

# GETTING OVER THE MID-CAREER HUMPH

## Tips for career advancement

### INVEST IN FACETIME

Identify key players in your department. Build personal connections by attending divisional meetings, following up via email. Share your interests and background - allow colleagues to make introductions. Keep a curated list of colleagues with their roles, interests and opportunities.



### WEB OF MENTORS

Cultivate a menu of mentors for different domains (research, leadership, work/life integration etc.). Consider peer mentors who may have recent lived experiences with similar career or personal struggles and can offer timely advice. Consider drawing a “web of mentors” which is a physical sketch of your academic community and is a way to evaluate the quality of professional relationships.



### CAREER CARTOGRAPHY

A visual framework to capture your career goals, the legacy you wish to leave behind, and to strategize the trajectory towards that goal using a systematic and iterative process. This includes a summary of current academic activities and promotes reflection on these activities.



### BE PREPARED

Be prepared and remain adaptive to the changing and integrating of clinical/educator/teacher/investigator identities. Ask questions about successful transitions between streams as well as requirements for advancement.



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