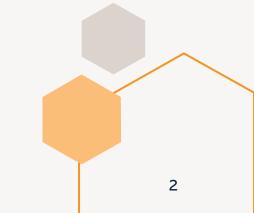


Disclosures

The views and opinions expressed in this presentation are those of my own and do not reflect the standards or practices at my employer, (Chiesi USA, Inc.). This presentation is for informational purposes and should not be taken as legal or regulatory advice or opinion.





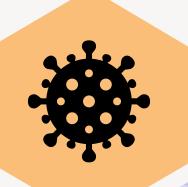
Outline

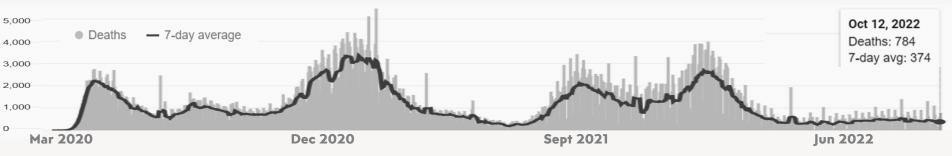


My "Right Turn"

Changing direction for something different and... better







What changed?

Work

- Clinical environment
- Diminishing resilience
- "Value" generation and justification

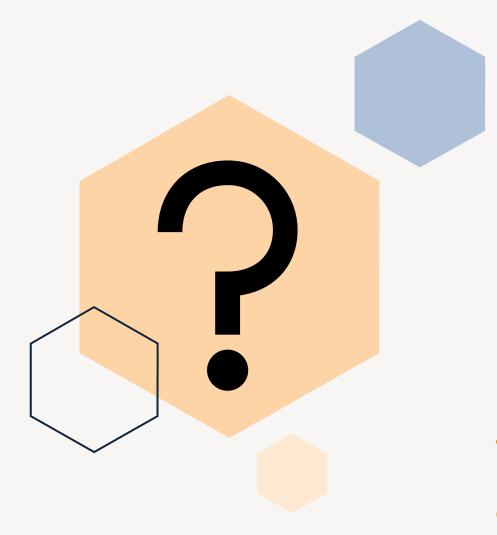
Life

- Family needs →
 "Sandwich" Generation
- Personal health
- Life purpose

Reflection Time: What is academia to me?



- Life calling?
- Challenge & Achievement?
- Internal vs. external expectations?
- Programming?
- Addiction?

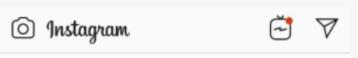




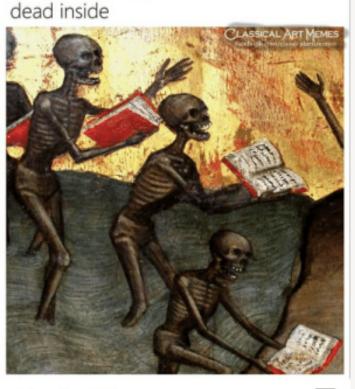
"Better the devil you know, than the devil you don't know"

- R Taverner, Irish proverb, 1539

KSMathews 10-2022







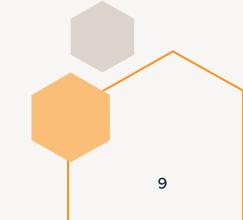


"Change before you have to..."

- Jack Welch, General Electric CEO

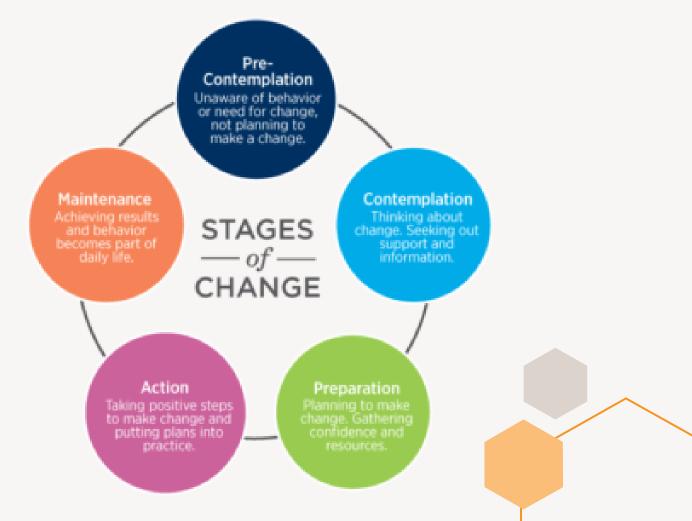
REFLECTION TIME:

- Is a career change needed in your life?
- When would it be a good idea to look?
- Is it even possible?



