Introduction to your Career Decision-Making System

Transitional Clerkship

Calvin Chou
Maxine Papadakis
Transitional Clerkship, Today

- Discuss features of an effective career decision-making process
- Access “critical factors” and how they may be important to your career decision-making
- Introduce the Clerkship Learning Experiences Form (CLEF: simple, brief, hopefully informative for your decision-making process, for you)

Each Clerkship – Complete a CLEF

Intersession 1

- Session on professionalism
- AC mentor meetings
CDMS Timeline

Intersession 2
- Info sessions, career advising w/departments
- Residency application information
- Check in with your CLEFs

MS4 planning, February
Complete elective planning form using data from CLEFs

Intersession 3
- Revisit everything from TC and IS 1-2
- Narrow your specialty choice (3-2-1)
- Select career advisor(s)
- Assemble CLEF data, all info for application
Career Decision-Making System: Timeline

- **Second Year**
  - Clerkship Experience Form (CLEF)

- **Third Year**
  - AC Meetings
  - IS1
  - IS2
  - IS3

- **Fourth Year**
  - MS4 Elective Choice Form
  - The Match

- **The Match**
Objectives of Session

- Describe features of an effective career decision-making process
- Diagnose your current level of differentiation
- Describe the 4 stages of making a decision
- Choose “critical factors” that are most important to you
- Describe how your clerkship experiences in these factors affect your ultimate decision-making
- Know your timeline: by summer of your fourth year
Objectives of Session

- What we will do:
  Illuminate a decision-making process

- What we will **not** do:
  Make the decision for you
Features of a “good” decision

- Free: proactive, uninfluenced, timely
- Data-Driven: accurate data
- Individualized Process
- “Circular” Process
Where am I right now?
Pluripotent Deciders
Partially Differentiated Deciders

- Primary care vs. specialty
- Inpatient vs. outpatient
- Procedural vs non-procedural
- Interpersonal interaction types
- Target population

Myeloid stem cell  Lymphoid stem cell
Fully Differentiated Deciders

- Certain, data-driven, free
- Certain, data-driven, not free: “constrained”
- Certain, free, not data-driven: “premature closure”
- Pseudo-certain, not free, not data-driven: “masquerade”
Stages toward making your decision

- Honest Self-Assessment
- Data acquisition / career exploration
- The choice
- Implementation
Honest Self-Assessment

- The most important step
- Each stage of decision-making involves another round of self-assessment
- Consider: *strength-based* decision-making
To get started

- Consider critical factors that you believe are important in forming your career decision

- Link: [http://www.smbs.buffalo.edu/RESIDENT/CareerCounseling/main_menu.htm](http://www.smbs.buffalo.edu/RESIDENT/CareerCounseling/main_menu.htm)

- NOT a crystal ball, but could provide direction if you are truly and fully a stem cell
Data Acquisition

- Stage in which you take your experiences and frame them with your critical factors: this begins now!
- *Ask how a specialty can fit your needs – not how you can fit into a specialty
- Sometimes your critical factors may change – may be worth revisiting
- Know the limitations of the data you have already acquired
Clerkship Experiences Form (CLEF)

- Simple format, <5 minute input
- Link is on UCSF career decision-making website
- These reflections are for you, but will also use in discussing career options with advisors, making 4th year plan, etc.
- 3rd year can be a blur, so it can be valuable to write something down in real time during each experience
New Career Choice Elective

- 2-week elective in Blocks 4-6 (at start or end of block)
- Specialties in the elective: Urology, Dermatology, Otolaryngology, Ophthalmology
- Email Sara Clemons to learn more about this course/to see if it will fit into your schedule
Arriving at a Choice: Information and support

- Personal Mentors: people who know you well, can be truthful to you, and who can place your desires and needs over their own
- Career Advisors: [http://meded.ucsf.edu/ume/career-advisors](http://meded.ucsf.edu/ume/career-advisors)
- Advisory College Mentors
- Dr. Maxine Papadakis
Objectives of Session

- Describe components of an effective career decision-making process
- Diagnose your current level of differentiation
- Describe the 4 stages of making a decision: honest self-assessment, data acquisition, the choice, implementation
- Know your timeline: by summer of your fourth year