

# Self Advocacy: Goal Setting, Career Planning and Self-Assessment for Trainees and Early Career Faculty



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# Objectives

- To review an approach to career planning for trainees and early career faculty
- To reflect on one's strengths, weaknesses, skills and values
- To practice setting long- and short-term goals and outline systems of accountability

# Introductions

Who is in the audience?

## Goal Setting

Based on your current career stage, identify a goal you wish to achieve in the next 1-2 years.

**Write it down!!**

# Establish an Individual Development Plan (IDP)

Assessment of your  
Interests ~ Values ~ Skills

What are your values?

What are you interested in accomplishing?

What are the steps to take?

<http://myidp.sciencecareers.org> vs. Paper

# Worksheet

## Self-Reflection for Career Planning

My goal for the next 1-2 years:

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### Part A.

My top skills are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

My strengths are \_\_\_\_\_

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My weaknesses are \_\_\_\_\_

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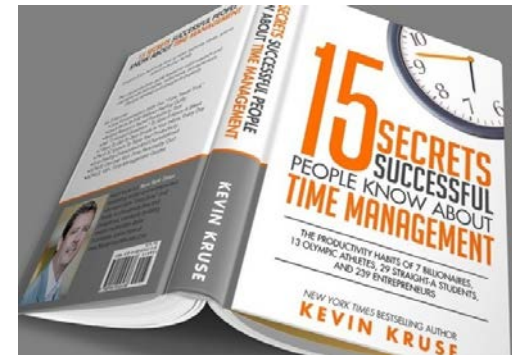
What are the things I want from a [residency/fellowship/job]? \_\_\_\_\_

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# Setting priorities

- Use a calendar, avoid to-do lists
- Focus on periods of high energy
- Establish your Most Important Task (MIT) daily



# The Urgent Important Matrix



# Setting SMART goals

S

- **Specific:** State exactly what you want to accomplish (Who, What, Where, Why)

M

- **Measurable:** How will you demonstrate and evaluate the extent to which the goal has been met?

A

- **Achievable:** stretch and challenging goals within ability to achieve outcome. What is the action-oriented verb?

R

- **Relevant:** How does the goal tie into your key responsibilities? How is it aligned to objectives?

T

- **Time-bound:** Set 1 or more target dates, the “by when” to guide your goal to successful and timely completion (include deadlines, dates and frequency)



# Examples of SMART goals

I want to lose weight vs.

**I want to lose 10lbs by November 16, 2019**

I want to write a manuscript vs.

**I want to write 500 words of the methods section by next Friday**

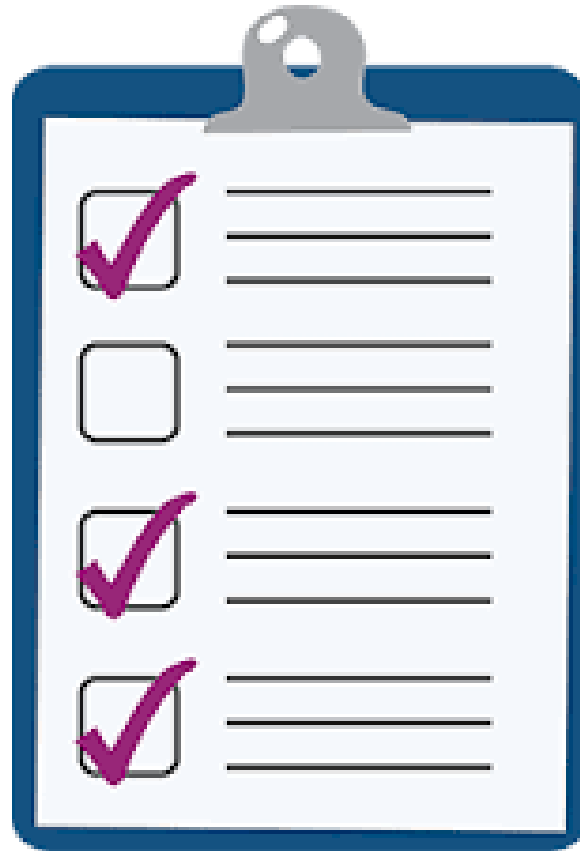


# Share SMART goals

[PollEv.com/laurenblock827](https://www.pollEv.com/laurenblock827)



# Outline the Action Items to Complete in the Next 6 Months



# Systems of accountability

- Senior mentor/Advisor
- Peer mentor/Colleague
- Family and friends
- Calendar reminders

# Thank You !

## References:

Zerzan JT, Hess R, Schur E, Phillips RS, Rigotti N. Making the most of mentors: A guide for mentees. *Academic Medicine* 2009; 84(1):140-4.

Wulf KL, Hurtubise L, Brod H, Binkley PF. The CARE Inventory: A self-reflective, behavior-based instrument to guide professional development and mentorship of academic faculty. *MedEdPortal*. 2018; 14: 10763.