



Mission, Mentors, Momentum

Intentional Career Development in Academic Medicine

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Evaluation & CME Credit

Professional Development Series • July 8, 2026



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Session Objectives



1

Develop a career mission and vision statement to help plan career development.

MISSION & VISION



2

Create a mentoring map to identify mentors, recognize gaps in mentoring, and make the most of mentoring opportunities.

MENTORING



3

Implement the use of an alignment framework to evaluate and prioritize activities and opportunities.

MOMENTUM

The Next 55 Minutes



1

Didactic, individual, and small group work.



2

Resources to explore.



3

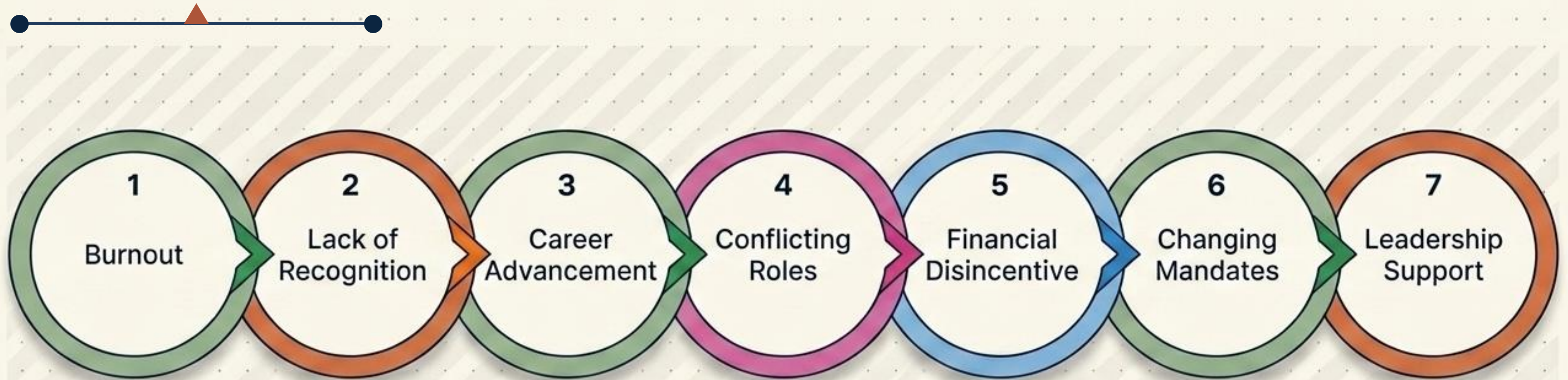
Take this back to your team and share.

