


Job Search in Radiology: First Steps

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Rationale for This Session

1. If you don't know where you're going, any road will get you there
2. When you come to a fork in the road, take it
3. I shall be telling this with a sigh
Somewhere ages and ages hence:
Two roads diverged in a wood, and I—
I took the one less traveled by,
And that has made all the difference.

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Big Goals

1. Find a job where you can stay for 30-35 years
 - Switching costs
 - Opportunity costs
 - Personal Brand

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Big Goals

Switching costs

- Starting over
- House purchase
- Switching schools
- Spouse's job
- Friendships
- Community ties

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Big Goals

Opportunity costs

Business School metric-


how much do you have in the bank when you retire to your beach house

In my generation, if you left a private position before (or after) making partner and then start over again at age 38, the impact on the above is measured in 7 or even 8 figures...

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Big Goals

Personal Brand: Gunderman and Lexa JACR15(1,Part A)pp 125-127



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Big Goals

2. Look for a job where you won't be a commodity

- Individual strengths
- Personal growth
- Build relationships

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Big Goals-Don't Lose your job

3. Most important element of job security
Make yourself invaluable

If you have a job that is highly repetitive and uncreative that can be done by a robot, you will be replaced by a robot

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Two science fiction views of future physicians:



Star Wars- robots have replaced human doctors



Star Trek: the doctors are still humans, but are powerful "centaurs"

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Big Goals-Don't Lose your job

3. Second most important element of job longevity
Don't take a job that will burn you out

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The Road to Burnout- Consequences

Cutting Back on the Non-Clinical Duties Because Clinical Duties Leave Inadequate Time

Duty	Always	Frequently	Sometimes	Rarely	Never
Teaching	10%	20%	30%	25%	15%
Mentoring	10%	20%	30%	25%	15%
Research/publications	10%	20%	30%	25%	15%
Practice building	10%	20%	30%	25%	15%
Society volunteering	10%	20%	30%	25%	15%
CME	10%	20%	30%	25%	15%
Reading journals	10%	20%	30%	25%	15%
Time away from work	10%	20%	30%	25%	15%

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Where to read more

Baseline Survey of the Neuroradiology Work Environment in the United States with Reported Trends in Clinical Work, Nonclinical Work, Perceptions of Trainees, and Burnout Metrics

J.Y. Chen and F.J. Lewis
American Journal of Neuroradiology, July 2017, 36(7):1284-1291. DOI: https://doi.org/10.3171/ajnr.14215

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Mid-career perspective

Why are people unhappy with their first (or second or third jobs in radiology)?

- Wrong career path-shouldn't have gone into radiology
- Wrong career path-shouldn't have gone into medicine
- Wrong goals (academics in pvt practice and vice versa)
- Wrong spouse
- Commoditized themselves
- Lack of control, leadership opportunities, etc.

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Personal Inventory

The tough way:

Write your obituary



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Personal Inventory

I became a radiologist because I want to...

1. Make my radiologist parents proud
2. Annoy my nephrologist parents
3. See my name in print
4. Work at the best places in the US



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Personal Inventory

I became a radiologist because I want to...

1. Have an Italian super car and marry a Swedish super model
2. Have 12 weeks to windsurf every year
3. Be invited to lecture around the world



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Personal Inventory-What

On a beautiful Saturday morning, I get up and the thing that I most want to do:

- 1) Take my kids to the park
- 2) Review the embryology of the abdominal fascia
- 3) Check the webcam to see how the surfing is
- 4) Run to the hospital to kill rats and run assays

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Personal Inventory-What

My role model in radiology is:

- 1) A great teacher and pioneering researcher
- 2) The go-to person who all the surgeons respect
- 3) The person who can nail bizarre unknown cases in conference
- 4) The person who can work by themselves in their basement in their underwear
- 5) The richest private practice alum of our training program

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Personal Inventory-Where

My ideal place to live is:


- 1)On the island of Manhattan
- 2)Within an hour's drive of the ocean
- 3)A place with more dining opportunities than a reasonable person can take advantage of
- 4)Two words: ice fishing

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Personal Inventory

Top issues in finding a place to live:

- 1)Spouse/significant other
- 2)Schools and other things for your kids
- 3)Religious institutions
- 4)Hobbies and recreational activities
- 5)Professional sports teams, even those that go 58 years between national championships...



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Job Choices Big Factors

Work settings for clinical radiology:

No longer just academic versus private practice

Other choices: government or military

Now: corporate settings and working for yourself

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Job Choices Big Factors

Geography:

- locale versus virtual
- Domestic in one country versus foreign nation or nations
- Urban/suburban/rural

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Job Choices Big Factors

Big institution versus small, intimate practice

Do you want to be one of several (or many) smart people in a prestigious group or institution

Would you rather be the smartest (or perhaps only) MSK radiologist in your institution (or for a 100 mile radius)

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Starting Points: Top Issues

- 1) Start by asking yourself the tough questions about what you want
- 2) Try to figure out what will be rewarding to you for the next 30-40 years
- 3) Try out different ideas while you are still in training - don't stereotype yourself and don't talk yourself into making a decision that is wrong for you

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Starting points: To Do List

Get mentors in your institution and outside of your institution to advise you and help you with the search

Mentors can give you needed advice and a dose of realism

They can link you up with people who can help you find the right job


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Starting points: To Do List

Develop a smart realistic target list

Think hard about what you want
If you are simultaneously looking at MGH and a small community hospital in North Dakota then you aren't ready to play

Peter Pan syndrome



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Starting points: To Do List

Develop an "elevator" pitch

30 seconds about you and why you are uniquely capable of doing a great job

Why are you different

Why you are a great fit

RSNA, ACR, etc.



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Starting points: To Do List

Network:

The best (non academic) jobs in the USA are not advertised. You need to look for them.

Network, network, network: local to national

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Starting points: To Do List

Start searching early

Telegraph your skills and availability

Particularly critical if you are aiming at a very specific geography or targeting a specific institution or practice

"I need to live in this zip code:..... Etc."

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Starting points: To Do List

Join organizations like the RFS of the ACR

Don't rely just on social media- try to meet people face to face

Don't rely just on jobs that are advertised. It costs a lot of money to use a search firm and you should ask yourself why this "great" job has been advertised for 18 months or why does this job come back on the market every two to three years

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Conclusions

- Take responsibility for finding the right job for you
- Do a personal inventory
- Find mentors who you trust and work with them to develop insights and leads
- Develop a 30 second elevator speech
- Look at both the hard and soft factors in the job-for knowledge workers (that's us) more money isn't enough to off set stupid leadership and soul crushing environments
- Network: yesterday, today and tomorrow

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Thanks!

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