

How to build your career in Europe

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Disclosures

- None for this particular meeting
- In general
 - I have received advisory board fees and research or unrestricted educational grants all paid to my institute from Janssen, ViiV Healthcare, Gilead, Merck and CLJI.

Survey on establishment of careers

- N = 15 key opinion leaders
- 13 MD or MD/PhD, 2 PhD involved in clinical work
- Age range: 40-75 years-old
- 4 females; 11 males

What was the most relevant decision for your career?

- Going international, $n = 5$
- Choosing my first position based on content, not on salary, $n = 2$
- Joining a proactive well-connected successful group, $n = 3$
- Combine research with clinical work
- Receiving a large grant
- Selecting the best training opportunities
- Presented myself as expert during a TED talk

What was the biggest mistake in your career?

- NOTHING, I became better because of my mistakes, $n = 9$
- Not taking foreign opportunity (too picky, because of influence on private life), $n = 3$
- My best choice in life, having kids
- Being too lazy
- Not paying enough attention to the priorities of those who decide
- Not having a stimulating mentor

What brought you on top?

- Passion, $n = 6$
- Dedication, $n = 5$
- Persistence, $n = 5$
- Being a team player, $n = 5$
- Interest in new developments, curiosity, questioning, $n = 5$
- Diplomacy, $n = 3$
- Vision and focus on long term goals, $n = 2$
- Analytical skills
- Optimism
- Humor
- Patience

What makes you more successful than others?

- Passion, dedication, commitment, $n = \text{all}$
- Working hard, $n = 7$
- Delivering, $n = 4$
- Focus on content, knowledge, $n = 2$
- Performing fundamental research, embracing research, $n = 2$
- Seeing the opportunities, $n = 2$
- No big ego
- Open mind
- Less conventional
- Reserving time to think

Did you go abroad?

- Yes, $n = 14$, crucial step!
- No, but I should have!

What was the positive result of your international experience?

- Extended knowledge, skills
- Broadened my perspective, to see other ways of organising, evaluating performance and conducting research
- Improved flexibility
- Speeded up my career

What was the negative result of your international experience?

- Loneliness, $n = 4$
- Should have benefited more, no good plan, $n = 4$
- Although beneficial for personal development, career was slowed down, $n = 3$
- Overwhelmed by clinical work, $n = 2$
- Bad weather, $n = 2$
- Readaptation to limitations in my own country, $n = 2$

How do you prioritize?

- Based on relevance to my personal goals
- Institute's goals first
- Mix of relevance and emotions
- Mix of most demanding, pleasure and importance
- Terribly, I should say no more often! $n = 5$
- I do first easy things I like to be motivated to work on the big list
- Weekly list, allow certain changes
- Daily list, constantly allow changes
- Mix of relevance and urgency indicated by my secretary
- In collaboration with colleagues

How well do you balance work and private life?

- Perfectly, thanks to excellent facilities
- Better now I am getting older, $n = 2$
- At times
- Not well!, constant struggle, $n = 9$
- Not at all
- They greatly overlap

Are you happy with your current position and situation?

- Yes fully, $n = 1$
- Mostly, $n = 10$
- Up and down, $n = 4$

"Our finest moments are most likely to occur when we are feeling deeply uncomfortable, unhappy, or unfulfilled. For it is only in such moments, propelled by our discomfort, that we are likely to step out of our ruts and start searching for different ways or truer answers."

M. Scott Peck

What advise would you give YING participants?

- Do what makes you happy, where curiosity drives you, **n = 5**
- Find a dedicated mentor, **n = 3**
- Be persistent, **n = 3**
- Combine clinical work and research, **n = 3**
- Keep your options open, **n = 3**, (don't limit yourself to one subject)
- See and grab opportunities, **n = 3** (if you're offered a seat on a rocket ship, don't ask what seat! Just get on *Sheryl Sandberg*)
- Be innovative
- Drop unsuccessful projects
- Don't be shy!
- Don't rush into private commitments
- Get yourself connected
- Work every day
- Go abroad for research!, not for clinical work

DISCUSSION

General (30 min)

- Do you have a career plan?
- Do you have a mentor?
- Who helped you made the right decisions to build your career plan?
- What boosted your career?
- Have you identified obstacles in your career development? (Political, academic,...)
- What are the major roadblocks you have faced up to now?
- Are there obstacles and barriers to a career development for women/gender issues? (Maternity, family/children, institutional glass ceiling for senior positions,...)

Research (10 min)

- Are you involved in research? Hospital or Laboratory?
- What does your research work bring you in your practice?
- How do you manage both research and clinical work?

Optional: International experience (10 min)

- Do you have an international experience? If yes,
 - Why did you decide to work abroad?
 - Do you plan to work abroad during the major part of your career?
 - Was it a wise choice?
 - What was the added value of working abroad?
 - What are the major obstacles when you work in a foreign country?

Conclusion (5 min)

- What role could EACS play in your career?