OBJECTIVE 1

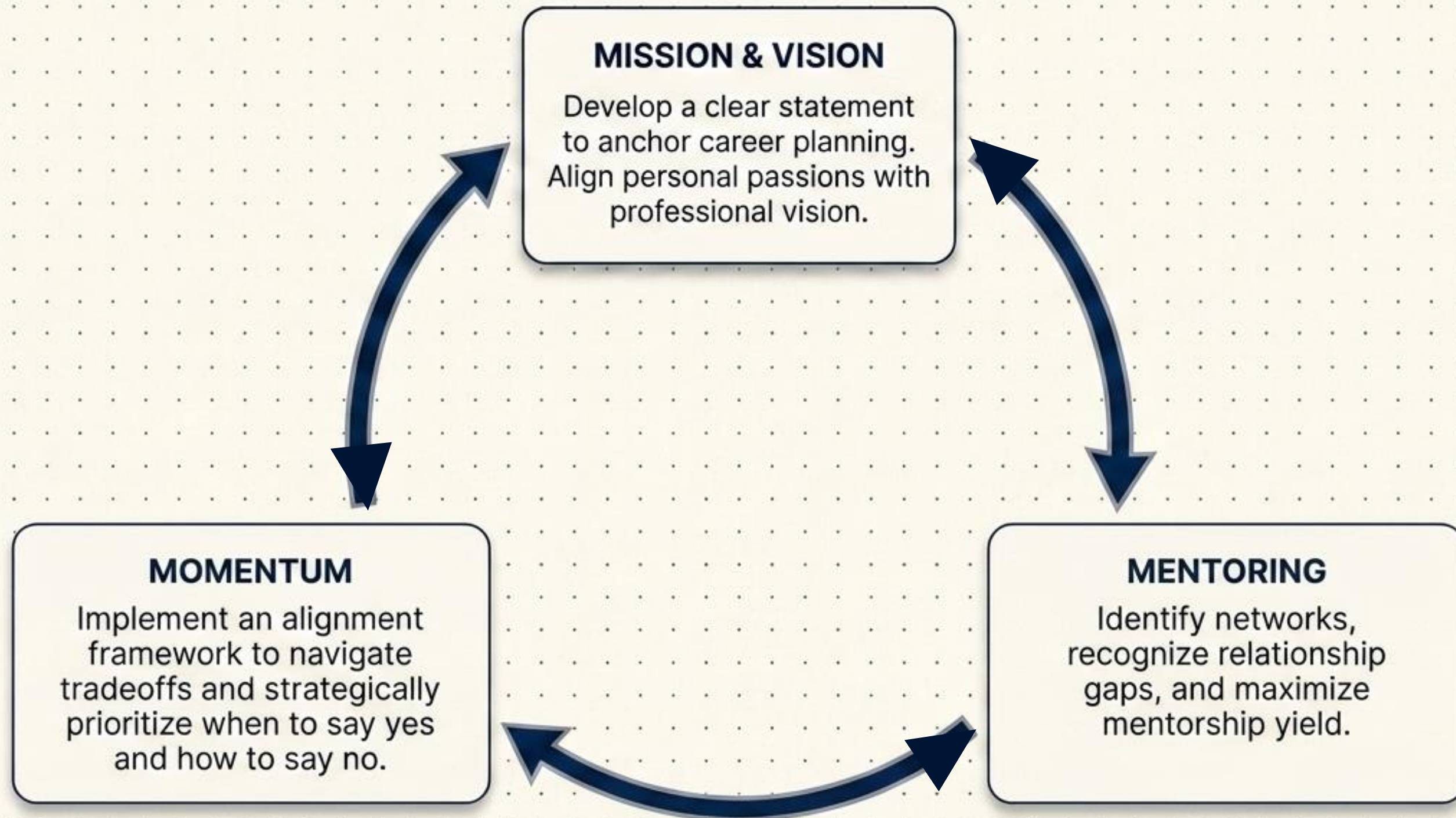
Mission and Vision



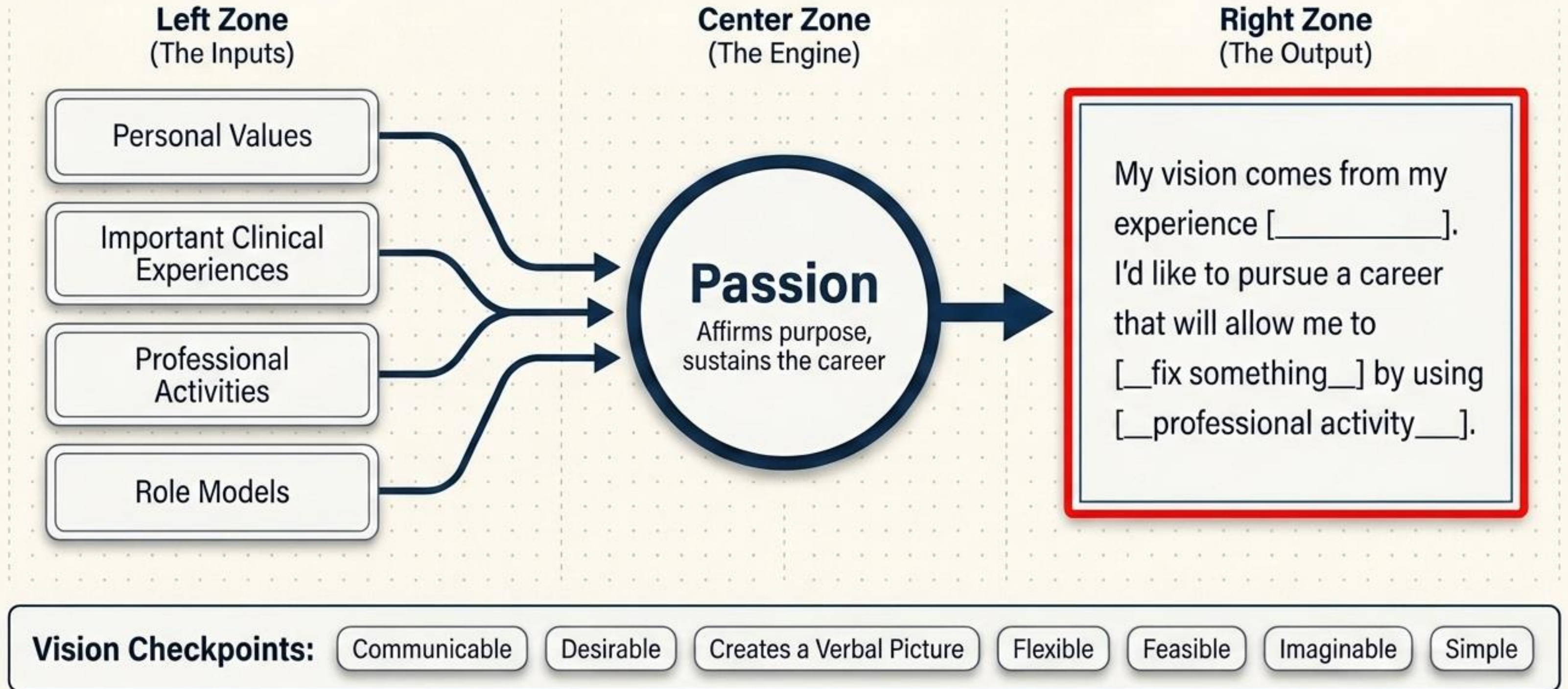
Seven Vulnerabilities of Career Educators in Academic Medicine



An Operating System for Academic Medicine



Formulating a Sustaining Strategic Vision



Categorizing Your Professional Contributions

Service

Exemplary care with national reputation

Development of programs recognized by others

Contributions to the field/leadership

Education

Direct teaching with awards/recognition

Curriculum development recognized by others

Measurable, sustained leadership/mentoring

Scholarship

Publications

Presentations

Advocacy

Curricula

Digital Artifacts

Grants

Mission/Vision Work



Career Passion Alignment Worksheet

For each box, enter an activity that answers the prompt:
'An activity that can support my passion is...'

