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Tips For Your First Year On the Job

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Four things to accomplish in your first year of work

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1) Do the job you were hired to do!

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- 2) Build relationships with:
- a) Your co-workers
 - b) Hospital c-suite
 - c) Hospital board members
 - d) The technical staff
 - e) Referring physicians
 - f) Key opinion leaders

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3) Serve on at least one hospital and one practice committee

(For the future, consider serving as a medical staff officer)

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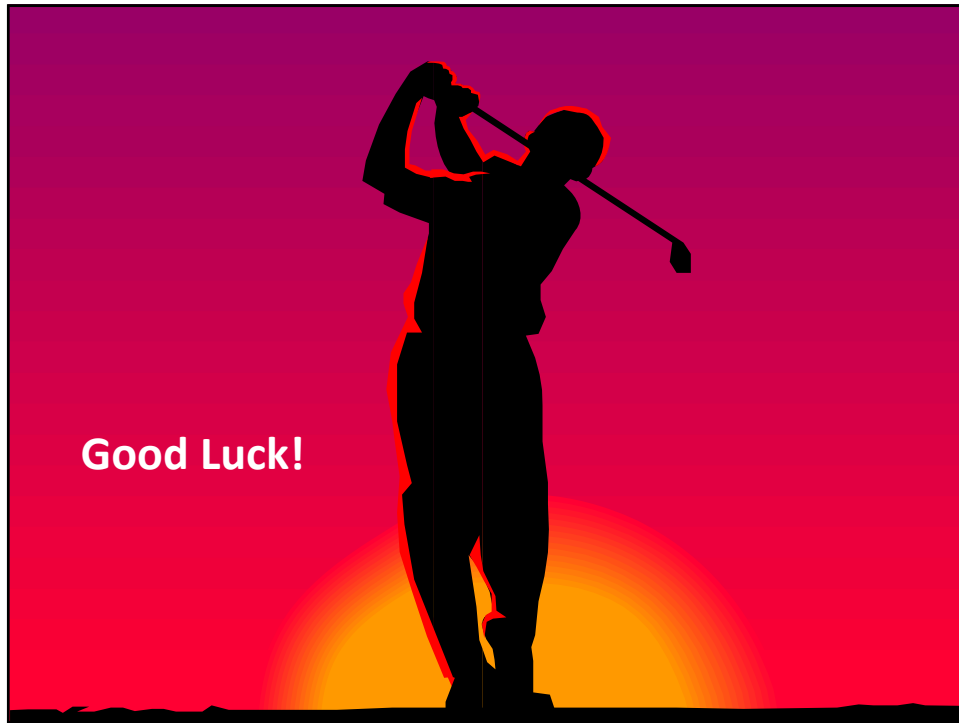


4) Read all practice-related documents

- a) practice employment agreement
- b) practice by-laws
- c) hospital contract(s)
- d) policy manual (if there is one)

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Key Things to Know and Do



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Disclosures

No disclosures or conflicts

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Learning Objectives/Key Take-Away Points

- Changes coming-personal and professional level
- Finding a job
- First job-things to know

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Key Things to Know

- Changes from resident/fellow to an attending:
- Stress of signing off on reports
- Financial-student loans, mortgage, retirement
- New personal stressors-spouse, children-be balanced!
- Finding a job/first job:
- Network opportunities (ACR annual meeting, career center)
- Have an offer- contract-get a lawyer? (No compete, tail, compensation, benefits)
- Job dissatisfaction-difficult personalities, poor leadership
- First job building block-Develop reputation/CV, have a plan

