

# Reaffirming Personal Priorities Amidst a Professional Career

## Taking a Proactive Approach

Mira Mamtani, MD MSEd

# Outline

- Personal Experiences
- Conceptual framework
- Lead you through a \*brief\* exercise

- Medical School
- Husband



2009

2013



- Chief Resident
- APD
- My first child

- Masters in Medical Education
- Med Ed Grant
- My second child



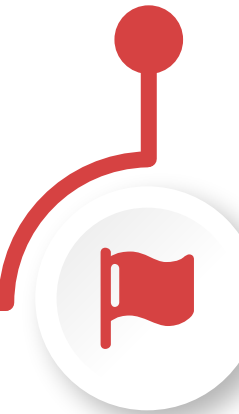
2017-18

2019-20

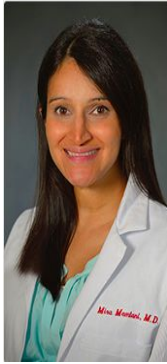


- Type 1 DM
- COVID

FOCUS



2021



Mira Mamtani, M.D.  
EMF/CORD Em  
Dr. Mamtani  
Education Re  
titled "The G  
gender differ  
Pennsylvania



2013

2019-20

FOCUS



2009

Meet the Reside

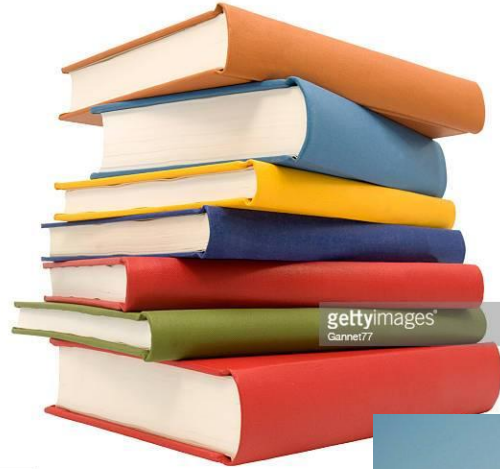
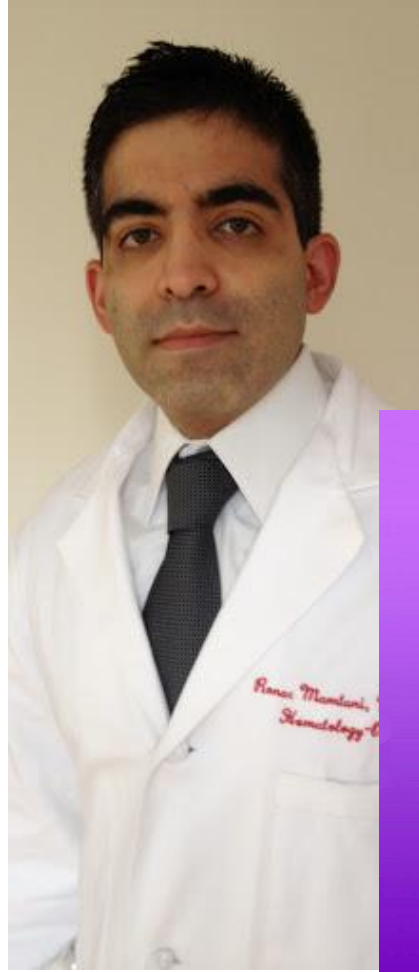


2017-18



2021





# FOCUS

ON HEALTH & LEADERSHIP FOR WOMEN

[Home](#)

[Who We Are](#)

[Programs and Initiatives](#)

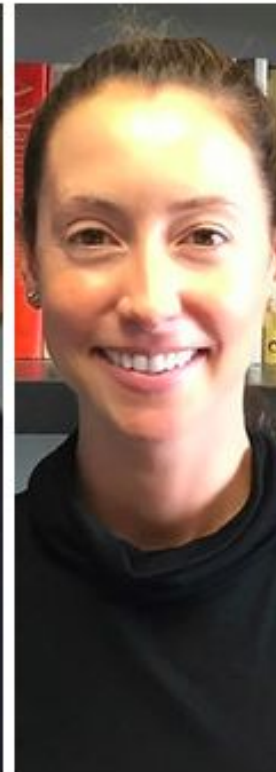
[Data & Research](#)

