Forging Forward on the Path to SUCCESS: Lessons learned along the way

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OBJECTIVES

By the end of the presentation, participants will be able to:

• Identify two contributing factors related to decisions made that influence a person’s career path.

• Describe at least two professional choices that have beneficial and adverse effects on career opportunities.
“At the crossroads of technology and patient care stand the nurses who have chosen nursing informatics (NI) as their specialty”

Quote from HIMSS Position Statement on Transforming Nursing Practice through Technology & Informatics (2011)
LOIS’S JOURNEY

First introduction to “IT” as clinical analyst at Mercy Health

Time to learn a new application – the EMR for the Catholic Health East (CHE)

Short-term move to manager

CHE merges with Trinity Health, Inc.

Opportunity for growth – Pyxis ES

Trinity moves “Legacy” apps to Leidos

## PROS AND CONS OF DECISION

<table>
<thead>
<tr>
<th>Year/Event</th>
<th>Pros</th>
<th>Cons</th>
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| **1996** First introduction to “IT” as clinical analyst at Mercy Health | Chance to be in on the ground floor of the CPR (Computerized Patient Record) | > Do I have what it take to learn the skills in IT?  
> Scared of a new career path.  
> Loss in salary |
| **2000** Time to learn a new application- EMR for Catholic Health East (CHE) | Learn the Siemens Invision application, named to be the EMR for CHE | Remain with the Legacy apps that would eventually move to Invision |
| **2006** Short-term move to manager | > Continued Transitions within the team  
> “Selfish” not wanting a new manager between myself and current manager | Too many changes occurring with the organization & personal life (Work/life balance) |
| **2013** CHE merges with Trinity Health, Inc. | More opportunities to learn the Trinity Cerner application | Changing organizations, policies, processes |
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<td><strong>2017</strong></td>
<td>Opportunity for growth - Pyxis ES</td>
<td>Understand the full breadth of the Trinity corporation, using a vendor neutral application</td>
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| **2019**  | Trinity moves “Legacy” apps to Leidos | > Ability to stay with familiar applications, until transition to Epic  
> Potential for opportunities when current apps transition to Epic | Either take the opportunity or leave Trinity to pursue/find a new job. |
| **2020 - Present** | Stayed with familiar apps; needed to learn other apps, and increase responsibility & on-call | Contract necessitated periodic decrease in staff. More responsibility and learning |
| **November 2020** | Excited, anxious, new and different opportunities | Leaving behind the familiar |
“Do You Have an “Accidental” Career?

- From a blog by Amy Blashka:
  - She discusses that “Sometimes a non-linear path can lead straight to career success.”

- Which of my choices were Accidental or Intentional?

Use your nursing skills:

- communicator, observer, facilitator, collaborator, problem-solver
- Take the challenge to try something different and learn from it, for the next challenge.
TWO WORDS: TRANSFERABLE SKILLS

Questions for Chat box:

• What do think of when you hear the words “Transferable Skills?”
• What are your transferable skills?

Polling question:
Multiple Choice
FINAL CHAPTER

Retirement

Succession Planning
QUESTIONS for Lois

• Looking back, what was the main challenge you overcame?
  • How did you overcome it?

• What is your biggest Lessons Learned?

• What advise do you have for someone standing at a career crossroad?
  • What do you want your legacy to be?

• How did Lois and Ingrid meet?
INGRID'S JOURNEY

2000
Matriculated into Nursing Informatics MSN program

2008
Graduated with MSN, Started NI job

2010
> Started as Nursing Adjunct
> Part-time School Nurse position

2012
Became Fulltime Nursing faculty & Coordinator

2014
> Earned DNP
> Assistant Professor
> Role expanded-Director

2018

Superuser, Grad course -Computers & Nursing
# PROS AND CONS OF DECISION

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| **2000**  | - Introduced to Nursing Informatics & met Implementation team  
 Arab became Superuser  
 - Took Grad courses & met NI faculty in Computers & Nursing course | - Was pursuing a different MSN program,  
 - Working on unit that was slated for Go-Live at end of implementation plan |
| 2001- took break towards MSN | | |
| **2008**  | - Changed program to Nursing Informatics  
 - Became more visible as Superuser  
 - Employee tuition assistance | - Sacrifice becoming student with young child & working full-time |
| Fully Matriculated into NI MSN program | | |
| 2009- started practicum semester with new Program Director | | |
| **2010**  | - Job offer before graduating (exciting)  
 - Learned a lot & met many new people | - Salary change (less than unit baseline pay)  
 - Adjust work schedule, make sacrifices |
| Graduated with MSN, Started NI job in Professional Development dept. | | |
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<td><strong>Pros</strong></td>
<td><strong>Cons</strong></td>
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| Started Nursing Adjunct position | Year of change:  
- Added flexibility to schedule (caring for ill parent)  
- Moved to Pa., available for my family | Loss in salary  
Change in routine  
Newby, small fish in big pond |
| **2014**       | New role with expanded responsibilities, increase in salary  
Faculty rank: Instructor | - Imposter phenomenon  
- Return to school, wasn’t ready |
| Became Fulltime faculty, Coordinator | Year of achievement:  
Degree conferral, Assistant Professor, became Director | Competing priorities and expectations |
| **2018**       | **Pros**                                                             | **Cons**                                                             |
| Earned DNP, became Director | Strategy, resources, proactive, connections | Unknown and unpredictable outcomes |
| **2020 - Present** | **Pros**                                                             | **Cons**                                                             |
| 3-year plan    | Strategy, resources, proactive, connections | Unknown and unpredictable outcomes |
• Transferable Skills
  • Accountability Partner
  • Manage Expectations
  • Competing Priorities
  • Being Strategic
  • Goal Setter
  • Having Grit*

