

Career Planning Personal Workbook: Defining Personal Career Goals



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Things that pertain to your personal life after fellowship:

1. Define “neonatology!” - Scope of Practice activities
2. Explore the spectrum and distribution of practice-related activities
3. Envision your “ideal” career activities
 - a. Essential components
 - b. Desirable components
 - c. Restrictions or limitations
4. Compare and contrast academic, private practice, and hospital-based practice.
5. Think ahead!

The purpose of this workbook is for you to contemplate your future in Neonatal-Perinatal Medicine and to document those thoughts for your career planning process.

Spend the next few minutes on this workbook. No need to dwell on your answers, in many cases your first instinct will be the most important.

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You meet up with a long-lost friend who heard you became a doctor. You affirm, telling him that you are a neonatologist. He asks, as you enter the elevator for a 5-floor ride, “What is neonatology?” Provide your answer, in 25 words or less.

Other ways of asking this question are:
“What is the mission of neonatology?”

“For what is neonatology, the subspecialty, responsible?”

After he has gotten an idea of what neonatology is, your friend, who is a writer, asks, “What does a neonatologist do?” Or “What responsibilities are part of the daily on-the-job activities within neonatal practice(s)?”

List all the duties of a neonatologist: (order is not important)

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Rank the top five of your preferred on-the-job duties.

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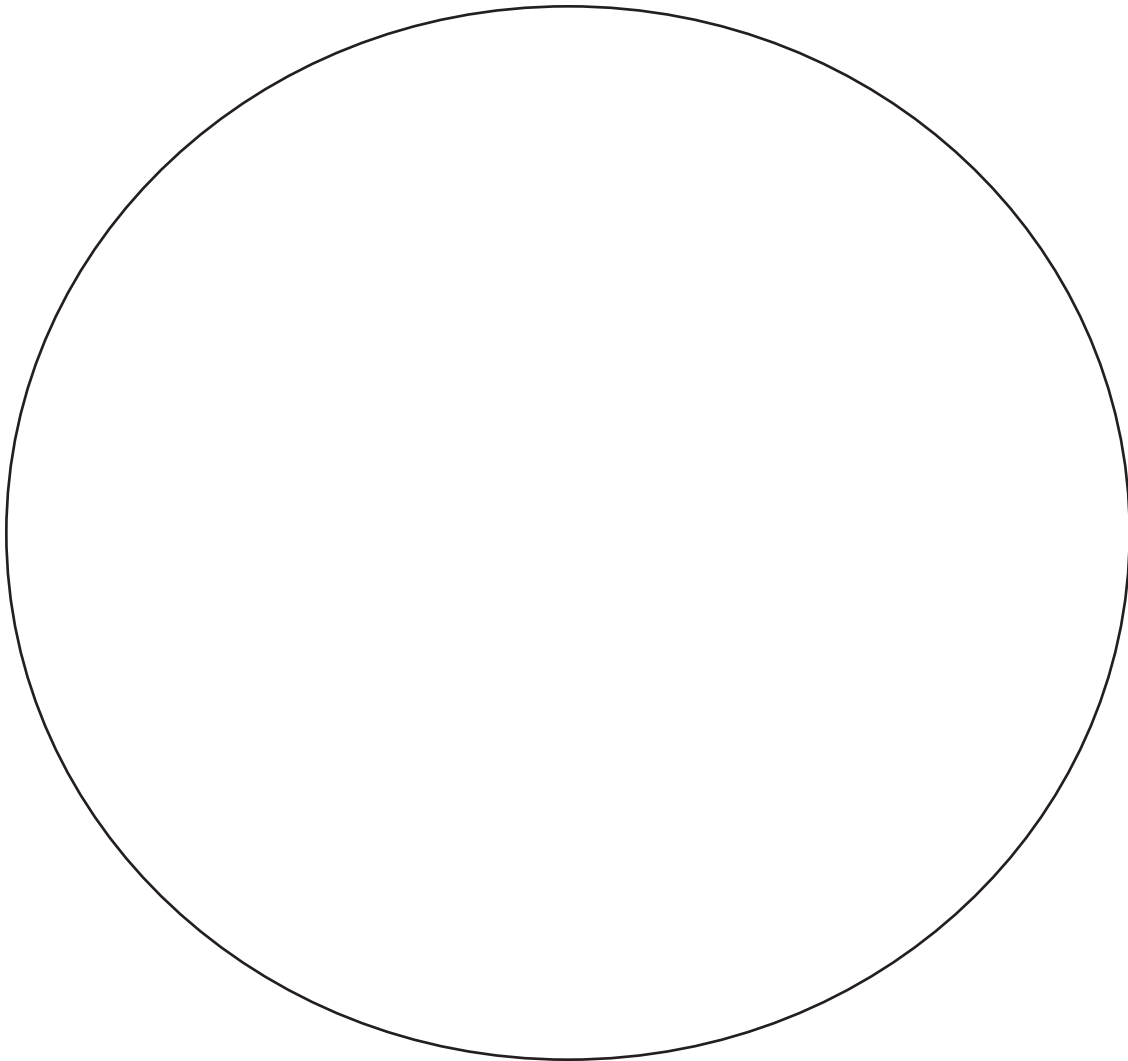
Three Circle Exercise