[Events](#)

[Past Initiatives](#)

[Resources](#)

## OUR TEAM



- Medical School
- Husband



2009

2013



- Chief Resident
- APD
- My first child

- Masters in Medical Education
- Med Ed Grant
- My second child



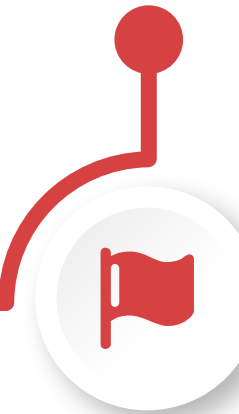
2017-18

2019-20



- Type 1 DM
- COVID

FOCUS



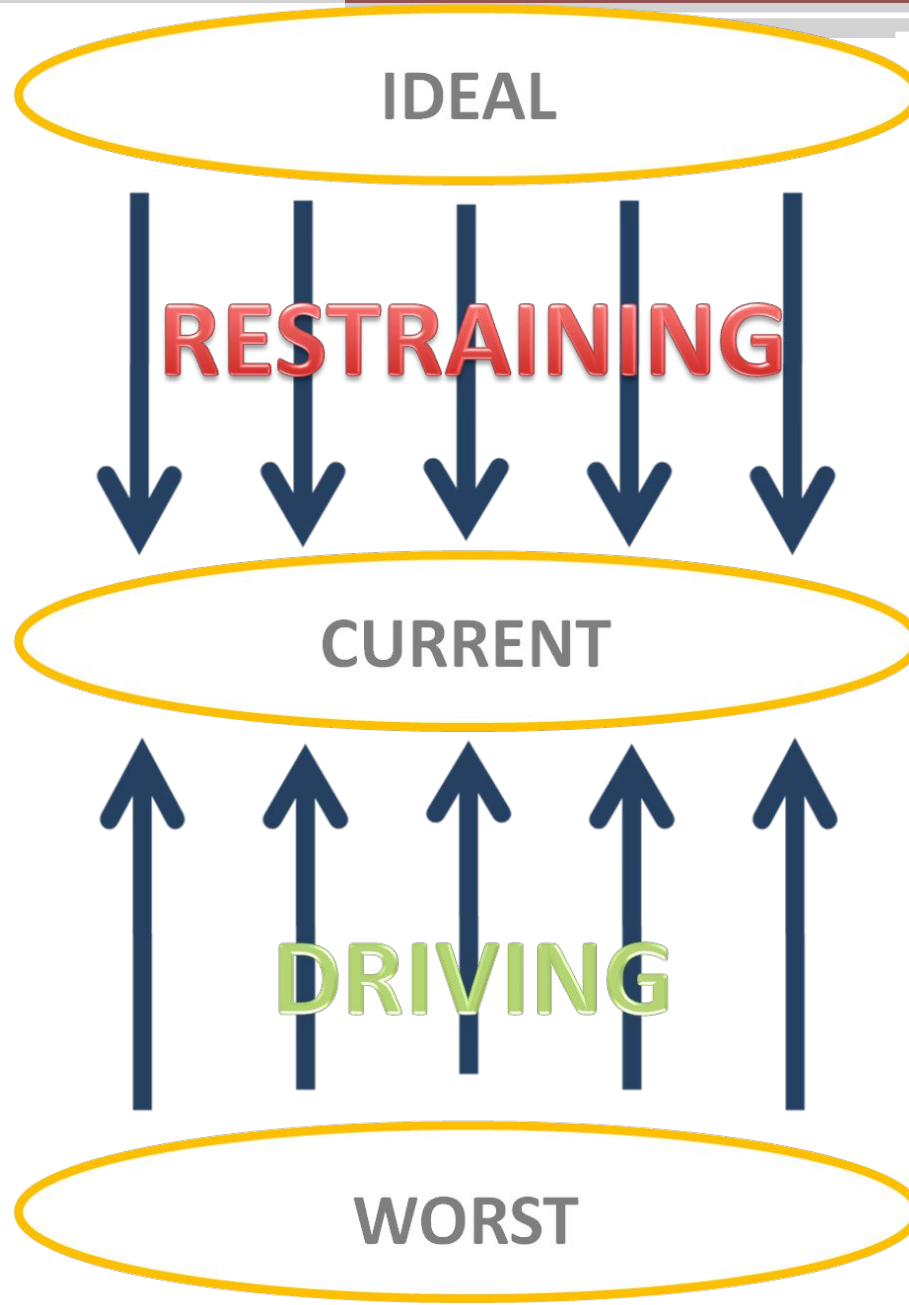
2021

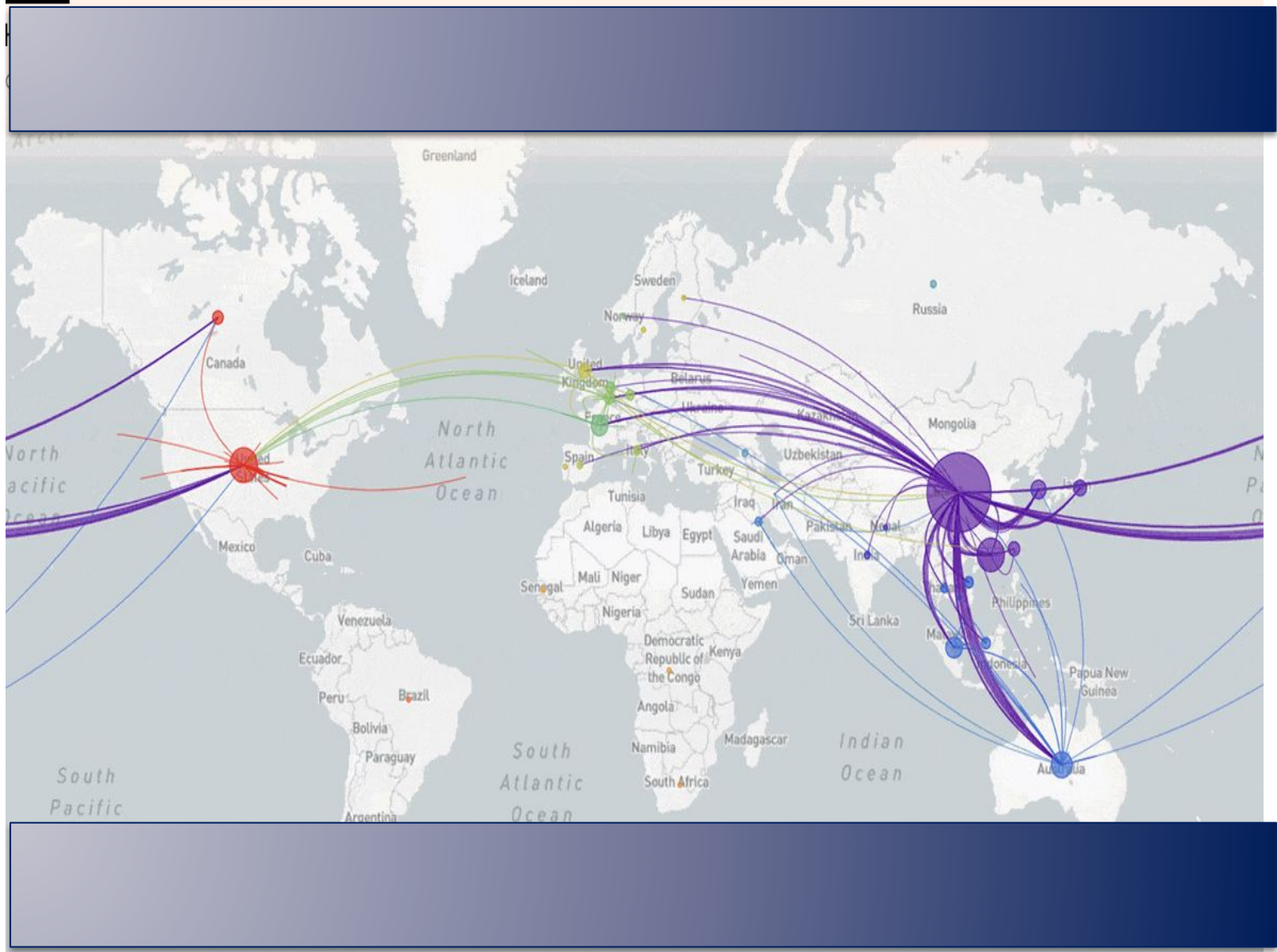


# Framework

## Forced Field Analysis

*Kurt Lewin*