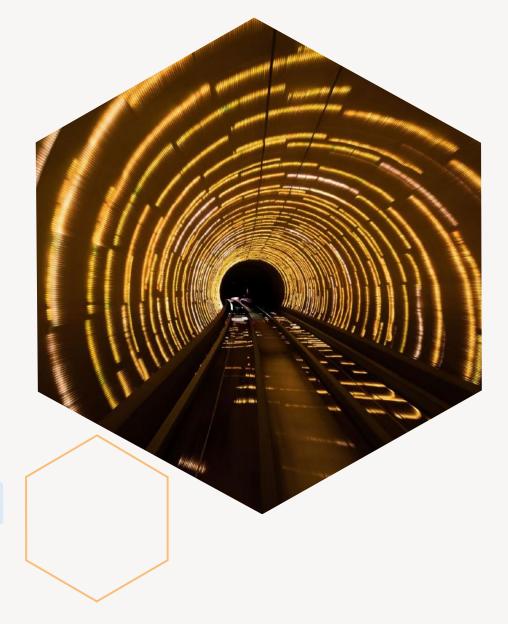
Transtheoretical Model: Stages of Change

- Prochaska & Norcross (2011)
 - Health psychology
 - Problem behaviors
- Broader application
 - Personal change
 - Cognitively- or psychologicallybased change



Staying in "your" lane

PRE-CONTEMPLATION



Clearly defined path forward?

Career mapping → "Tracking" for success

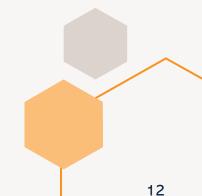
"Super"-subspecialization

Academic niche

Expert in the field

Training

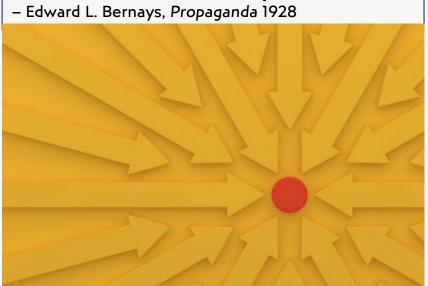
- Pluripotent
- Multipotent
- Unipotent?



REFLECTION TIME: Is staying the course STILL the right option?

"The great enemy of any attempt to change men's habits is inertia."

Civilisation is limited by inertia."





- 20+ year training commitment
- Job security of sorts
- "Game of Life" career

Facilitating a broader view of your situation



That one friend that always says they are fine even when they clearly aren't



Advice from others in your position

- "This is the same everywhere..."
- "This is the best we can expect..."
- "It's a privilege to work here..."

Consciousness-raising therapy

- Awareness activities
- Transparency around possibilities
- "Six degrees of separation"
 - Mentors, sponsors, facilitators, coaches, etc.
 - RAISE-ECHO

Situational Awareness CONTEMPLATION



Reassessing pluripotency



Clinician researcher in an urban AMC

- Boarded in IM/Pulm/CCM
- Health care delivery science (quant)



Roles

- Educator
- Mentor
- Researcher
- Team Leader
- Clinician



Accomplishments

- COVID patient care
- Successful research
- Program development
- Faculty/fellow mentorship



Desirable Abilities

- Creativity
- Adaptability/Flexibility
- Leadership
- Resilience



Marketable Skills

- Teamwork & collaboration
- Project management
- Communication
- Strategic planning

Needs/Goals Assessment: School interview

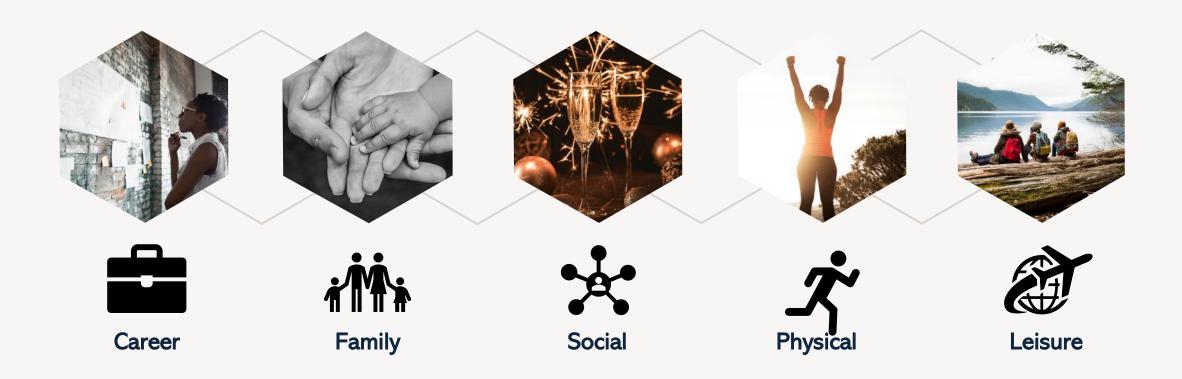




Career

- SMART Goals: Specific, Measurable, Attainable, Realistic, Timely
- Timeframe: 10-year, 5-year, 1-year, 6-month?
- Choose needs that are important and particular to you/your life
- Choose goals within your control

Needs/Goals Assessment: Expand the list!