**Clinical**
Professional duties related to patient care.

**Education**
Teaching or mentorship.

Core Passion Prompt
I have a real passion for...

**Service**
Contributions to organizational committees.

Scholarship
Academic research or publications.

OBJECTIVE 2

Mentoring



Mapping Your Mentorship Ecosystem



Cultivating Networks Across Differences

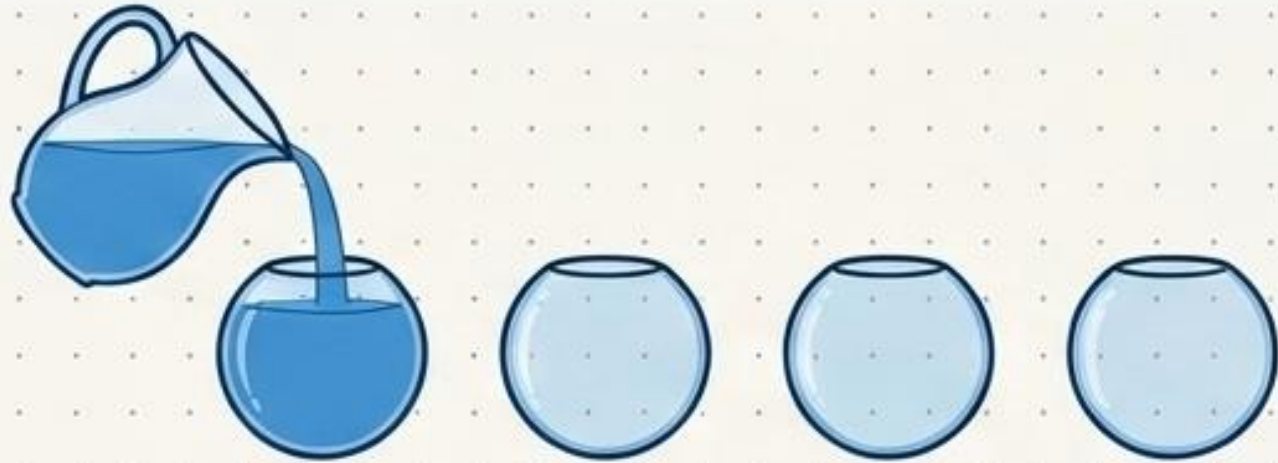
☐	Recognize and identify assumptions.
☐	Create an environment promoting open discussion about difference.
☐	Actively create opportunities to explore diverse roles and experiments.
☐	Develop comprehensive mentor/mentee definitions (psychosocial, coaching, advocacy, sponsorship).
☐	Understand the pros and cons of same-identity relationships.
☐	Cultivate broad developmental networks.
☐	Seek to understand and appreciate generational differences.

