Introduction to CAREERS in MEDICINE

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CiM Website

- http://www.aamc.org/students/cim/
- CiM password:
  - 11STU146
Careers in Medicine Program (CiM)

- Career Development Model
  - Self Assessment
  - Career Exploration
  - Decision-making
  - Implementation

- Corresponds to four years of medical school
Why bother?
Why bother now?
Your decisions are based on your view of the world.

You may think you know, but new information may change your mind.

You will be busy, so do a little at a time.

You need time to reflect, and time to explore.
Self Assessment

- Understanding your **Values, Interests, and Skills** is important to making a sound career decision
- To help you with this assessment
  - Complete the self-assessment exercises
  - Talk with peers
  - Consult a *Careers in Medicine* advisor to help you clarify and evaluate your individual profile
Self-Assessment
Activities to help you get to know yourself

- Personal Review
- Interests
- Values
- Environmental Factors and Practice Needs
- Personality Type and Learning Styles
- Skills
- Financial Situation
- Educational Experiences
Personal Review

- What were the events in your life that had an impact on your career choice?
- What were your most important reasons for choosing medicine as a career?
- Have these reasons changed since you wrote your personal statement?
- What personal influences might affect your choice of specialty and your future medical practice?
Personality Assessment

- Personality involves how we see ourselves and relate to others
- Physicians with certain personality types may gravitate toward certain specialties
- Understanding your personality type can help you to make a better-informed specialty choice
Self Assessment Tools

- Personal Career Assessment Tools
  - Myers-Briggs Type Indicator
    - Available at the Counseling Center
  - Keirsey Temperment Sorter
    - www.keirsey.com/cgi-bin/keirsey/newkts.cgi
    - Free preliminary Test
  - Self-Directed Search (Holland)
    - www.self-directed-search.com
    - Cost $8.95
  - ‘The Party’, based on Holland Codes available in your manual
Values

- Every decision you make is a reflection of your values.
- There are no right or wrong answers in assessing values.
- Values are reflective of your life experiences up to now.
- Your values may change over time.
- A Career Values Checklist and Exercise is in your manual.
- Values Card Sort available by appointment.
Environmental Factors and Practice Needs

- Practice Size
- Community/ Practice Location
- Practice Setting
- Work Style and Needs
- Compensation
- Amount of Supervision
- Lifestyle/Value Factors
- Environment
Environmental Factors and Practice Needs

- Review the Check List in your manual
- Select those that will contribute most to your job satisfaction
- Make note of the top three in each category on your personal profile sheet
Glaxo Critical Factors

- Pathway program has developed nineteen significant aspects of physicians’ experiences in practice.
- These critical factors are available in your manual and will help you to assess your goals, values, and strengths.
- The Pathway computer program is based upon these critical factors and is available in the Computer Lab.
Glaxo Critical Factors

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Critical Factors

- Autonomy
- Caring for Patients
- Continuity of Care
- Diversity
- Family/Leisure Time
- Focus of Expertise
- Income
- Innovative Thinking
- Intellectual Content
- Interacting with other physicians
- Manual/Mechanical activities
- Pressure
- Responsibility
- Schedule
- Security
- Sense of Accomplishment
- Status among colleagues
- Patient Characteristics
Skills Assessment

- In choosing a medical specialty it is important to determine what you do best
- Think of activities you enjoy and are good at and accomplishments that you are most proud of
- Review the skill list in your manual and identify the skills you used in the activities
Career Exploration

- Specialty Information Preview & Search
  - Summer Reflection
  - Presearch Activities
    - Careers in Medicine Specialty Pages
    - Other Web Resources
    - Specialty Interest Groups
    - Local Medical Societies
    - Alumni Mentor Program
Web Resources

- **FREIDA:**
  - [www.amaassn.org/freida](http://www.amaassn.org/freida)
  - Access to physician workforce data
  - Post residency employment data

- **Careers in Medicine Web Site:**
  - [www.aamc.org/medcareers](http://www.aamc.org/medcareers)
  - Access to Specialty Society Web Sites

- **(MD)² Monetary Decisions for Medical Doctors:**
  - [www.aamc.org/md2](http://www.aamc.org/md2)
  - Financial planning information
Balancing financial resources and lifestyle needs will impact your choice of specialty.

(MD)$^2$ materials are available on the web (www.aamc.org/med2)

Major Sections:
- Financial Advising
- Funding sources
- Medical School Expenses
- Critical Financial Issues (e.g. budget, debt management, credit, car purchase)
Careers in Medicine at the University of Minnesota

- Careers in Medicine (CiM) is a Career Counseling Program developed by the AAMC
- Careers in Medicine Student Manual Contains a variety of resources
- Careers in Medicine Advisors:
  Helene Horwitz, Phd., Program Coordinator
  Gregory Vercellotti, MD
  Ted Thompson, MD
  Robert McCollister, MD
  Charles Moldow, MD
  Paul Quie, MD
Role of the careers in medicine advisors

- Discuss the results of your self-assessment with you
- Provide additional information and contacts
- Answer questions about the program
Our Four Year Program

- **Year One:** *Introductory Session*
  - Tools to begin your exploration
  - Career in Medicine Advisors

- **Year Two:** *Specialty Series*
  - Specialty Information Manual
  - Clinical Program Advisors

- **Years Three/Four:** *Clinical Rotations*
  - Specialty Advisors
  - MSPE Interview
  - Residency Meeting
  - Interview Workshop
The *Careers in Medicine* career counseling program has been developed by the AAMC.

Our program has been designed for you: we welcome your suggestions.

Utilize the *Careers in Medicine* Advisors to assist you with your specialty choice decision-making process.

Complete each phase of the decision-making process systematically.