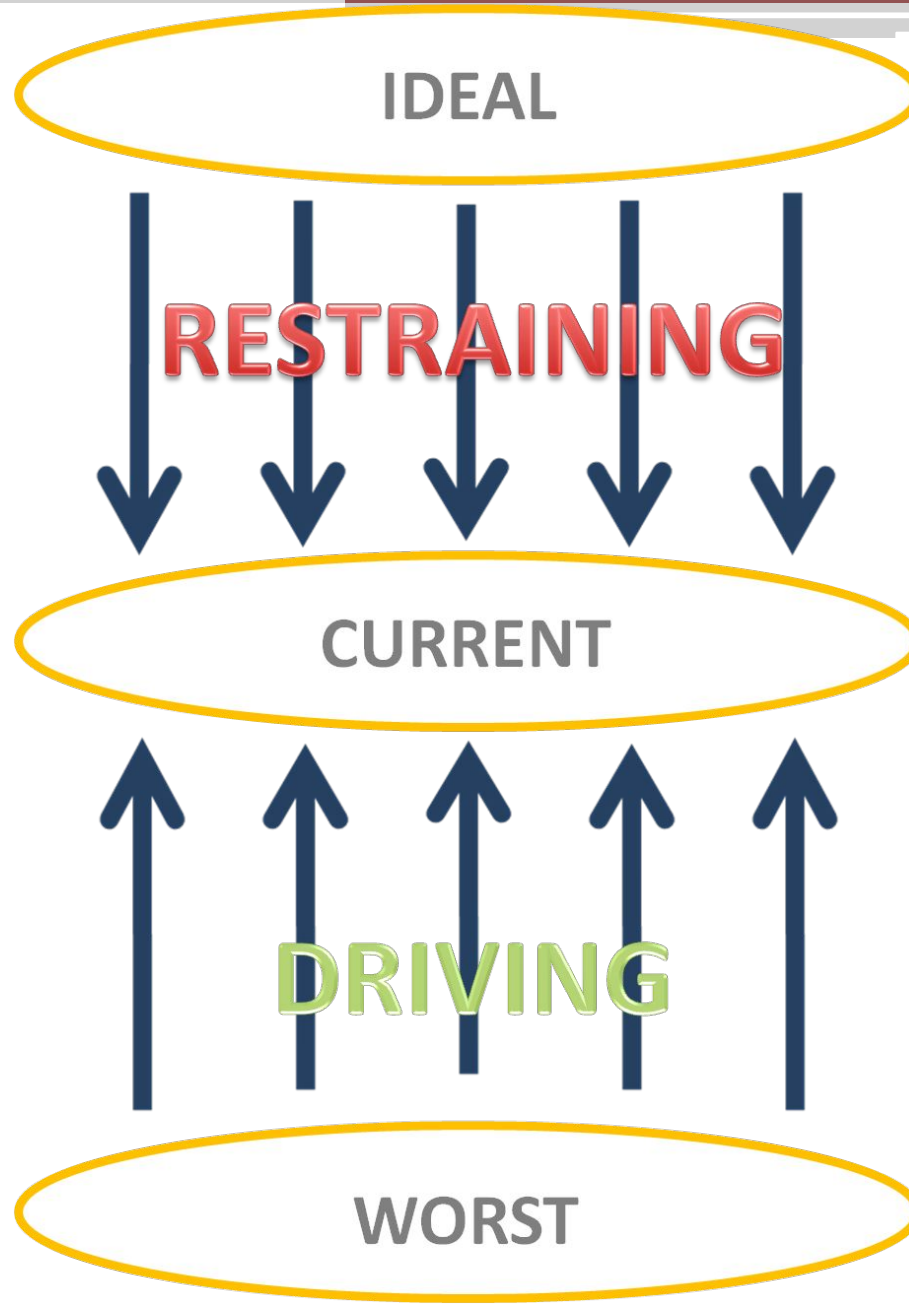
# Exercise

- Identify a specific priority
- Using the framework, identify restraining forces (challenges) that are preventing you from achieving your ideal state
- Using the framework, identify tactics that will get you closer to your ideal state
- Develop concrete plan designed to move you closer to your ideal state

# Framework

## Forced Field Analysis

*Kurt Lewin*



**IDEAL**

I have one full day at work set aside for research activity.  
I have 2 days at work set aside for Scholarly activity

**CURRENT**

Fitting in research whenever possible, resulting in less admin productivity at work and need for research productivity at home.

**WORST**

Procrastinating research activity or not getting to it at all



## IDEAL

I have one full day at work set aside for research activity.  
I have 2 days at work set aside for Scholarly activity

## RESTRAINING

- Administrative role (APD) gives me funding to support my position
- Clinical commitments keep changing because of COVID 19
- Family, specifically my son with type 1 DM, requires a huge amount of brain space

## CURRENT

Fitting in research whenever possible, resulting in less admin productivity at work and need for research productivity at home.

