

Mid Career Mentoring Group

For each session, a topic is chosen to begin discussion with the understanding that the group make take the session in whatever direction is most beneficial.

Facilitator focuses on posing questions to the group, ensuring everyone is heard, redirecting negative framing, staying on topic, and wrapping up with 1-2 small goals for each participant.

Session 1: Who Are You? Strengths-Based Self-Assessment

- Pework: Strengths-Based assessment
- Program overview & Introductions
- Participants will bring their assessment results to the meeting as a starting point to discuss what's important to them and where they are in their career right now.
- Participants will identify a BHAG: a big, possibly unachievable goal for the next years of their career

Session 2: What's in Your Way? Organizational Savvy and Effecting Change

- Pework: Participants will come prepared with 2-3 barriers they see to their current success, and review Kotter's 8 steps.
- Discussion will focus on institutional understanding and how to get things done.
- What are the basics of creating change in large institutions?

Session 3: Does Your Calendar Reflect Your Passion?

- Pre-work: participants will analyze a week (or month) of their calendar to see where they are spending time
- Discussion will focus on whether those activities match with participant's ideal career, and how to bring those more in-line with each other

Session 4: Fighting Burnout with Mission & Agency

- Where do you need more autonomy in your work? How can you make that happen?
- Personal mission statement and elevator speeches.

Session 5: Know Your Worth/Show Your Worth

- How do you define your academic worth beyond clinical RVUs? If your work isn't being valued, how do you demonstrate that to your leadership?

Session 6: What's Next

- Recall the BHAG from session 1 and 2-3 SMART goals identified this year toward that
- Build these into next steps, including potential next mentors