

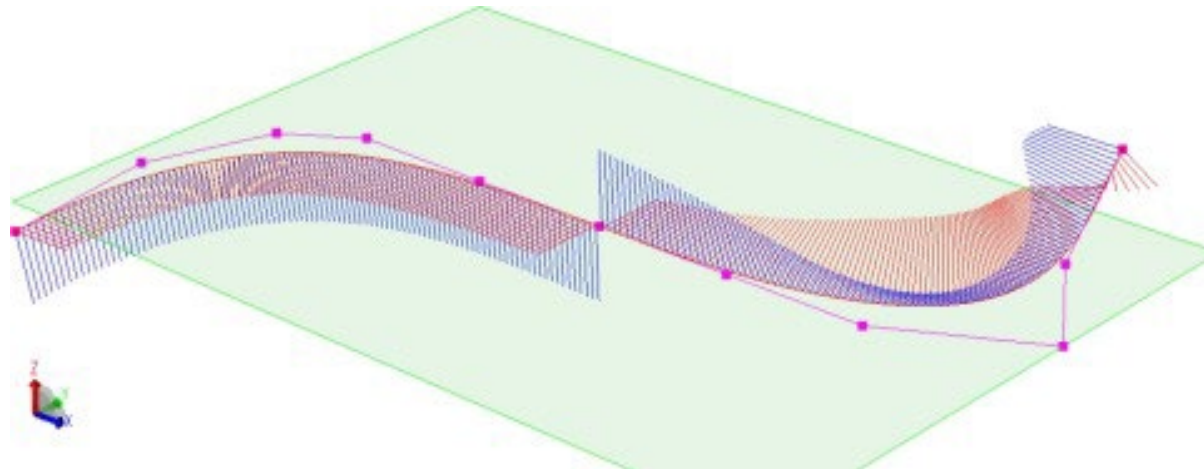
# The Importance of Mentorship: Cross Sections of Career and Personal Life

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October 4, 2024



“Somewhere, something incredible is  
waiting to be discovered!”

— Carl Sagan

# Major Giscard



- La Cerdanya
- 1500 meters
- 63 km

# Major Giscard



- La Cerdanya
- 1500 meters
- 63 km
- Two and a half hours!!!



# Terms

- Advisor
- Mentor
- Sponsor

# Developing/Inspiring People

WORKING HARD  
FOR SOMETHING WE  
DONT CARE ABOUT  
IS CALLED STRESS.  
WORKING HARD FOR  
SOMETHING WE LOVE  
IS CALLED PASSION.



HIBRID

AND

AND

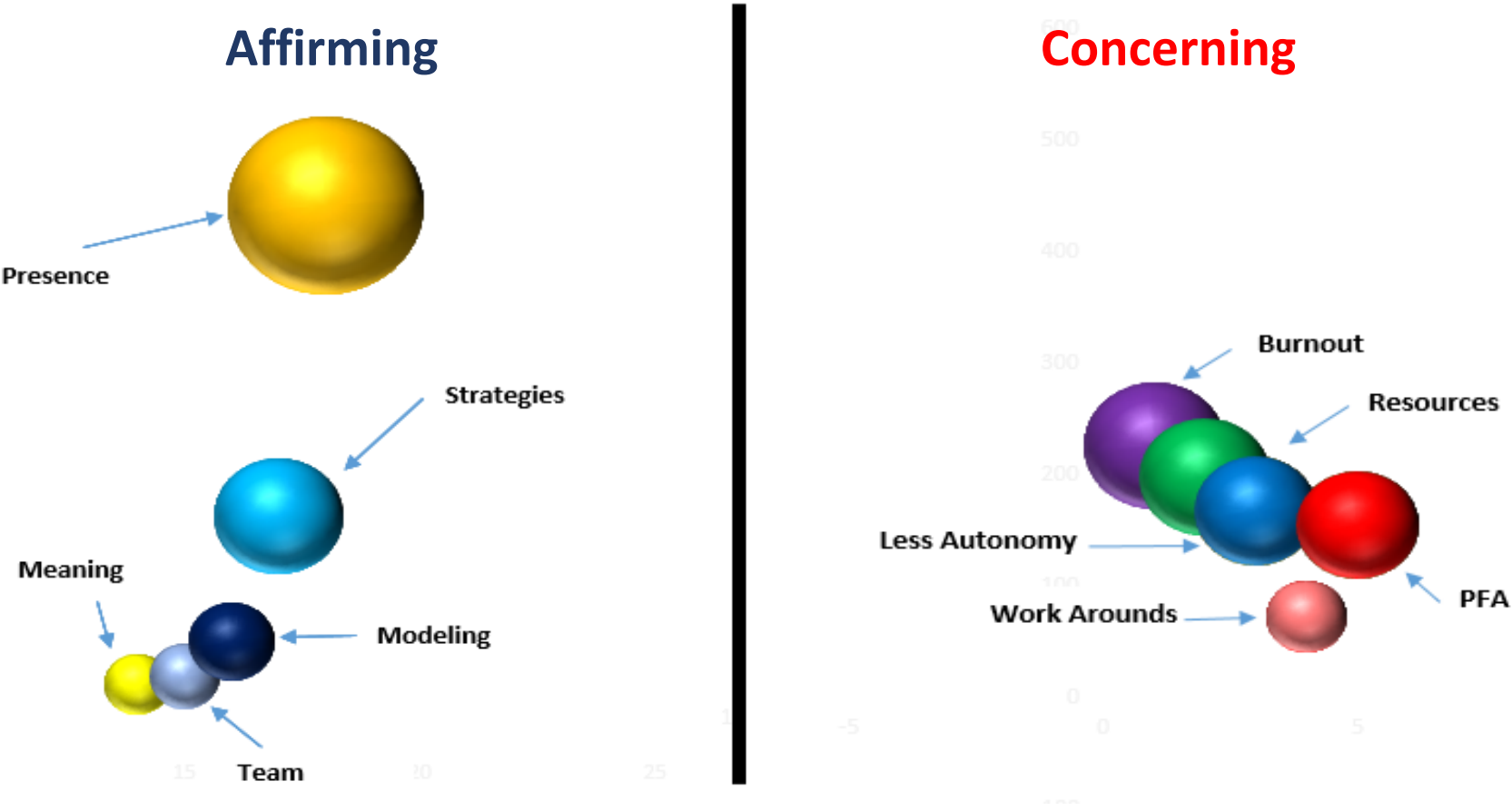
BUT



“The true measure of a man is how he treats someone who can do him absolutely no good.”

