

# High Quality Research

## *Characteristics*

- Requires front end time / resource investment
  - Graduated funding
- Commitment to higher level of evidence studies
  - Prospective or retrospective w/ measurement protocols
- Related Studies with Clinical Focus
  - Anatomy, surgical method, rehab, etc
- High publication goals
  - JBJS, JOR,

# Quality Research

## *Advantages*

- Demonstrates commitment to academic mission
- More efficient (for career purposes)
  - Higher impact
- Effective means to differentiate your work
- Many more potential research questions!!!
- Compatible with quantity!

# Research Goal

- Start with an important clinical question then consider methods
  - Will the clinical design thoroughly address the primary question?
  - What methods considered and why was present one selected?

# Clinical Science

## *Fundamental – Methodology*

- Focus !!!
- Limited Specific Aims
  - Clear cut & important purpose
- Important (testable) Hypothesis
- Realistic Expectations
  - Pt recruitment

# Deliverables

*How do you demonstrate worthiness?*

- Publications

- Quantity and Quality

- Presentations

- Intellectual property

- Faculty/trainee development

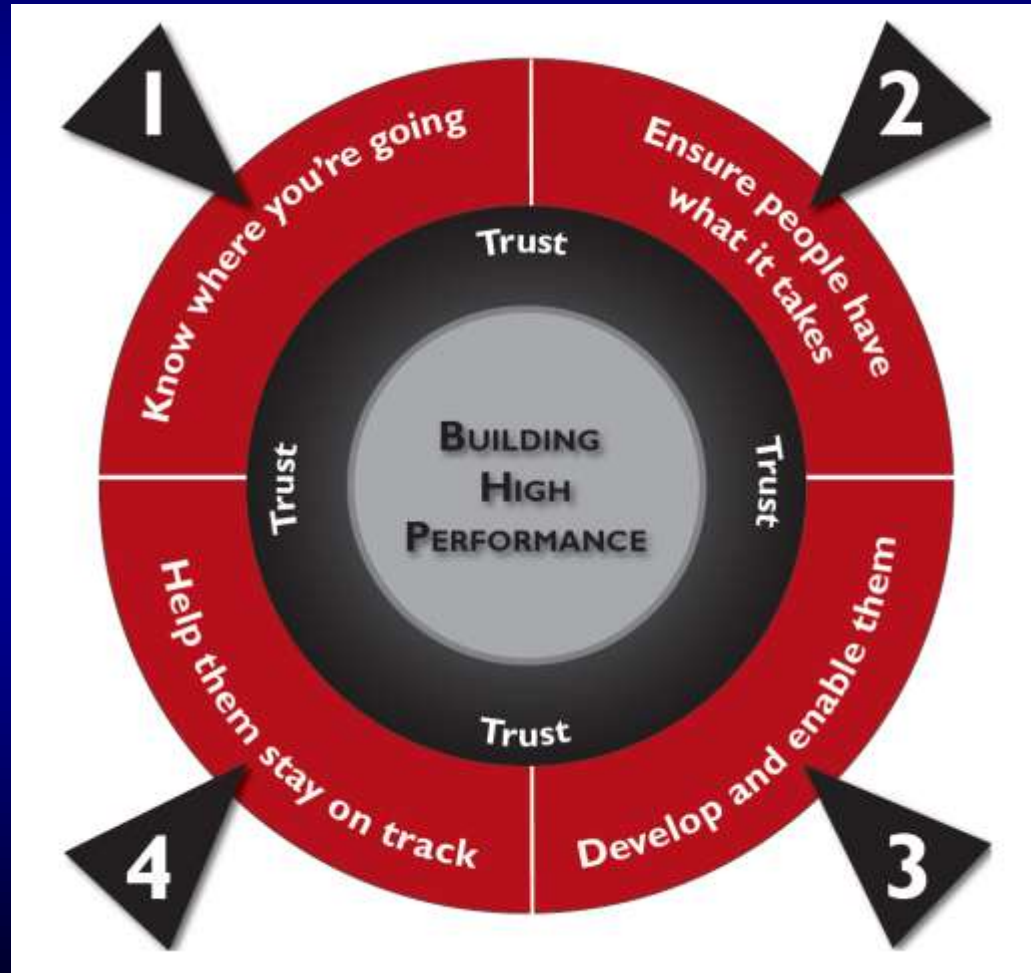
# The Soft Side of Mentoring

- Begin with TRUST!
  - Actively listen with empathy
    - Make sure they know you care
  - Feel comfortable with giving and receiving constructive criticism
    - Confide about yourself first
  - Demonstrate passion
    - Passion, enthusiasm are contagious

# The Soft Side of Mentoring

- Provide Focus
  - Young have energy and enthusiasm
  - Channel towards the most meaningful areas
- Facilitate early success
  - Join/lead projects with high likelihood of success!
- Emphasize Standards!