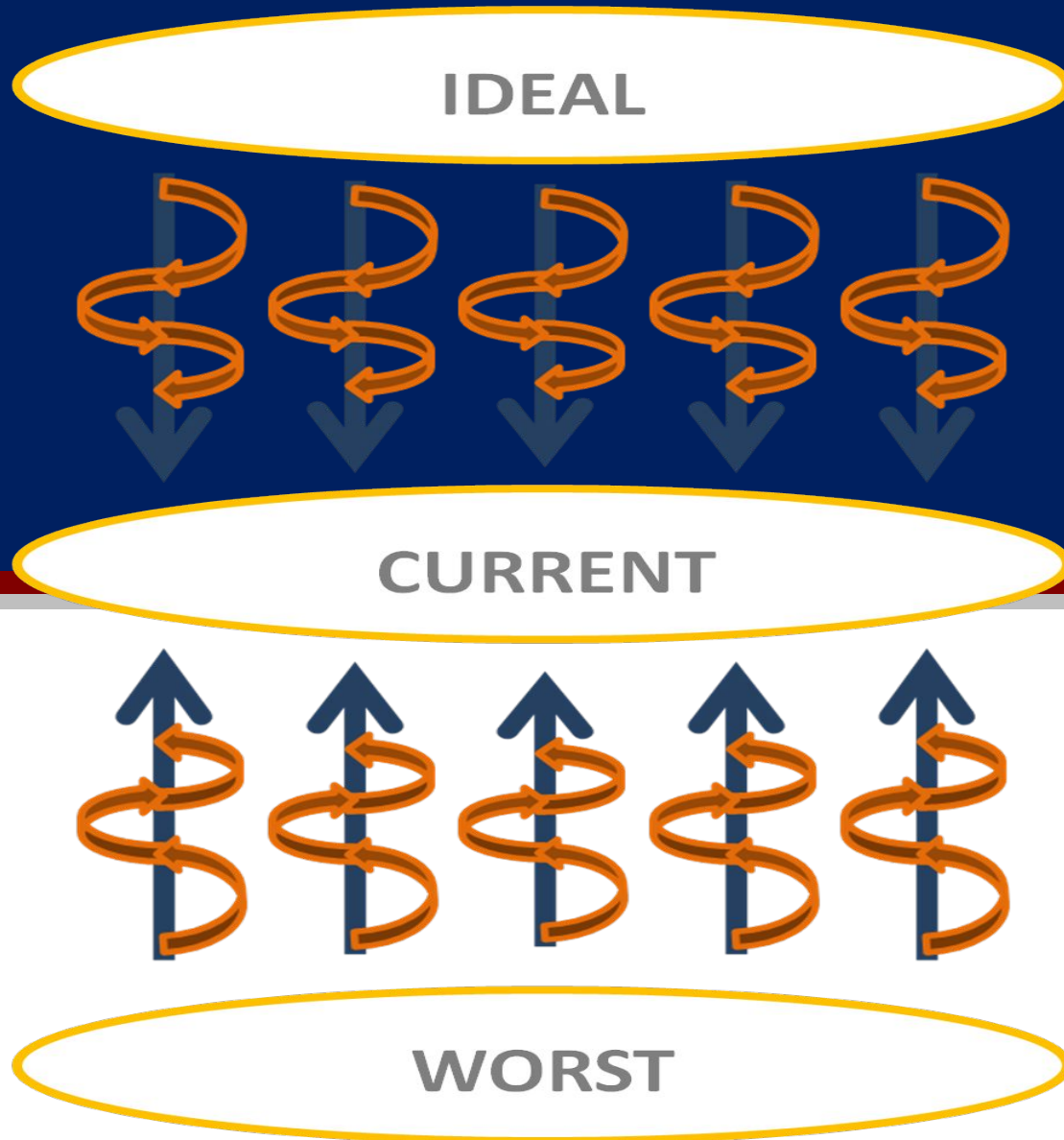
## DRIVING

- I love engaging in research
- I want to widely disseminate and share my scholarly work
  - The research will help my program/department

## WORST

Procrastinating research activity or not getting to it at all

## ADDRESSING OPPOSING FORCES DEVELOPING A STRATEGY



- **Tendency is to try harder BUT**

- Using only driving forces will increase tension on restraining forces and create more resistance

- **More effective way to reach your goal**

- Modify or eliminate one or more of your restraining forces

## IDEAL

I have one full day at work set aside for research activity.  
I have 2 days at work set aside for Scholarly activity

## RESTRAINING

- Administrative role (APD) gives me funding to support my position
- Clinical commitments keep changing because of COVID 19
- Family, specifically my son with type 1 DM, requires a huge amount of brain space

## CURRENT

Fitting in research whenever possible, resulting in less admin productivity at work and need for research productivity at home.

## DRIVING

- I love engaging in research
- I want to widely disseminate and share my scholarly work
  - The research will help my program/department