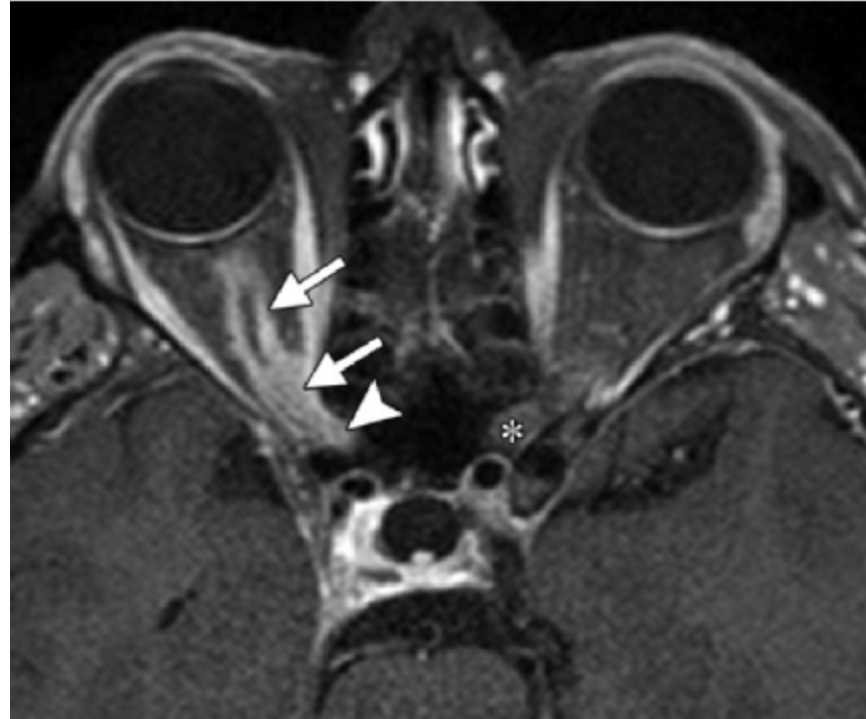
— Samuel Johnson

# Mixed Study in Physician Workforce Stressors



# We are Custodians of Our Profession







- Chrissie Wellington
- 1:01:03 2.4 mile swim
- 4:56:53 112 mile bike
- 2:52:41 26.2 mile run



# Leadership in our space

- Think to ask the hard questions
- Dare to solve the hard problems
- Hard things are hard



# Leadership in our space

- Think to ask the hard questions
  - Dare to solve the hard problems
  - Hard things are hard
- 
- Change lives



# Debriefing case

A 49 year-old medical dermatologist comes into your office stating that he feels burned out. He is performing at 90% Vizient wRVU productivity, accomplishes above 90% patient satisfactions scores as measured by Press Ganey, has two grants, is publishing and is an editor of a textbook. As an academic leader you want to retain this Professor. What could potentially mitigate these feelings of burnout?

- A) Ask him to choose to stop doing one of these activities
- B) Ask him to take two weeks off as paid FMLA leave
- C) Find him a new mentor. The one he has is clearly no good.
- D) Considering volunteerism in the community



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# Volunteerism and Burnout: Does Satisfaction of Motives for Volunteering Protect Against Symptoms?

August 2020

[International Journal of Voluntary and Nonprofit Organizations](#) 33(1)

DOI:[10.1007/s11266-020-00257-y](https://doi.org/10.1007/s11266-020-00257-y)

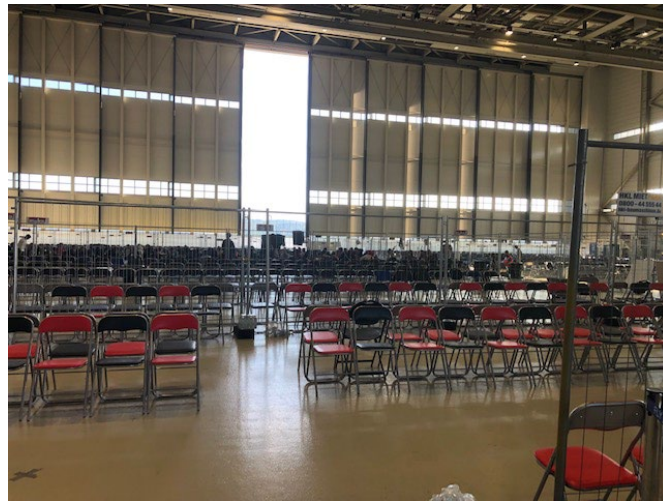
Authors: Jessica Morse and Bryan J Dik

# Urgent Call for Volunteer Physicians on Board Afghan Airlift



- Call for help at airport to treat those after a long trip
- Time goes on, refugees get sicker
- Elderly, children, pregnant women
- “Now, we need doctors to be on flights.”
- It’s COVID!
- Measles outbreak











“People do what they are paid to do, or what they like to do. Happily, sometimes, they are one and the same.”

— Dr. Thomas B. Fitzpatrick



Thank you