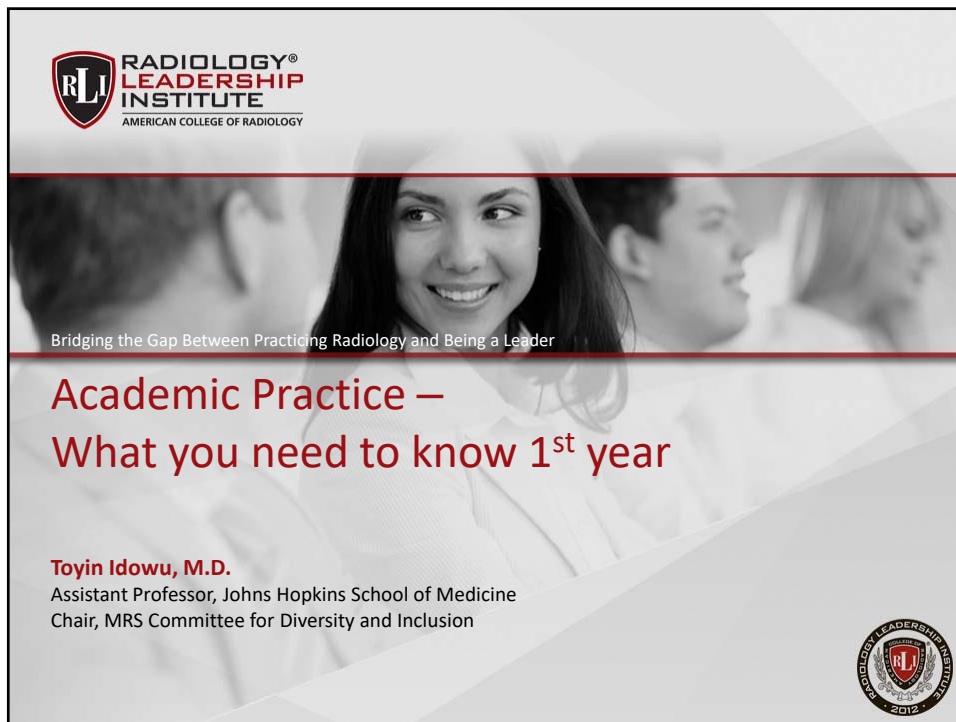
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Thank you!

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Bridging the Gap Between Practicing Radiology and Being a Leader

Academic Practice – What you need to know 1st year

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Assistant Professor, Johns Hopkins School of Medicine
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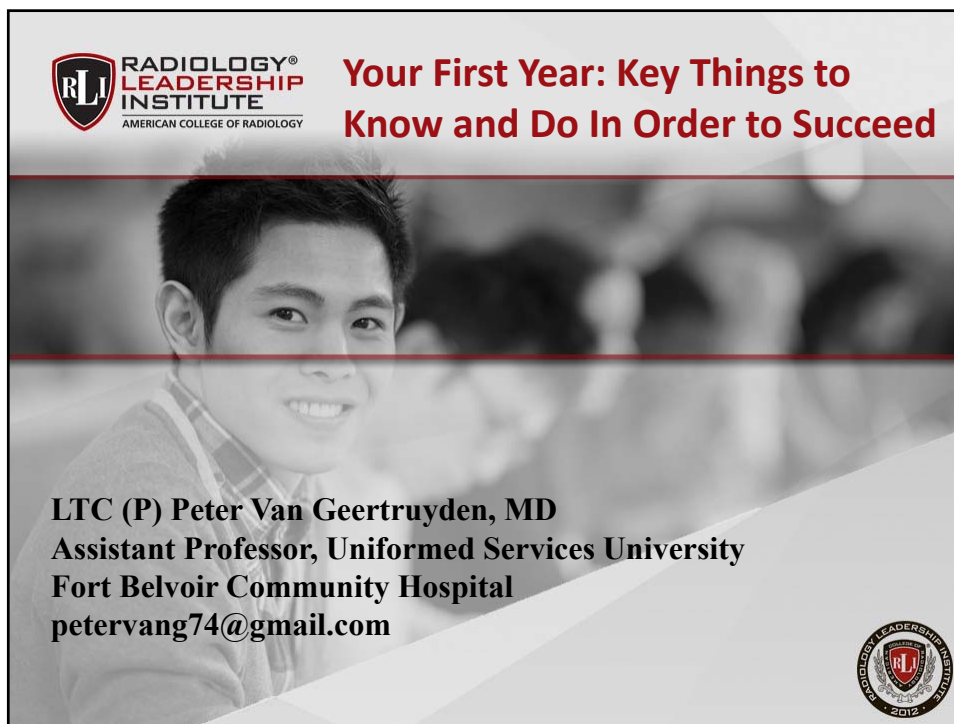



1st Year Expectations:

- Set a goal for your practice – clinician educator vs. research vs. administrative + leadership pathways
- Establish mentorship relationships, with monthly or quarterly check-ins
- Find time to READ and to TEACH – maintain journal subscriptions and volunteer for lectures for trainees, national and abroad

Leadership Foundations: Kickstart Your Career






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**Your First Year: Key Things to
Know and Do In Order to Succeed**


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Disclosures

Neither I nor my immediate family members
have a financial relationship with a
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Learning Objectives/Key Take-Away Points

- General Professionalism Tips
- Practical Dictation/Workflow Tips

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General Tips: Being a Professional

- 3 A's for Radiologist Success
 - Affable
 - Available
 - Accurate

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General Tips: Being a Team Player

- Courteous to support staff and technologists
- Volunteer for last minute staff coverage needs/swaps
- Remain generalist as needed
 - Willing to read anything
 - Avoid “I don’t feel comfortable doing”

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Dictation/Workflow Tips

- Expectations will be greater than as a trainee
- Push yourself during residency with volume
 - Practice increased pace now while you have staff support
 - Learn from mistakes

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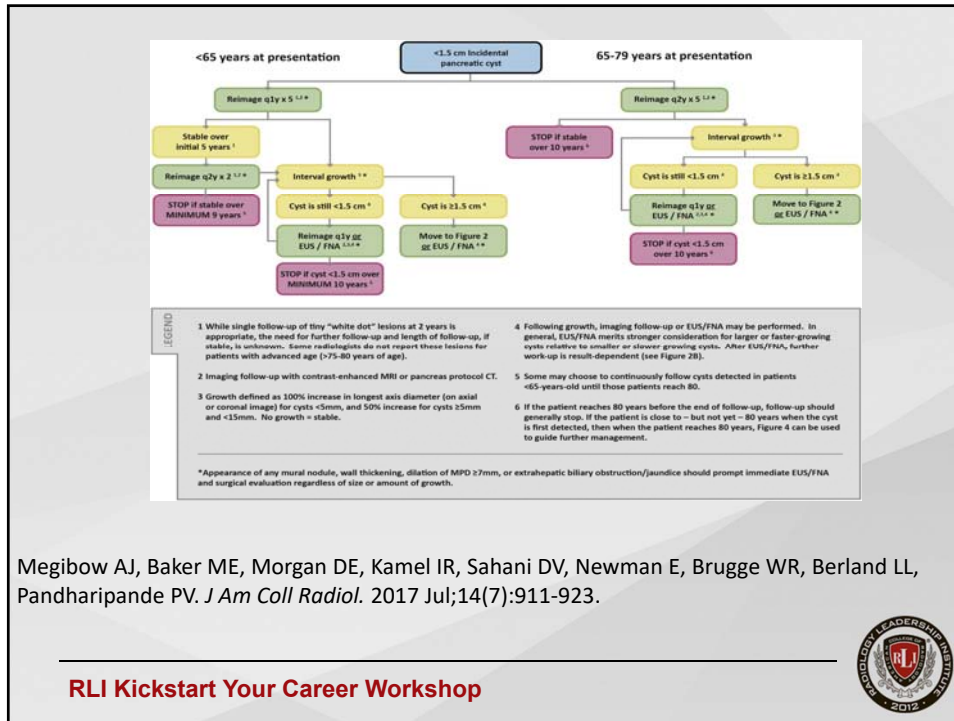


Dictation/Workflow Tips

- Keep dictations brief
 - Shows confidence
- Avoid getting hung up on detailed differential diagnosis for incidental findings
 - “Incidental low density lesion of the liver needs MRI follow up for further characterization”
 - Use ACR Incidental Findings Algorithms
- Voice recognition templates
 - Fleischner guidelines
 - ACR incidental Findings embedded macros

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Dictation/Workflow Tips

- Be wary of getting reputation as hedger
 - “Cannot exclude”
 - “Clinical correlation advised”
- Confident, but not cavalier
 - Get second opinions as needed

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Conclusion

- Professionalism
 - 3 A's
 - Team player
- Workflow Efficiency
 - Brief dictations
 - Use of templates
 - Use of ACR incidental findings algorithms

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