# The Practical Side of Mentoring

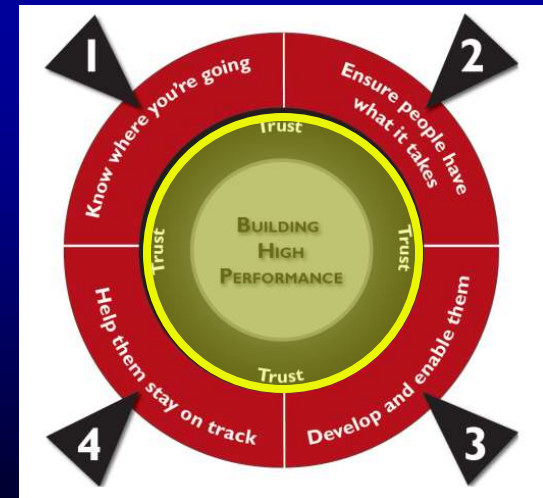




# The Practical Side of Mentoring

## *Constructive Feedback*

- It starts with TRUST!
  - Most constructive comments will be taken well if the intention is well-understood
  - Don't provide just a criticism – must be accompanied with a solution
  - Best accompanied with a personal anecdote!
- Always end positive
  - Feed passion and enthusiasm!



# Practical Side of Mentoring

- Should be formal
  - Don't rely on chance encounters
- Should be measured
  - Decide what is important
  - Insure accountability
- Should be regular

# Strategy

*How will you accomplish your goals?*

# Strategy

- Definition:
  - Plan of action or allocation of resources to best achieve a competitive advantage or goal

# Strategy

## *Practical Attributes*

- General and uncomplicated
- Direction for tactics that can and will be implemented
- Allows for measurement and assessment

# Strategy

## *Specifics*

–Goal

–Assessment of resources

: What makes you great?

: What are your core competencies?

» Agreed upon, unique, critical to success, better than competitors, can be built upon

–Action plan

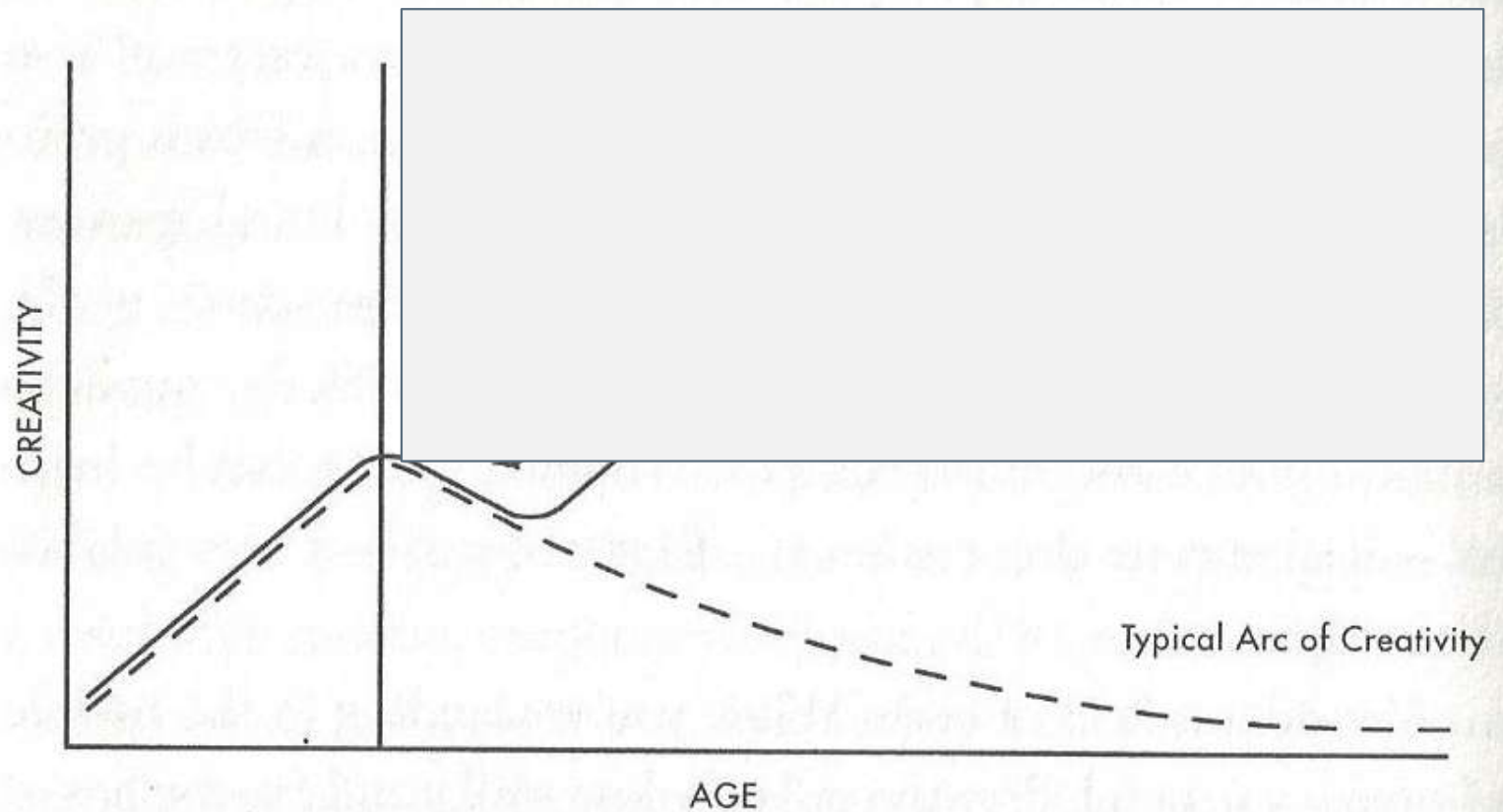
: How do you utilize resources?

