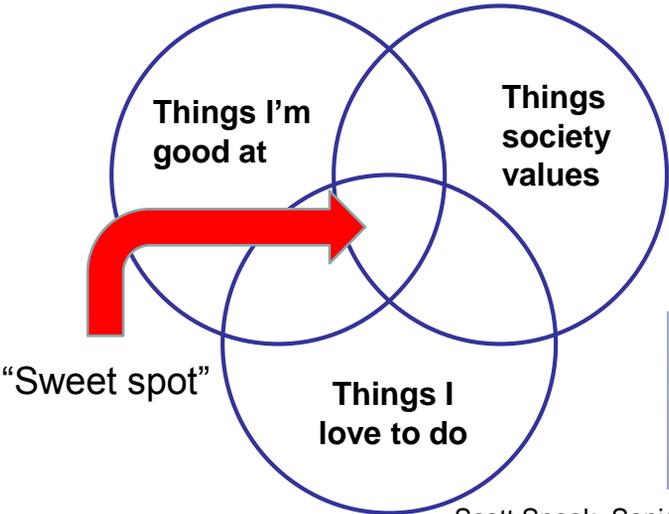
Self perspective



Self perspective

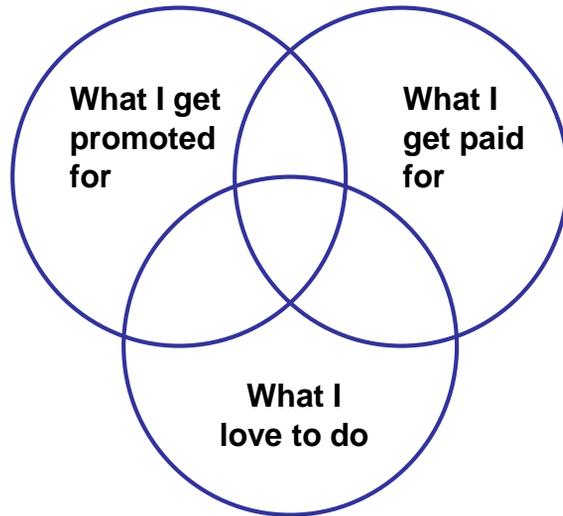


Self perspective



Scott Snook, Senior Lecturer, HBS

Academic medicine perspective



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



Mount Washington Observatory



THIS CAR CLIMBED
MT. WASHINGTON



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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