OBJECTIVE 3

Momentum



The Capacity Trap



You can do anything...



...but not everything.

Stretched too thin?

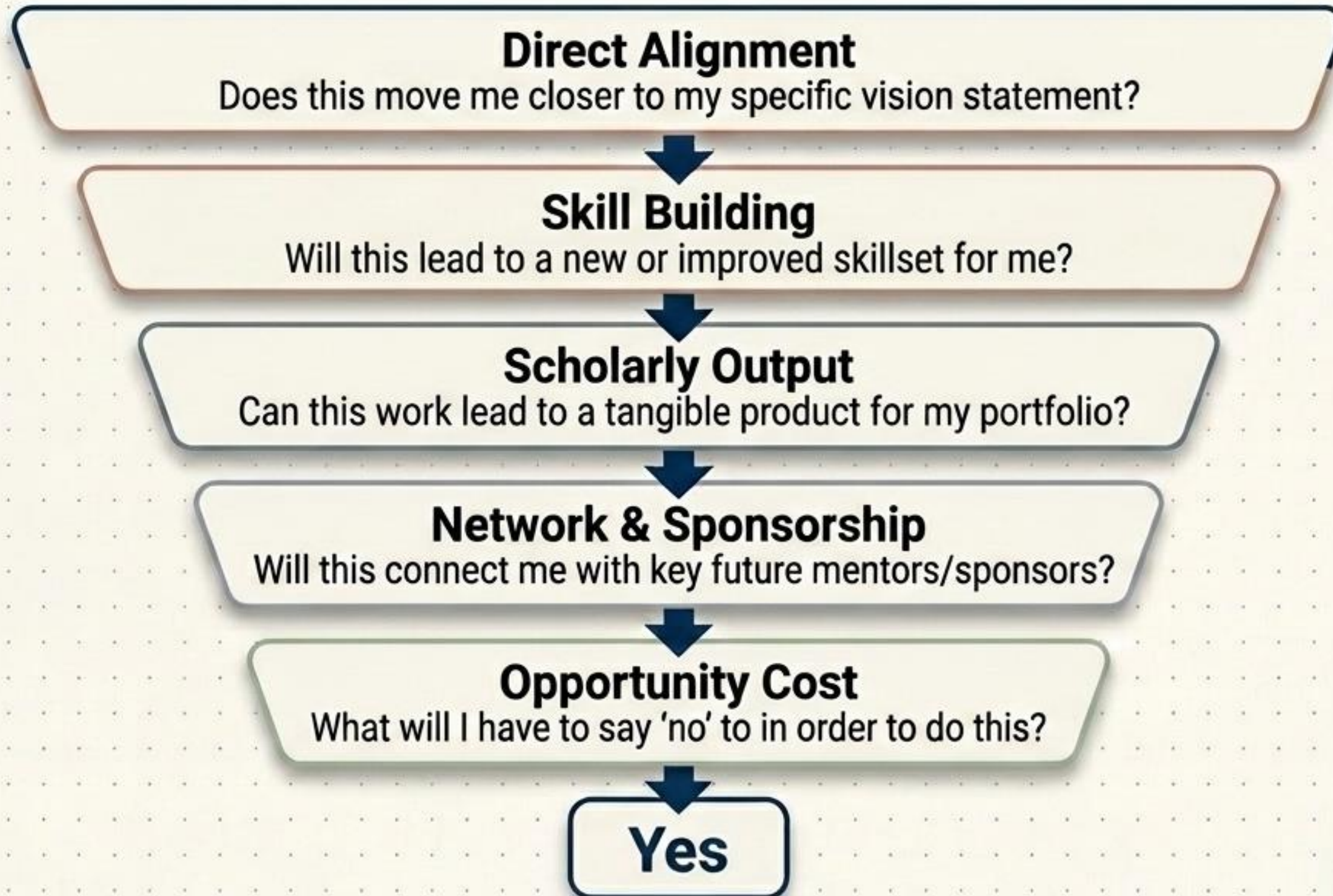
Busy but not productive?