*In 2020:
Being Resilient
Express Gratitude
Explore Silver-lining
Overcome Disappointment
SMART Goals

• Create SMART goal
  • SMART acronym
  • Separate goals or one-sentence statement
  • Goal setting & evaluation

• Peter Drucker
  • Father of Management
  • Managing Oneself

• Mind map/Concept map
  • Visual Tool
  • Example
# SMART Goals

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<tr>
<th>S</th>
<th>Specific</th>
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<tbody>
<tr>
<td>M</td>
<td>Measurable</td>
</tr>
<tr>
<td>A</td>
<td>Achievable</td>
</tr>
<tr>
<td>R</td>
<td>Relevant</td>
</tr>
<tr>
<td>T</td>
<td>Time-bound</td>
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FIVE QUESTIONS TO ASK YOURSELF …

1. What are my strengths?
2. How do I perform/work?
3. What are my values?
4. Where do I belong?
5. What should I contribute?

Career tips:
• Take responsibility for relationships
• Follow effective action with quiet reflection…
• Quiet reflection = more effective action

“The best way to predict the future is to create it.”
~ Peter Drucker
Managing Oneself

Peter Drucker

What are my strengths?

- Feedback analysis
- What are you good at?
- What do you need to improve?
- What are your strengths?
  - Intellectual arrogance
  - Lack of follow-through
  - Lack of manners

The second half of your life

Benefits:

- 45 peak of your career?
- 3 ways to develop a second career:
  1. Start one by moving jobs
  2. Develop a parallel career (or part-time, consulting)
  3. Be a social entrepreneur/organizer

Take responsibility for relationships

- Other people are individuals too.
- Adapt to different strengths, ways of working, values.
- Take responsibility for communication.

What should I contribute?

- What does the situation need?
- What is the greatest contribution I can make?

Where do I belong?

- Where do I not belong?
  - Are my org.'s values compatible?
  - What kind of person do I want to see in the mirror?

What are my values?

- Values > strengths
- Resolve conflicts
- What is the way of work?
- What results have to be achieved to make a difference?
  - Hard to achieve (stretch)
  - But within reach
  - Meaningful
  - Visible
  - Measurable (if possible)

How do I work?

- Don't try to change yourself.
- Improve how you perform.
- Avoid what you'll perform poorly.

Image credit: Creative Commons
In a few hundred years, when the history of our time will be written from a long-time perspective, it is likely that the most important event historians will see is not technology, not the internet, not e-commerce. It is the unprecedented change in the human condition. For the first time - literally - substantial and rapidly growing numbers of people have choices. For the first time, they will have to manage themselves. And, society is totally unprepared for it.

~ Peter Drucker, 2000
EXAMPLE

PREPARING FOR A JOB INTERVIEW

Why this job?
- Company research
  - Past
  - Future
- Relevant
- Useful
- Positive
- Only
- Employers
- Other

What looks attractive?
- Training
- Experience
- Personality
- Display
- Loudly
- Confidently
- Reserved
- Confident
- Inexperienced
- AIMA: Be understanding 
- Quotable
- Remembered
- First
- Impressions
- Last
- Strongest
- Show
- Enthusiasm
- Speak
- Vividly
- Varied
- Tone

What looks professional?
- Artistic
- Leisure
- Cultural
- Sporting
- Professional

What looks appropriate?
- Groom
- Conduct
- Dress
- Prepared
- Relaxed
- Alert
- Socket
- Interview

What to say?
- Job
- Application
- Remember
- Delay
- Punctual
- Relaxed
- Book
- Take
- Smile
- Greet
- Attentive
- Posture

Prepare:
- Job questions
- Answers
- Interests
- Hobbies
- School subjects
- Last
- Best
- Ever?
- Why?
- Fired
- Left
- Why?
- Ambitions
- Goals

After letter
- Thanks
- Confirmed
- Information
- Further

Expected

Image credit: Creative Commons
QUESTIONS for Ingrid

• If you weren’t in academia, where would you be?
• What career decisions would you have done differently?
• How did you respond to the changes from in-person interactions, to all remote learning?
• How do you help your students assimilate into the Nursing Informatics community, post-graduation?
Reflect on our past

Words of wisdom

• How has your past shaped who you are?
• What are you thankful for about your past?
• Are there any words of wisdom that you’ve received that have had an impact on you?
• Any sayings or expressions that have stuck with you?
• What are some of your end-of-day routines?
WRAP - UP

• 2020: Year of the Nurse and Midwife (WHO)
• What does that mean to you?
• Where will your journey take you?
• What’s next?
Questions

Thank you for being here at the end of the day!
References

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