



**Eastern Association for the Surgery of Trauma**

**27<sup>th</sup> Annual Scientific Assembly**

**Sunrise Session 14**

**Transitions at Different Stages of Career Development**

**January 17, 2014**

**Waldorf Astoria Naples**

**Naples, Florida**

## Transitions at Different Stages of Career Development



Careers in Trauma Committee

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### Your Guides



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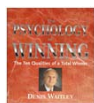
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**“Change the changeable,  
accept the unchangeable and remove  
yourself from the unacceptable”**



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### Needs Assessment:



Where are you in respect to your career development?  
Are you looking for a new job or role?  
What do you need?  
What do you want?

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### Learning Method

- Interactive case-based learning
- Capitalize on the collective experiences of the participants
- Three Transition Points:
  1. Early Career
  2. Mid-Career
  3. Senior
- THIS IS NOT A LECTURE



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### Early Career



- My story: The first program I joined post-fellowship underwent significant change. I reassessed personal/professional situation and goals, and decided to leave the program. I am now three months into my second attending position.
- Lessons learned:
  - Ask tough questions; expect surprises
  - Start the licensing process as soon as you can
  - Don't underestimate the value of relationships
  - Behave as an attending, you've earned it; don't let your ego get in the way, ask for help
  - Balance personal and professional goals

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## Mid-Career

### *Becoming the Trauma Director*



- My Story: Same job for 12 years, well respected, happy, but had achieved all my goals. Needed to push myself out of my comfort zone, new challenges
- Lessons Learned:
  - Establishing credibility, without a track record
  - 180 degrees off
  - Managing expectations
  - Finding balance clinical vs. administrative duties
  - Anything you've done in the past good or bad, doesn't follow you

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## Senior

### *Remaining Relevant & Becoming a Senior Leader*



- My story: Attending at same unit for 20+ years, moved up EAST ladder, involved in AAST & COT. Prefer clinical to administrative duties
- Lessons learned:
  - Constant challenge with new residents/fellows
  - Stay relevant through mentoring
  - Train successors – change roles
  - Remain clinically involved

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