

“WiMs Social and Roundtable:

Pearls of Wisdom Feedback from AAMC/HMS/AMA Physician Health Seminars”

03/23/2017

AAMC Mid-Career WiMS:

Team Approach (Rachel Buchsbaum, MD) “Learning how to do a team approach in problem solving”

- TEAM: Long term process group of people focused on problem solving
- Teams perform better than individuals
- Works best in smaller groups
- Work until get consensus
- No permanent leader (record keeper/time keeper)
- Everyone gets a defined period of time (i.e. each person must speak for only 60 seconds)

Mentor vs. Sponsorship (Jill Maron, MD) “Women are over mentored, and under sponsored”

- Sponsor: Someone who will put you out there, someone that is established, has clout, is senior level. Advocates for you (“You really need to meet _____”)
- Mentor: Guides you along the way
- Titles Matter: No one knows what you’re doing if you don’t have a title. Titles show competency. Think about titles.
- Think about who your sponsor is.
- When interrupted say “Thank you I’d like to finish my thought now” (with Mansplaining works well)
- Partner with another woman at a meeting to help get your point across (echo/amplify)

Leadership and Negotiation advice/Sponsorship (Deborah Green-LaRoche MD)

- Imagine yourself in the role, come prepared for negotiation
- Men apply to jobs when they’re 80% ready, women wait until they are 150% ready. (waiting too long to climb the ladder)
- Know your walk away price
- What can you negotiate other than salaries? (Titles are cheap but important)
- Ted Talks—e.g. Power Posing (for poise and power)
- Time management: OHIO principle *Only Handle It Once*. (Emails, etc...)
- Work/life balance should be renamed “Life/work balance”

Early Career AAMC

Personalities at Work (Amanda Vest, MD)

- May be worth taking Meyers Briggs personality test
- Adjust our ways of doing things for others around us
- “sorry” is a state of being, instead of being sorry say “thank you for waiting, etc...” learn not to apologize
- Learn not to say “just”
- Don’t attribute accomplishments to “being lucky”

Physician Health Conference

Toolkit for change and increasing joy in medicine (Laura Baecher-Lind, MD, MPH)

- Week of wellness
- Never say “it’s just three more clicks” (regarding all the additional EMR requirements)
- Don’t get mad, get data
- RFIDs (Radio frequency identification) for patient data/EMR saves 60 hours per year
- Offload to non-clinical work
- Aspire for 10% time dedicated to passion projects at work
- Therapy when depressed or burned out
- Yoga, meditation, journaling, wine

Harvard Leadership Course

Push Pull Concept (Monika Pilichowska MD)

- Ask for support from mentees in their future
- Ask mentees for feedback
- Ask mentees/students for letters of reference

Micro-aggressions (Neha Sharma MD)

- Micro-inequity: nepotism (who gets the nicer office and why, not getting introduced at meetings, being referred to as beautiful and not smart)
- Micro-invalidation: e.g. an Asian born in America being told their English is very good
- Perceived discrimination: can change health behaviors and heighten stress response
- HOW TO DEAL: recognition, self-respect, bystander perspective, reflection/process
- Remodel diversity plan for change, implement change.