Each circle will consist of **all of the on-the-job time** over the period of your fellowship, or of one year in practice.

Circle A: Use these wide categories of professional responsibilities:

C = clinical; A = administration; E = education (teaching);

S = scholarly/research endeavors, and O=organized medicine, to make a pie chart. Please fill in this circle of time to represent how you spent/will spend your time over your three-year fellowship.

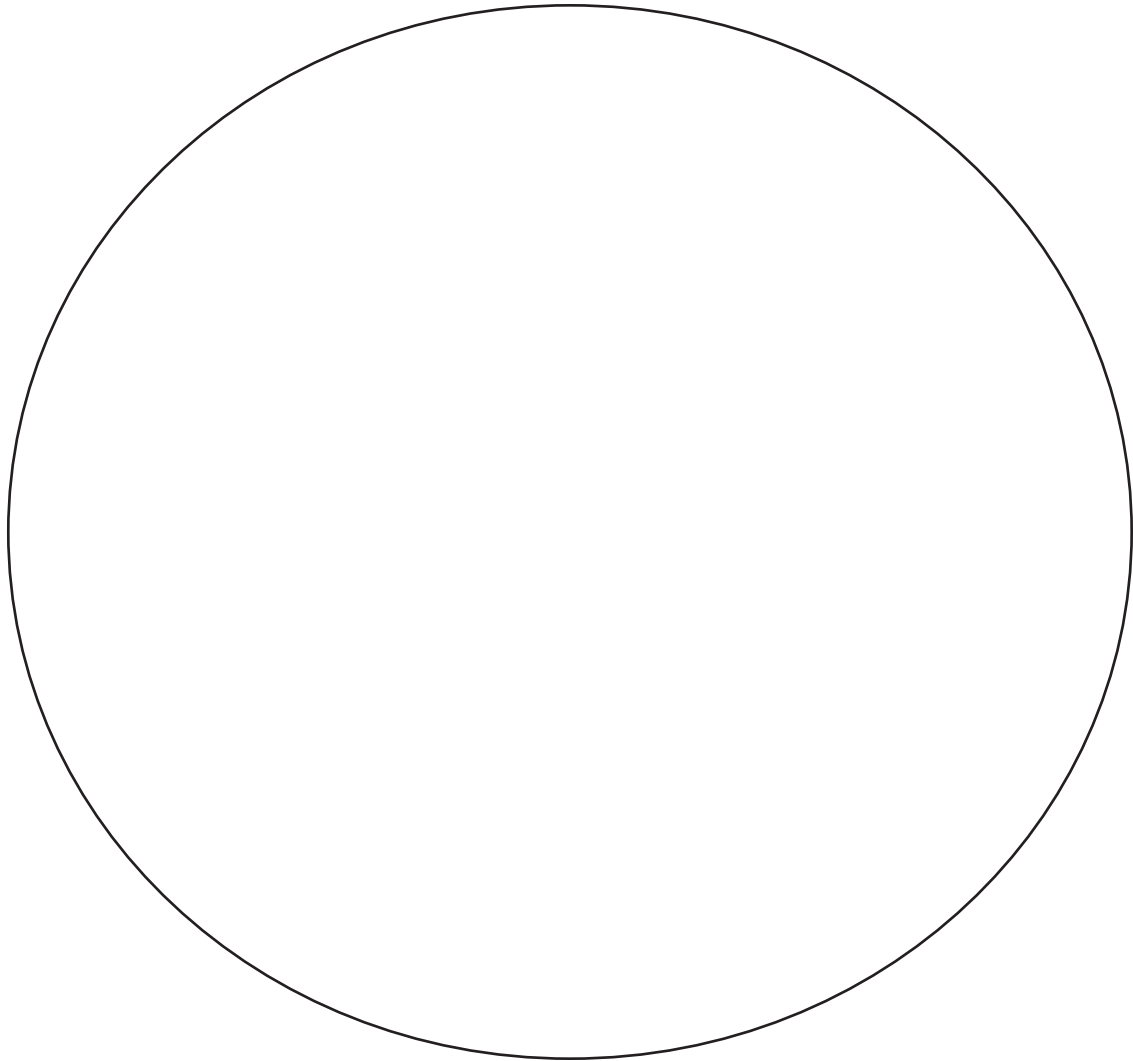


Of the 168 hours in the average week, how many were involved with job-related responsibilities?



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Circle B: Backwards imaging: **Think of yourself as a mid-career neonatologist.** Divide the circle as to how you would like to have your time divided—realize that your practice will share **Clinical, Scholarly, Educational, Administrative,** and **Outside** (the practice) organizational responsibilities. (Include only activities that you feel should be part of the job, ie, time spent in activity is time compensated by the practice.)



How many hours will you be working per week (in this ideal world)?

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Introspection

Consider each of these major areas of potential practice responsibilities. For each, write a short note as to how this activity fits into your ideal future practice activity. (Listed alphabetically to avoid bias!)

[eg: "Don't want to do much of this." "The more of this, the better." "Necessary evil, hope a colleague likes it more." "This is the arena in which I'd like to advance my career the farthest." "Not on practice's time - do this on your own time!"]

Administration:

Clinical care:

Education/teaching:

Outside the practice or Organizational activities (eg, AAP, NRP, State or National Medical, other organizations outside the practice):

Scholarly activities (research):

Of these five areas of practice or professionally-related activities, in which would you like to advance the farthest?

I will be the BEST _____ that I can be.

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Neonatology overall:
Reflect on the subspecialty as a whole.

Supply: Will there be a greater or lesser number of neonatologists in the future?
How does that apply to your ideal practice?

What aspects of neonatology will be most important to attract pediatric trainees into the field?

- 1.
- 2.
- 3.

Demand: List 3 factors that you think will influence the DEMAND for neonatologists as you advance in practice:

- 1.
- 2.
- 3.

List 3 (or more) influences on the SUPPLY of neonatologists that will be important to consider?

- 1.
- 2.
- 3.

Where will the scale be?

Factors affecting Workforce



Factors affecting Workload

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Introspection

Look at the following list. Circle the four or five most important “deal-makers/deal-breakers” as you consider your new position.

