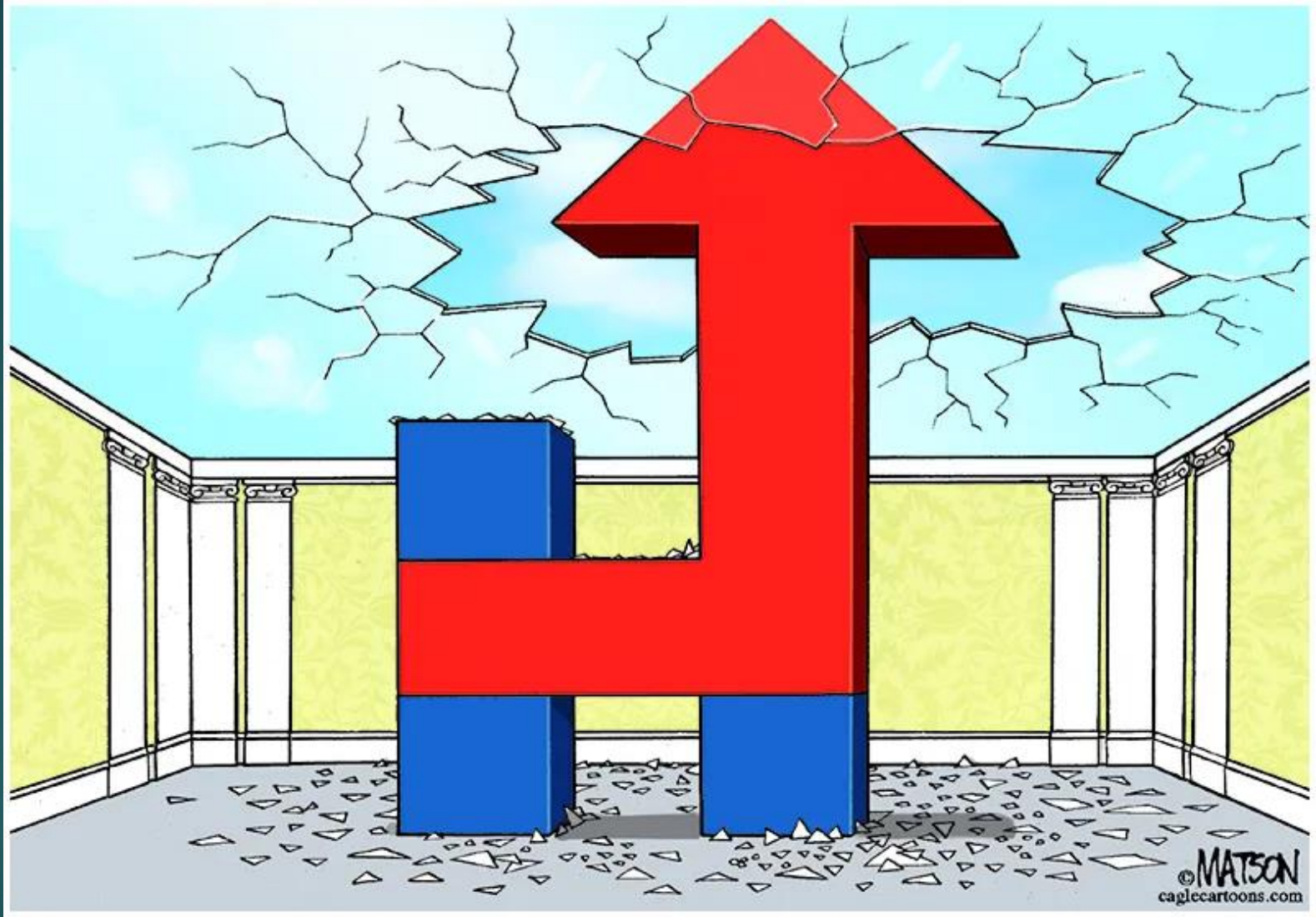


Breaking Barriers: Stepping Beyond Comfort to Define and Achieve Your Leadership Potential in Medical Education

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Creating Career Goals

- ▶ Where are you in your current career?
 - ▶ Early Career
 - ▶ Mid-Career
 - ▶ Late Career
- ▶ What are your career goals?
 - ▶ Get more efficient or knowledgeable
 - ▶ Get promoted in current position
 - ▶ Find a new position
 - ▶ Become a mentor to others

Creating Professional Goals

- ▶ Where are you in your current professional journey?
 - ▶ Getting started
 - ▶ Moderately involved
 - ▶ An active leader
- ▶ What are your future goals?
 - ▶ Medical Education Researcher
 - ▶ Chair/Leader of Association
 - ▶ Mentor to Others
 - ▶ Other?

What is Your Personal Glass Ceiling?

CAN BE ANYTHING!

- Becoming a director
- Becoming a manager in your program
- Being known as a leader or mentor in your institution
- Publishing manuscripts
- Earning an advanced degree or doctorate
- Becoming a leader in a professional organization
- Doing talks nationally

My Glass Ceiling

Identify the Ceiling

- ▶ My Example: DHA

Short Term Action Items

- ▶ Research Scholarships and Tuition Assistance
- ▶ Convince my Husband
- ▶ Identify two things I can spend less time on

Long Term Action Items

- ▶ Enroll in a program
- ▶ Dedicate time to study

Common Barriers

- ▶ Reluctance to move outside our comfort zones
- ▶ Advocacy
 - ▶ Internal and External
- ▶ Competing priorities
- ▶ Unsupportive managers/co-workers
- ▶ Imposter Syndrome