In motion but not going anywhere?

The Tradeoff Truth

Fear of Missing Out (FOMO), anxiety about burning bridges, and the desire not to disappoint make this hard. But remember: Choose, or someone else will choose for you.

The Vision Filter for New Opportunities



The Mission and Vision Alignment Matrix



Core Insight: Your energy is a limited resource. Focusing on the top-right quadrant improves career vitality.

Tactical Execution: The Art of Saying No

DECIDE

COMMIT

SUCCEED

- Separate the decision from the relationship.
- Trade popularity for respect.
- A clear 'no' is better than a non-committal 'yes'.

STRATEGY	EXACT VERBAL SCRIPT
The Resource No	I want to make sure I have the resources and time to do this job well, so...

STRATEGY	EXACT VERBAL SCRIPT
The Deprioritize Yes	"Yes! What existing project should I deprioritize to make room?"

STRATEGY	EXACT VERBAL SCRIPT
The Advocate Pivot	"I can't, but [Colleague] would be fantastic for this."

STRATEGY	EXACT VERBAL SCRIPT
The Soft No	"No, but..." (offering a smaller alternative)

STRATEGY	EXACT VERBAL SCRIPT
The Time Buffer	"Let me check my calendar / check with my mentor and get back to you."

Wrap-Up, Resources, and Personal Resolution



Sustaining Your Navigational System

Step 1: Commit.

Share your newly formed Mission/Vision with your mentoring group.



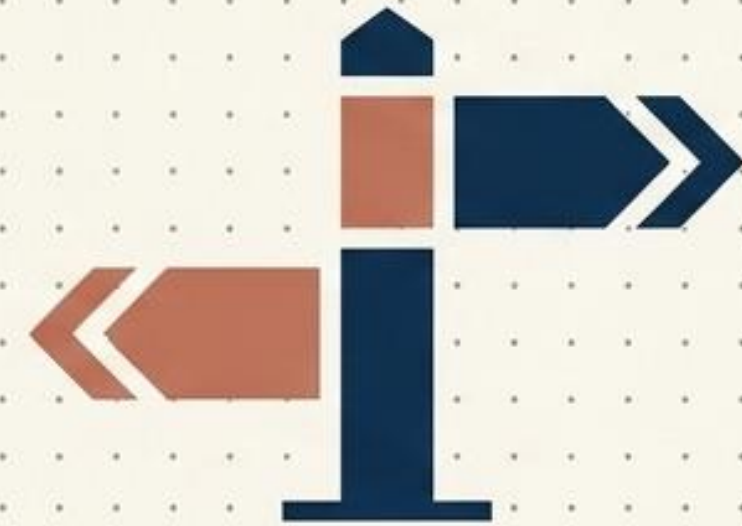
Step 2: Refocus.

Acknowledge that your course will change.
Re-evaluate your Vision as your career evolves.



Step 3: Elevate.

Use these specific tools (The Matrix, The Filter, The Map) to mentor others in your institution.



Scan the QR code to download the fillable Mentoring Map and Vision Filter worksheets.



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