Designing Your Career

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Many thanks to:

Robb Glenny
Patricia Kritek
The Joy of Academic Medicine
“Realization of one’s potential and purpose – the point at which a person’s passions, strengths, and core values interact synergistically in his or her work.”

First Principles

Career planning is an active process

You need to do some self-reflection first

Input from others is also essential
Mindset for Career Planning

- Be curious
- Know it’s a process
- Reframe problems
- Try stuff
- Have fun
- Ask for help

Designing your career
An approach

- Take stock
- Design
- Set some goals
- Check alignment
- Socialize
Take stock: Core Values

https://jamesclear.com/core-values
https://benjaminspall.com/core-values/
Prioritize Your Values

What do I value most?

If I could live by just 5 values, what would they be?

How do these values show up in my life?

If I had to choose 2 values, what would they be?
Take Stock: Identify Your Strengths

Mentorship
Curiosity
Writing
Collaboration
Effective teacher

Leadership
Nurturing
Logical thought
Hard work

Creativity
Ingenuity
Supportive friend
Independent thought

Great parent
Meticulous care

https://www.viacharacter.org/
Continued Reality Check

List all the elements of what you do in your life

Are they equally important?
If not, make the pieces of the “pie” bigger or smaller

How are you feeling about each element?

• Red: Yikes! This isn’t where I want it to be
• Yellow: At risk. OK now but may need adjustment
• Green: Great spot! Keep it as is
Design

Mantra: Test and Learn!

Default to action

Design

- Brainstorm: no judgement
- Choose a few ideas (but keep the list)
- Small experiments to test ideas
- What are you learning?
Design

Prototype your ideas

What is exciting?

Show them to others

What are you learning?
Draft a plan

Leverage what you are learning

Where do you want to be 10 years from now?

THINK BIG!!!
What is your dream for yourself?

Create a CLEAR and COMPELLING GOAL!
Begin with the end in mind

1-year goals
3-year goals
5-year goals
10-year goals

Can help assess “opportunities” as they arise
Setting goals to achieve your 10 year goal

- Limit the total number of goals
- Make them SMART
- What does success look like?
Identify what you need to learn

Ask senior colleagues

Ask your peers
Support Learning: Write A Learning Contract

- Learning objectives
- Target dates to accomplish these
- Action steps to get to objectives
- Resources needed to get there
- Metrics for success
Check Alignment: Core Values

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### Socialize: Engage Supervisors & Mentors

<table>
<thead>
<tr>
<th>“Boss”</th>
<th>Mentors</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Separate meeting – not annual review</td>
<td>• Find folks who will be honest</td>
</tr>
<tr>
<td>• Work for engagement &amp; excitement</td>
<td>• Get a few different perspectives</td>
</tr>
<tr>
<td>• Align your goals with steps to promotion</td>
<td>• Include long and short-term goals</td>
</tr>
</tbody>
</table>
Who is on your team?

Colleagues
Mentors
Boss
Partners
Family
Friends
Continue to Test and Learn

- Plan as year comes to close
- Protect time for reflection
- Reassess your goals
Take Homes

1. Begin by spending time in self-reflection
2. Take the time to write things down
3. Seek and incorporate input from others
4. Find time to do this regularly – it is iterative
Foundational Resources

Thank you

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