Built to Last: Career Advice from a Professional Wanderer

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RLI Power Hour
April 4, 2023
Not all those who wander are lost.

J. R. R. Tolkien
About Me
FUTURE PROOF
The Changing Radiologist Workforce
The Changing Radiologist Workforce

Visual abstract

Trends in Radiology Physician Workforce Mobility

Using two separate publicly available Medicare datasets, we studied the frequency and characteristics of radiologist-practice separation between 2014 - 2018.

Types of radiologist-practice separation
- Termination
- Resignation
- Timely Retirement
- Practice Acquisition or Legal Reorganization

With over 40% of radiologists separating from at least one practice in recent years, the United States radiologist workforce is highly and increasingly mobile.

25,228 radiologists associated with

4,381 practices

54,789 total distinct radiologist-practice combinations

41.1% of radiologists separated from at least one practice between 2014 and 2018.

13.3%
2014-2015

19.2%
2017-2018

38.4% increase was present across practice sizes, locations, types, specialties.

Separation rates were lower in larger, radiology-only and academic practices.

With Apologies to Darwin

*It is not the strongest of radiologists that succeeds, nor the most intelligent, but the one most responsive to change.*
With Apologies to Darwin

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But How?
Find Your Just Cause

- Service oriented
- Optimistic and affirmative
- Resilient
- Inclusive
- Inspirational and idealistic
Life is an Infinite Game

- The finite game
  - All players are known
  - All rules are clear
  - There’s a clear winner within a set period of time
  - The game has a beginning, a middle, and an end

- The infinite game
  - The players are both known and unknown
  - The rules are arbitrary, changing, and often unenforceable
  - There is no defined time horizon
  - There are no winners, because the object is to keep playing
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Find your ZEN
Find Your Venn
Find Your Venn

Resources

Excellence  Passion
Find Your Venn

Resources

Excellence

Passion
Your Cheese Will Move

Dr. Hau “the hesitant” eventually adopts when forced.

Dr. Sniff “the innovator” sniffs out change.

Dr. Ham “the denier” perniciously embraces the status quo.

Dr. Scrum “the doer” scurries into action.

Who Moved My Cheese?
An Amazing Way to Deal With Change in Your Work and In Your Life

DR SPENCER JOHNSON

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Duszak R. Who Moved My Films? JACR 2017
This Ain’t Easy

HARD WORK AHEAD
What’s the Alternative?
How to Avoid Career Quicksand

1. Be curious
2. Be curiouser
3. Find your Venn
4. Follow the cheese
Thank You!

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