Other categories: Personal Growth; Skills Development

Prepping for Change

PREPARATION & DETERMINATION



Researching your options



Crowdsourcing

LinkedIn, Doximity
Social Media & FB Groups



Networking

Zoom chats
Conference coffees



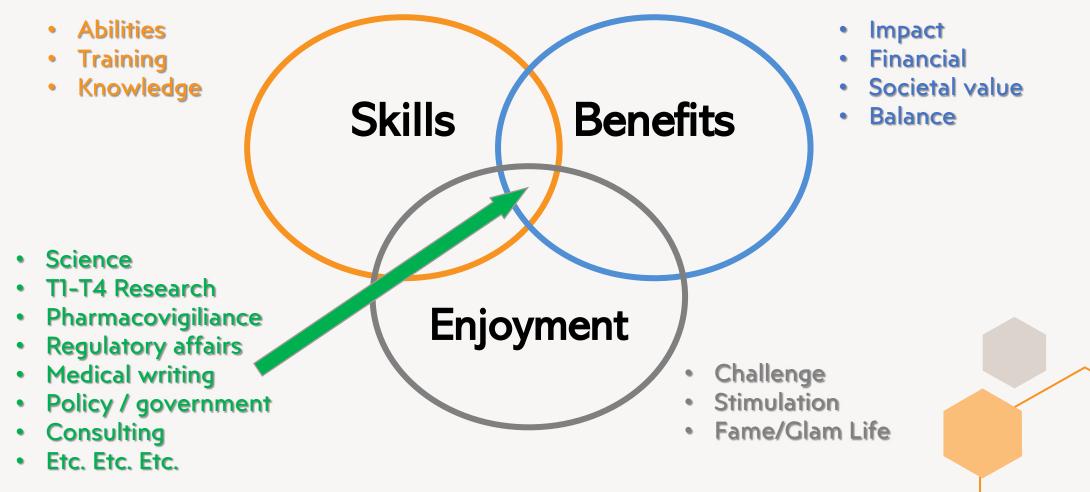
Coaching

Within & outside your field Group vs. individual

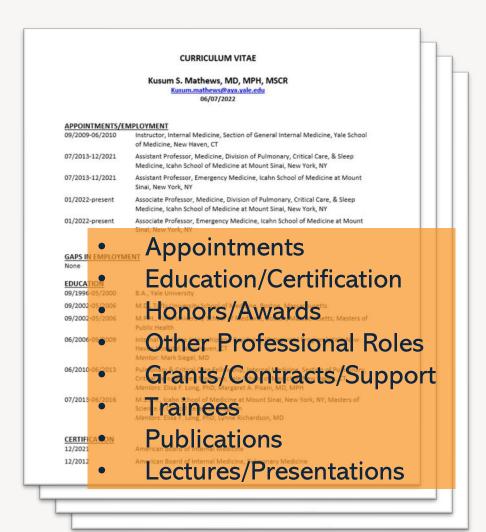


Hint... LEVERAGE your groups/networks to both explore options and to potentially find an advocate for you during the hiring process

Sweet spot: Targeting your next move



Flipping your CV: Going from 22 to 2 pages



Summary

- Highly organized, for Scientist, developed 4 functional collaboratio
- Extensive problem-sol microbiology, oncolog understanding immuni
- Effective communical demonstrated through and Medicine as demonstrated

Technical Skills

Immunology

 In vivo mouse pathogen mode study T cell differentiation
 In vivo mouse tumor model (B16F10)

Retroviral/lentiviral transduction
 primary murine T cells
 Management of T cells recept transgenic mouse colonies
 Multiparametric flow cytometry
 CD8. T cells Tetramers

Work Experience

Research Scientist |

- Managed 4 projects sin establishment of model which has resulted in the
- In depth knowledge of review article.
- Independent establisher modulate gene express transgenic cells could be
- Laboratory management laboratory from UConn projects including the protocols.