## WORST

Procrastinating research activity or not getting to it at all



IDEAL

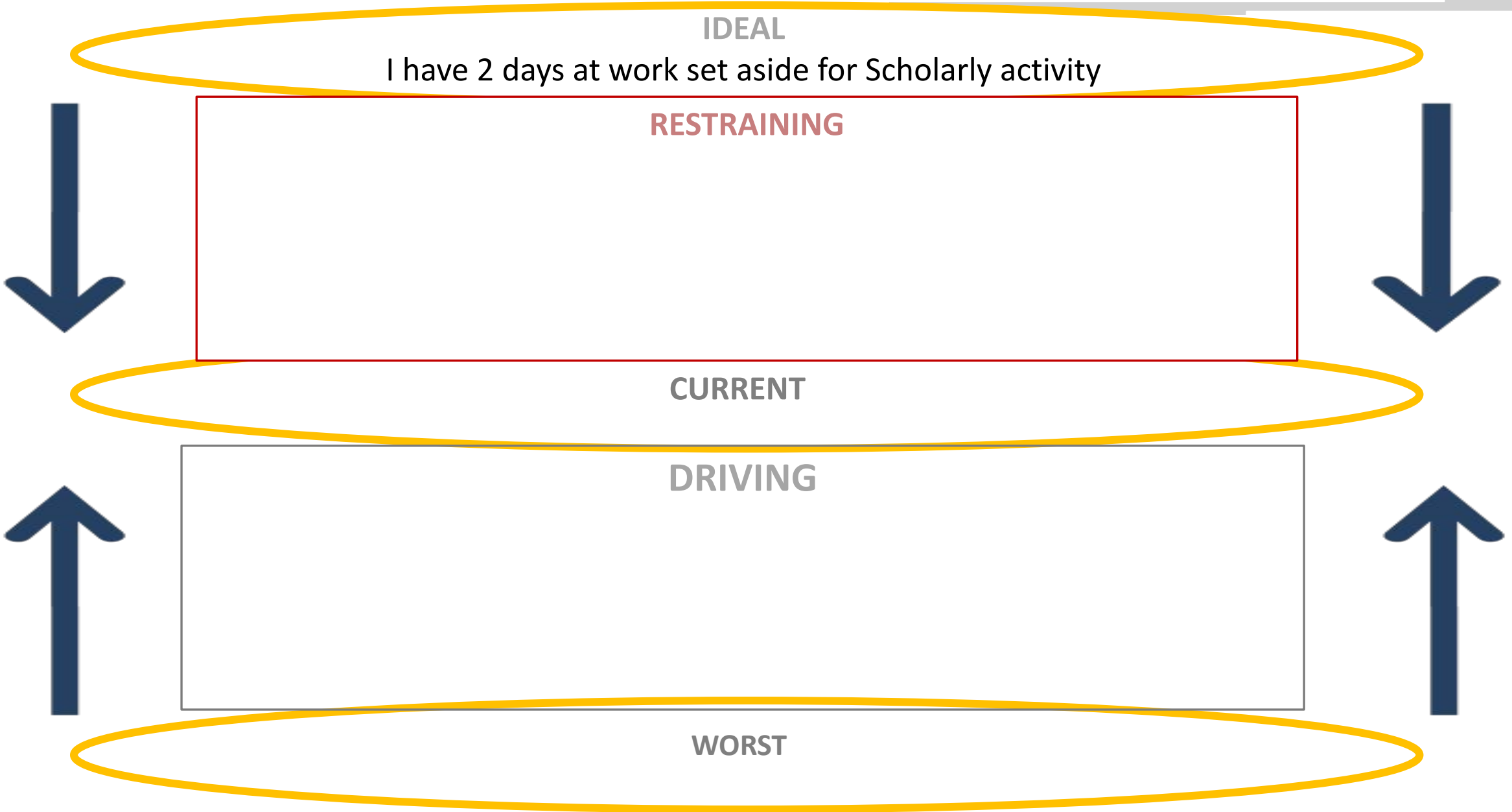
I have 2 days at work set aside for Scholarly activity

RESTRAINING

CURRENT

DRIVING

WORST



## YOUR CONCRETE PRIORITY PLAN

a) What are the restraining forces you are going to have to address/change?

b) Who will you need to enlist in making this plan work, (children, partner, boss, etc.)? Name 2 to 3 people.

c) What might their concerns be and given that how will you address them?

Concrete 3 week plan

Concrete 3 month plan



# Conclusion

Give yourself permission to take breaks or readjust your priorities in the short term -> will give you breathing room that you need to sustain a long term career

Cannot keep trying harder to achieve your priorities, eliminate or modify one of the restraining forces

## Thank you

- FOCUS on Health & Leadership for Women
- RAISE ECHO

## Questions

- [Mira.mamtani@pennmedicine.upenn.edu](mailto:Mira.mamtani@pennmedicine.upenn.edu)
- @MiraMamtaniPenn