–Reassessment

# Advantages of Youth

- Energy, Passion, Enthusiasm, Mission
- Creativity!!!
  - Source of innovation

# INNOVATION – WHO IS LIKELY TO BE THE MOST CREATIVE





# INNOVATION

- People interactions
  - 10 person group
  - 2X (5 person group)
  - 10 individuals



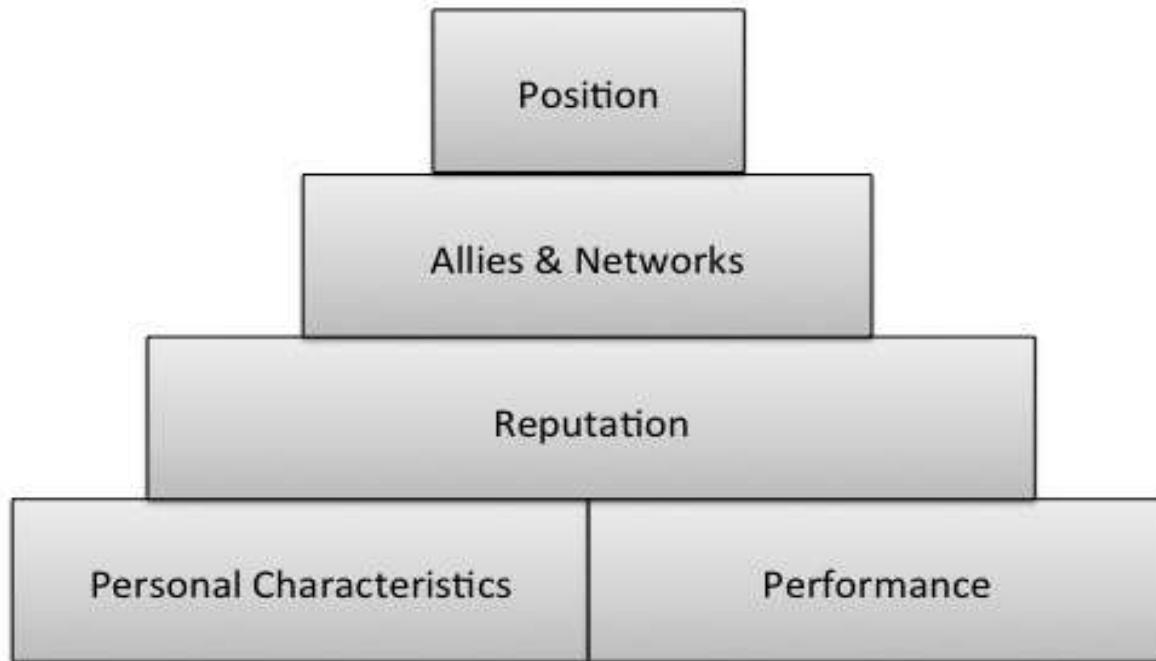
Which situation will give:  
Most # of ideas?  
Highest quality of ideas?

# Summary

- Organize your long-term goals
  - Developing a personal mission statement
- Strategic Development
  - Elements of effective strategy
- Team Building
  - Why are some teams more functional than others?
- Personal Growth
  - Kaizen approach
- Elements to Success
  - Networking
  - Time Management
  - Negotiation Skills

# Career Success

## *Power-based Pyramid*



# Thank You



**The Shoulder & Elbow Service**

Barnes-Jewish Hospital

Washington University School of Medicine

St. Louis, MO