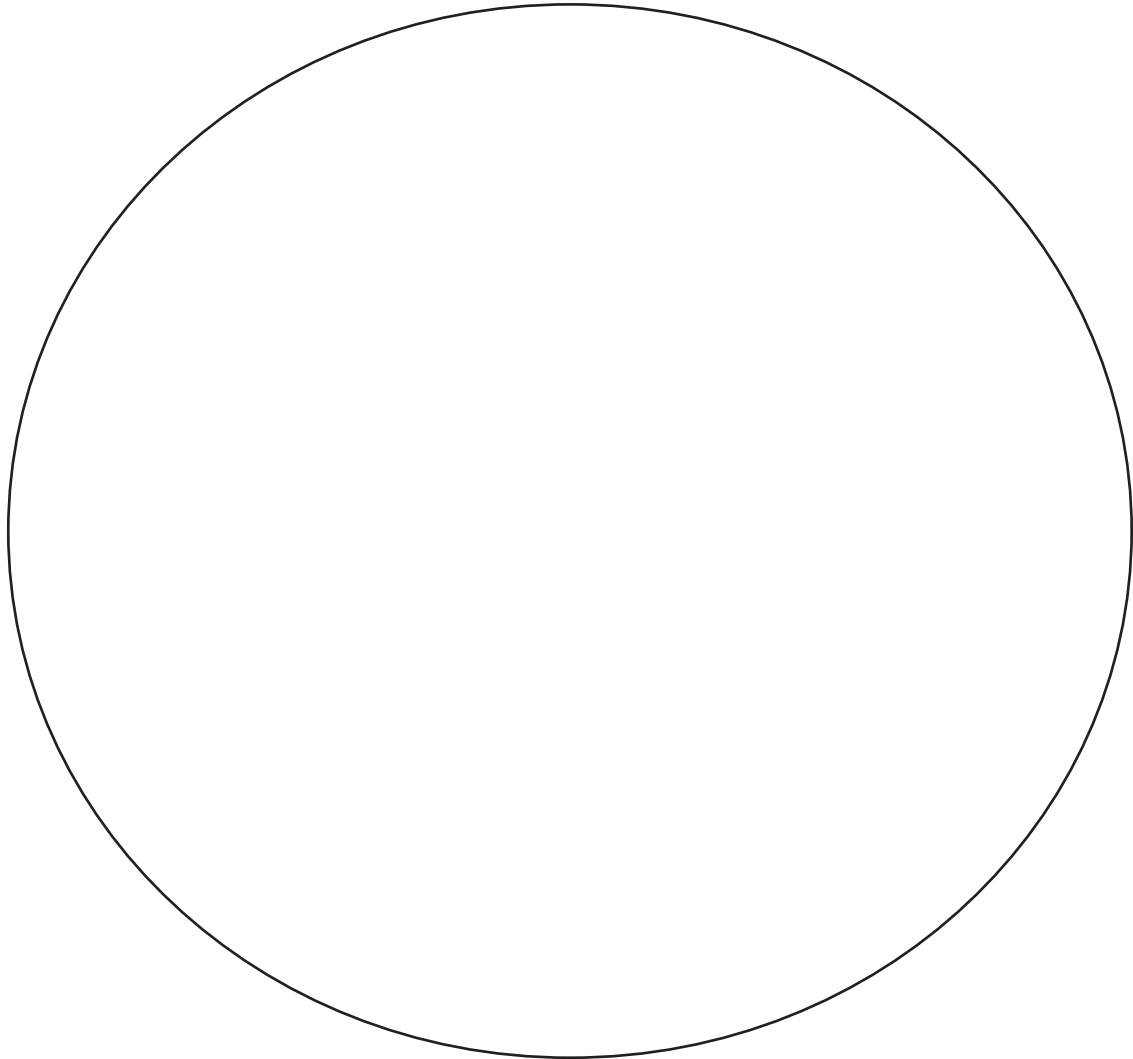
- Advancement
- Advance Practice Nursing
- Benefits
- Continue my research
- Family leave policy
- Family proximity
- Hospital/University reputation
- Independence
- In-house call
- Intensity of patient mix
- International medicine
- Large practice group (6+)
- Location (town/latitude/politics)
- Office space
- Organized medicine opportunity
- Partner interaction pattern
- Pregnancy leave policy
- Reputation of neonatologists
- Research potential
- Salary
- Schedule/duty hours
- Spousal issues
- Small group (five or fewer)
- Teaching
- Unit size
- Vacation
- Variety of job roles
- Wide range of patient mix
- Other _____
- Other _____

Write the three to five of the most essential for you:

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Circle C: Your new job starting out.

Using **A, C, E, O, and S**, apportion this circle as to how you want **your new position** to divide your on-the-job time over a one-year period.



The 80-hour rule has ended! Good news? Bad news?
How many hours per week on the average do you expect to spend at the job site, i.e., in the nursery, clinic, lab, etc.?

How many additional hours do you expect to have to be available, but not required, to be at a job site?

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Backwards Imaging

This concept from leadership training involves envisioning a future—and then looking backwards to consider the steps required to get there.

How does Circle C compare with Circle B?

Is Circle C a good step leading to Circle B? How so?

What do you NEED in Circle C (1st job) to get to Circle B?

Remember, your first job position should be a reasonable first step toward your long-term career aspirations. Use this space to **write the job ad** that you would find most consistent with the melding of your professional, personal, and family needs.

Now, you may have a better sense of what you're seeking.

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Picking Your Future Colleagues

Which of the following do you think is the biggest stress-producer as reported by neonatologists in practice more than 10 years?

- Clinical: difficulty in patient management
- Clinical: disputes about care
- Codes/Money/Reimbursement
- Compliance with rules [from outside practice]
- Colleagues' interactions
- Family
- Time constraints
- Hospital or University politics
- Other _____

If you selected "colleagues' interactions," you're correct. Why is "getting along" important?

(You may want to read the Web site discussion on collegiality.)

List the *characteristics of potential practice professionals* that you could observe or inquire about, and that would suggest that you would "like to work with these people."

- 1.
- 2.
- 3.
- 4.
- 5.

List *practice activities, policies, or behaviors* that you could observe or ask about, that you feel may be important in assessing collegiality in a practice group you are considering.

- 1.
- 2.
- 3.
- 4.
- 5.

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Notes: