

How to Succeed Your First Five Years Out

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Big Picture Ideas:

1. Figure out how you will measure success
2. Make a plan (see below)
3. Find mentorship
4. Equip yourself
5. Put yourself out there
6. Whatever you do, do it well, avoid the SOFA temptation
7. Fail forward
8. Value your time
9. Whatever you are, be a good one: Do Deliberate Practice on your skills
10. Learn to stay on fire without burning out

For setting goals, use this worksheet (no, really! Fill it out, it will change your life):

| Time Frame | Goals | What do I need to do to get there? |
|------------|-------|------------------------------------|
| 1 year | | |
| 5 year | | |
| 10 year | | |

Make your goals:

- Specific
- Measurable
- Achievable
- Realistic
- Timely

Instructions

1. Write your goals. You may want to consider categories such as teaching, research, administrative leadership, speaking, mentorship, personal, financial, etc.
2. Share them with someone else.
3. Help brainstorm how you can both reach your goals.
4. When you get home, share with a mentor to get input on what you need to do to get there and help make it happen.

Practical Tips for Success:

1. Play well with others
2. QI yourself
3. Get your paperwork done on time
4. Keep learning and stay humble
5. Discharge abnormal VS with caution
6. Respect the things that can get you fired
7. Follow your gut
8. Don't feel bad about ordering tests or admitting more patients
9. If you hate your job, leave it!
10. Don't lose your identity – keep doing the things that are important to you.