HEADLINE

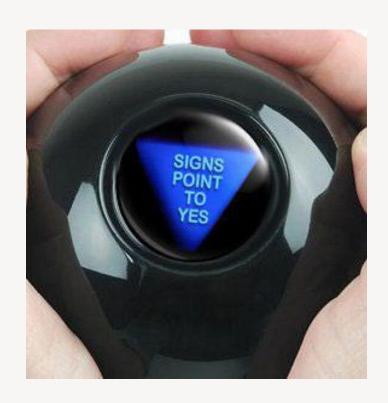
- Relevant skills
 - Leadership
 - Technical
 - Biggest Accomplishments
 & Contributions
- Relevant Experience
- **Positions Held**
- Education/Certificates,
 Awards, Publications



Action & Maintenance WILLPOWER



Decision making: Approaches







Decision analysis: Evaluation criteria

Financial	Clinical environment	Research environment	Personal satisfaction	Work-life balance
 Salary/benefits Discretionary funds Dedicated resources 	 FTE Clinical responsibilities Supervisory role Backup pool 	 Dept/division productivity Collaborative approach Shared resources 	 Intellectually stimulating Mentoring opportunities Skill/Career development opportunities 	 Commute Ability to work from home Schedule flexibility Family-friendly

Evaluation criteria: Importance (음 (음



Financial	Clinical environment	Research environment	Personal satisfaction	Work-life balance
2	1	3	5	4

KSMathews 10-2022 26

	Financial	Clinical environment	Research environment	Personal satisfaction	Work-life balance
Current job	0	0	0	0	0
Job option 1					
Job option 2					
Job option 3					



	Financial	Clinical environment	Research environment	Personal satisfaction	Work-life balance
Current job	0	0	0	0	0
Job option 1	(=)	(-)	(+++)	(+)	(+++)
Job option 2					
Job option 3					



	Financial		Clinical Research environment environment		Work-life balance	
Current job	0	0	0	0	0	
Job option 1	(=)	(-)	(+++)	(+)	(+++)	
Job option 2	(-)	(+)	(+)	(-)	(=)	
Job option 3	(+++)	(++)	(++)	(+)	(+)	



29

	Financial (2)	Clinical environment (1)	Research environment (3)	Personal satisfaction (5)	Work-life balance (4)	
Current job	0	0	0	0	0	
Job option 1	(=) O	(-) -1	(+++) 9	(+) 5	(+++) 12	
Job option 2						
Job option 3						



KSMathews 10-2022

30

		Financial (2)	Clinical environment (1)	Research environment (3)	Personal satisfaction (5)	Work-life balance (4)	WEIGHTED TOTALS
	Current job	0	0	0	0	0	0
	Job option 1	(=) O	(-) -1	(+++) 9	(+) 5	(+++) 12	25
-	<i>Του οριιοπ 2</i>	(-) -2	(+)	(+) 3	(-) -5	(-)	
	Job option 3	(+++) 6	(++) 2	(++) 6	(+) 5	(+) 4	23



Hint... Use the table DYNAMICALLY.

What would it take to go from (-) to (+)? Or (+) to (+++)?

Action steps

- Timelines: Pace yourself and understand your constraints
- Prep for a non-linear journey

• Early phase:

- Introductory convos
- Information gathering
- Insider knowledge

• Late phase:

- Targeted interviews (multiple rounds)
- Job talks
- Negotiation





Resilience to handle "reactions"

- Anger
- Shaming
- Blaming
- Guilt
- Disappointment
- Excuses for your decision
- Bargaining
- Complete disregard
- Jealousy

Maintenance, Reflection, Reassessment

Knowing your worth

- Negotiation/Offer refinement
- Needs & goals, short- & long-term

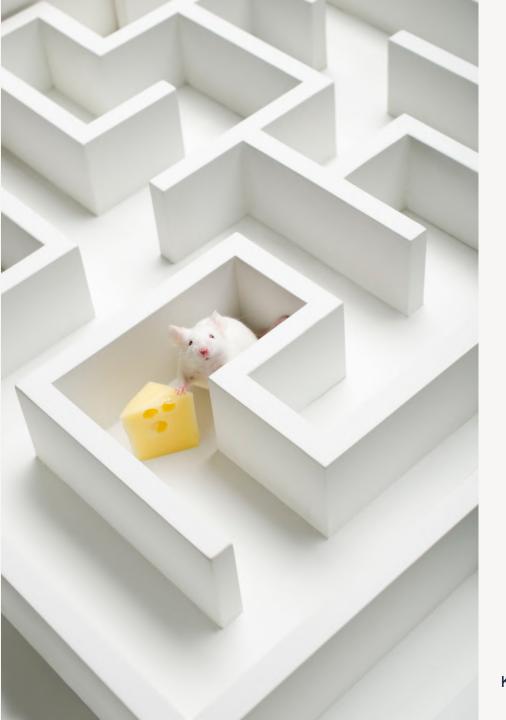
In-vivo career development

- Skill acquisition and application
- Tangible & intangible products

Periodic reassessment

- Reexamination of priorities (new & existing)
- Revisiting your Pugh Matrix





Final thoughts

- No SINGLE right path exists
- You are NOT stuck, and your path is NOT fixed
- Be open to even the UNEXPECTED
- Have confidence in YOUR decision-making process

