The Physician, The Profession: Selecting Career Specialties through Self-Reflection

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The purpose of this session is to encourage medical students to reflect on several personal factors that will influence their career choice and professional health and wellness.
Objectives

Medical students attending the session will:

1. Reflect on personal characteristics and family of origin and how these influence their specialty selection.

2. Share their specialty choices and discuss how their personal characteristics may influence their professional behaviors in their life and career.
Agenda

1. Introductions
2. Reflections & Discussions:
   • Emotional Intelligence
   • Personality preferences
   • Family job description
3. Summary & Evaluations
• How old were you?
• A personal story
What’s Your Specialty?

- Pair share your preferences for a career specialty.
- Has anyone ever helped you identify your specialty by your preferences and personal characteristics?
- Why do you think you are suited for that particular specialty?
“Don’t be part of the problem; be part of the solution!”

Reflect on the unspoken or spoken stereotypes (hidden curriculum) around your selected specialty. Describe what you have noticed or experienced in your current environment.

Will you be part of the solution?
Self-Awareness

Center for Professional Health
• Emotion influences behavior such that an individual is “reasonable” in one instance and “irrational” and emotional the next moment.

Emotional Intelligence

Six components of EI:

1. Self-awareness
2. Self-regulation/management
3. Empathy
4. Social skills - the art of listening
5. The art of resolving conflict
6. The art of cooperation

Individual Activity

• Self-awareness activity
• Reflect on the EI components. Which have you already achieved and which, if any, do you need to improve or strengthen?
• Based on your profile and specialty selection - What are the payoffs & costs for selecting that specialty?
• ~8 minutes
## Personality Preferences

### The Sixteen Types

#### US Population Breakdown

The table organizing the sixteen types was created by Isabel Myers (an INFP).

<table>
<thead>
<tr>
<th>Type</th>
<th>ESTJ</th>
<th>ISFJ</th>
<th>INFJ</th>
<th>ENTJ</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8–12%</td>
<td>9–14%</td>
<td>1–3%</td>
<td>2–5%</td>
</tr>
<tr>
<td>ISTJ</td>
<td>11–14%</td>
<td>9–14%</td>
<td>1–3%</td>
<td>2–4%</td>
</tr>
<tr>
<td>ISTP</td>
<td>4–6%</td>
<td>5–9%</td>
<td>4–5%</td>
<td>3–5%</td>
</tr>
<tr>
<td>ESTP</td>
<td>4–5%</td>
<td>4–9%</td>
<td>6–8%</td>
<td>2–5%</td>
</tr>
<tr>
<td>ESTJ</td>
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<td>2–5%</td>
</tr>
</tbody>
</table>

Estimated percentages of the 16 types in the population.[32]

[http://en.wikipedia.org/wiki/Myers-Briggs_Type_Indicator](http://en.wikipedia.org/wiki/Myers-Briggs_Type_Indicator) (Table copied May 1, 2011)
Personality Preferences

Dichotomies
- Extraversion (E) - Introversion (I)
- Sensing (S) - Intuition (N)
- Thinking (T) - Feeling (F)
- Judgment (J) - Perception (P)

<table>
<thead>
<tr>
<th>IS,T,J</th>
<th>IS,F,J</th>
<th>IN,F,J</th>
<th>IN,T,J</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inspector</td>
<td>Protector</td>
<td>Counselor</td>
<td>Mastermind</td>
</tr>
<tr>
<td>IS,E,T,P</td>
<td>IS,E,F,P</td>
<td>IN,E,F,J</td>
<td>IN,E,T,P</td>
</tr>
<tr>
<td>Crafter</td>
<td>Composer</td>
<td>Healer</td>
<td>Architect</td>
</tr>
<tr>
<td>ES,E,T,P</td>
<td>ES,E,F,J</td>
<td>EN,E,F,J</td>
<td>EN,E,T,J</td>
</tr>
<tr>
<td>Promoter</td>
<td>Performer</td>
<td>Champion</td>
<td>Inventor</td>
</tr>
<tr>
<td>ES,T,E,J</td>
<td>ES,F,E,J</td>
<td>EN,F,E,J</td>
<td>ENT,E,J</td>
</tr>
<tr>
<td>Supervisor</td>
<td>Provider</td>
<td>Teacher</td>
<td>Fieldmarshal</td>
</tr>
</tbody>
</table>
Pair Activity

• Pairs
• Select one component of your personality preference that you feel strongly supports who you are. Introduce yourself based on your personality preference. Based on your personality preferences, share with your partner how your strengths and weaknesses can influence your role as a professional [specialist, i.e. family medicine physician, cardiologist, neurosurgeon, etc.]?
• 5 min each then switch
• 10 minutes total
Family Job Description

- Family roles
  - Family Hero
  - Caretaker/People Pleaser
  - Scapegoat
  - Lost Child
  - Mascot/Clown

- Job title
- Job description
Individual Activity

• Self-reflection activity
• How does your family job relate to your interest in a specialty and/or career choice?
• Describe any links you can find between understanding your family job to your specialty and your future career.
Individual Activity

• Self-awareness activity
• Reflect on activities today. Based on your profile, preferences and specialty selection - What are the payoffs & costs for selecting that specialty?
  – Example: transplant surgeon – pay off is financial and cost is cannot always control when transplant is needed.

• ~8 minutes
Summary

1. Reflect on personal characteristics and family of origin and how these influence their specialty selection.

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