Comfort Zones

- ▶ Identify where you feel the most comfortable
- ▶ Identify where you feel uncomfortable
 - ▶ How do you react in these situations?
- ▶ Make a plan
 - ▶ Situations
 - ▶ Education
 - ▶ People



Advocating for Yourself

- ▶ Ask for what you need
 - ▶ Funding for courses/certificates/education
 - ▶ Protected time for these
 - ▶ Conference Attendance
 - ▶ Memberships
- ▶ Ask your manager what they are doing to advocate for you
- ▶ HELP

Unsupportive team/leadership

What happens when your manager/leadership is NOT supportive

- ▶ Start with self-reflection
- ▶ Stay calm and diplomatic
- ▶ Exude excellence consistently
 - ▶ Forward any praise or thank yours
- ▶ Plan a change
- ▶ Find other supportive mentors/leadership

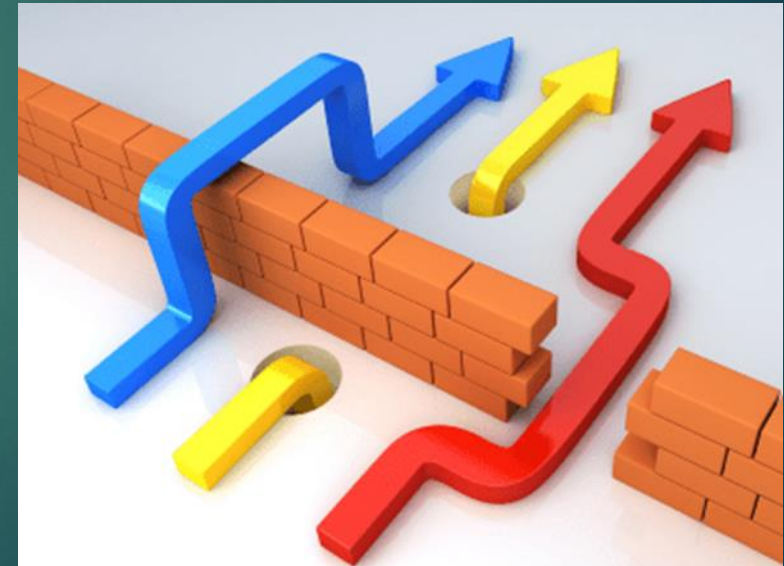


The Importance of Mentors

Mentorship is important because it provides employees with the opportunity to develop and become more competent in their roles as well as prepare for growth opportunities in the future.

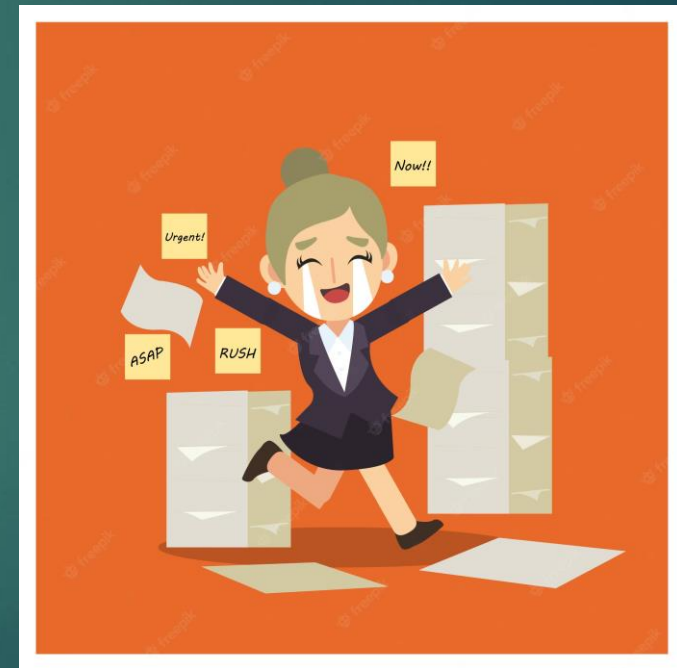
Developmental Networks

- ▶ Advance Your Career
- ▶ Help Get the Job Done
- ▶ Personal Support



Competing Priorities

- ▶ Block off time
- ▶ Ask for help
- ▶ Assess your processes
- ▶ Say yes to at least 1 new thing per quarter



Imposter Syndrome

- ▶ Facts
- ▶ Learning
- ▶ Evidence
- ▶ Acknowledge
- ▶ Reframe
- ▶ Anticipate
- ▶ Share
- ▶ Mentors
- ▶ Celebrate!

Kick imposter syndrome to the curb by:



Focusing on
facts



Learning from
team members



Fighting feelings
with **evidence**



Acknowledging and
releasing feelings



Reframing negative
thoughts



Anticipating the
feelings



Sharing it with
someone



Finding a
mentor



Celebrating a **win**
(toot your horn!)

Getting More Involved – Institutional

- ▶ Coordinator Committees
- ▶ Newsletters
- ▶ Mentorship Programs
- ▶ Professional Organizations (outside GME)
- ▶ GME Committees/Subcommittees

Getting More Involved – National/Specialty Specific


- ▶ NSAMA
- ▶ AHME
- ▶ ACGME
- ▶ Specialty Specific
 - ▶ AMA, APPD, Others?
- ▶ Facebook Groups

Putting it all together

- ▶ Identify Career Goals
- ▶ Identify YOUR Glass Ceiling
- ▶ Address Barriers
- ▶ Identify institutional and/or other opportunities to get involved

What happens when we break our glass ceiling?

- ▶ Continue to evaluate yourself
- ▶ Update goals
- ▶ Update networks and mentors
- ▶ Find a new ceiling – then break it



“The only limit to the height of your
achievements is the reach of your
dreams and your willingness to
work for them”

~Michelle Obama