



PRACTICING PHYSICIANS // ACTION ITEMS

After completing your Self-Assessment and watching the Video Tutorial, you should have a good sense of the areas you want to address and improve for ultimate career satisfaction and life enjoyment. This checklist of Action Items consists of priority “to-do” items across WMDR’s 6 areas of success. Prioritize your challenges and fill in the gaps. WMDR can help you along the way.

Good luck!

DRIVE YOUR CAREER

- Build A complete and representative Curriculum Vitae (CV).
- Sharpen your listening, speaking and written skills—for professional communications, record keeping, and so forth.
- Take time to explore and define the life values that are important to you.
- Find a coach, take a seminar and/or meet with other women doctors to create a support network.

NEGOTIATE YOUR WAY TO A BETTER CAREER

- Know what comprises a complete compensation package with entry and exit strategies.
- Research the fair market value for the job that you do.
- Know the various models for practice and how they can be made flexible for your needs.
- Learn negotiation skills and start to negotiate frequently.
- Keep your options open for movement.

SOLVE WORKPLACE ISSUES: PEOPLE, POLICIES AND PROCEDURES

- Know and understand your organization’s/institution’s policies and procedures.
- Understand your organization’s/institution’s governance structure.
- Understand the “politics” of medicine and how to maneuver within the system.
- Make sure you have the legal documents (e.g. contracts and partnership agreements) that will both work for and protect you.

OVERCOME CAREER DIFFICULTIES

- Get involved in: your practice group or department, your organization, your institution, local and national organized medicine.
- Create and grow mentors and sponsors who will help you get where you want to go.
- Make a plan for career advancement and get help from sponsors and mentors.

HAVE IT ALL: ACHIEVE WORK-LIFE BALANCE

- Explore multiple, creative options for work-life integration—considering what each will entail for both you and your employer.
- Make sure you can uphold your values within the context of a demanding career.
- Get over being an “E Woman”—or a woman who does Everything for Everyone, Everywhere, Every time and in Every situation!
- Ask for help often.
- Let go of the guilt!

DEFEAT GENDER POLITICS

- Learn to recognize gender bias, gender stereotyping and gender discrimination in the workplace.
- Learn when and how to respond to unfair/biased situations...and when not to.
- Learn to leverage your unique gifts as a woman physician.
- Create strategies to re-orient the workplace to accommodate new models for working as a physician.