

HOW

Develop expertise at a task that others value.

Such expertise comes not from luck but from 1000s of hours of assiduous effort.

But talent and effort are not enough. Luck also matters.

Robert H. Frank



HOW

LUCK = OPPORTUNITIES

"The harder I work the luckier I get"



HOW

Take the opportunities

- *And shine when you do!*

Look for opportunities

- Get mentors!
- Network

Create opportunities

- Nominate yourself



Academic Success

Determine your passion & purpose; find your **Ikigai**

Network – *you need mentors!*

Look for & Take opportunities

Show up and Perform

and Give Back!



*"Your career is a journey.
Your IDP is your roadmap"*

IDP CREATION

Career map, guide, game-plan, strategy

Goals mapped to a timeline

Career goals & objectives

Professional development needs / skills

Research projects

Your plan.

AIM to build from your current strengths & skills & identify areas for development – & how to address these

WHY create an IDP?

Helps identify *long-term* goals

What you want to pursue and how

Helps identify *short-term* goals

Improve your efficiency & productivity; focus!

Serves as *communication tool* with your mentor

"If you don't know where you're going you'll probably end up somewhere else"

What is a satisfying career?

Meaningful work in an area you enjoy

Depends on your **VALUES** & your **INTERESTS**

To be successful will require specific **SKILLS**



HOW do I create an IDP?

1. Identify current skills & strengths
2. Based on your *interests, values & skills* → identify goals
A: Career B: Skills C: Projects
3. Share with your mentors
4. Put plans into action!

A:Career B: Skills C: Projects

WHAT ARE YOUR INTERESTS?

What do you enjoy doing, what elements excite you?

What would you like to avoid?

You're more likely to be satisfied if you're doing what you enjoy!

A:Career B: Skills C: Projects

WHAT DO YOU VALUE?

What is important to you? What rewards / outcomes do you want?

What do you care about? What will keep you motivated?

A:Career B: Skills C: Projects

TAKE STOCK OF YOUR SKILLS!

Self-assessment to determine what you're proficient in and what you're deficient in...

Set goals of what you need to learn to do!

A:Career B: Skills C: Projects

WHAT ARE YOUR INTERESTS?

What do you enjoy doing, what elements excite you?

What would you like to avoid?

YOUR INTERESTS?

- Designing, performing & analyzing experiments
- Using quantitative methods to understand science (stats...)
- Performing research with animals - Humans
- Learning how to use new equipment / refining techniques
- Writing grant proposals
- Writing scientific manuscripts
- Reading papers, learning about other fields

YOUR INTERESTS?

- Creating and giving presentations
- Teaching – residents, MS, non-radiologists...
- Developing curricula
- Attending conferences or scientific meetings
- Planning / organizing meetings or events
- Networking
- Serving on committees
- Analyzing financial data or budgets
- Writing policy papers
- Supervising others

YOUR INTERESTS!

- What do you *least* enjoy?
- Top interests should be appealing enough to do frequently

If you enjoy the day-to-day work you will look forward to going to work, be more energized, more proud of what you accomplish

A:Career B: Skills C: Projects

WHAT DO YOU VALUE?

What is important to you?
What rewards / outcomes do you want?

YOUR VALUES?

- Helping: Society? Others? Service?
- People contact? Teamwork?
- Work with friendly colleagues?
- Engage in competitive activities?
- Be creative, develop new ideas?
- Make decisions, decide policies?
- Supervise others?
- Work in a busy atmosphere? Work alone?

YOUR VALUES?

- Be known as the expert?
- Be recognized / appreciated for the quality of your work?
- Have predictable daily schedule?
- Have some flexibility of your schedule
- Have a job with varying duties?
- Have a job with opportunities for growth or promotions
- Have a salary allowing some luxuries?
- Have good health, retirement benefits?

YOUR VALUES!

- What are your top priorities – your *must haves*?
- Which could you give up if you had to?
- Be honest with yourself!
 - Are these *your* values or what you think *should* be your values?
- It's okay to value recognition, status, prestige, earning potential

Your
career
"sweet
spot" ...



A:Career B: Skills C: Projects

TAKE STOCK OF YOUR SKILLS!
Self-assessment to determine what
you're proficient in and what you're
deficient in...

YOUR SKILLS?

- Scientific knowledge
 - Broad-based, deep, critical evaluation of literature
- Research Skills
 - Experimental design, stats, data interpretation, navigating peer review, innovative thinking
- Communication
 - Basic writing and editing, papers, grants
 - Speaking, presenting at meetings, classroom teaching
 - Training and mentoring, difficult conversations

YOUR SKILLS?

- Professionalism
 - Rules, etiquette, meeting commitments, contributing to societies and department
- Management and Leadership
 - Providing instruction, guidance, feedback, planning
- Responsible conduct of research
 - Can identify COI, misconduct, careful practice
- Career planning
 - Maintaining professional network, interviewing, negotiating, identifying career options

YOUR SKILLS!

- Figure out what you're good at and what needs to be improved
- Try to align skills and interests!
- **SET SKILLS GOALS!**
 - Get training: Read a book, take a course/workshop [within our department, UCSF, RSNA, ARRS]
 - Practice the skill
 - Get feedback on the skill – did you get better?

GOAL SETTING

SMART goals

SPECIFIC → Is it focused, unambiguous?

MEASURABLE → Could someone determine whether or not you achieved this goal?

ACTION-ORIENTED → Did you specify the action?

REALISTIC → Is this attainable (time, difficulty)?

TIME-BOUND → Create a deadline

SET CAREER GOALS

- Update your CV
- Identify research mentors, peer mentors..
- Expand your professional network
- Volunteer for committees, ask people about joining committees...

CAREER, SKILLS, PROJECTS

