Life at the End of the Yellow Brick Road

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• Major Payne and “the Hard Stuff”
• https://www.youtube.com/watch?v=XYJk2-FVRI4
HAVE YOU READ THE BOOK, OR SEEN THE MOVIE “THE WIZARD OF OZ?”
• The Education Road in America
• What to do after finishing pharmacy school
• My world vs. your world
• Career vs. Job
• Know who you are
More Talking Points

• Things to consider before accepting a job offer
• Things every new pharmacist should know
• Reasons why careers are stalled
• Failure and Success
• Summary
The Education Road in America

- **K-12**
  - Mentors built into education process

- **Undergrad College**
  - Mentors built into education process

- **Grad, Professional School**
  - Mentors built into education process

- ??? You’re on your own!

Dependence  Independence
What To Do After Finishing Pharmacy School

**Post Graduate Education**
- Residency
- Fellowship
- Graduate School
- Masters
- PhD
- Advanced Practice Pharmacist
- Board Certification
- Certification Courses

**Career Pathways**
- Community Pharmacy
- Hospital Pharmacy
- Long Term Care Pharmacy
- Specialty Pharmacy
- Compounding Pharmacy
- Clinical Informatics
- Industry
- Academia
- Government

Wherever your sense of imagination and innovation take you!
JOB HUNT TO-DO LIST

1. Wish upon a shooting star.
2. Throw pennies into a fountain.
4. Find a four-leaf clover.
5. Befriend a leprechaun.
HOPE IS NOT A STRATEGY
My World vs. Your World...

Say Goodbye to 20th Century Jobs

- Top-down hierarchies
- Competing for Market Share
- Silo/Function-based work
- Organization-centric
- Command & Control
- Hierarchy
- Work-Life balance
- 30 Years in One Career

Welcome to 21st Century WORK

- Nimble organization, transparent communication
- Creating New Markets
- Project-based work
- People-centric
- Trust-based
- Networks & Relationships
- Life-work
- 10+ Careers by 40
Really???
JOB
Short Term Success

vs.

CAREER
Long Term Success

I Can’t wait to get off of work!

What can I do to help?
What is the difference between a job and a career?

**Job**
- Usually something you “have” to do to **survive**
- Usually paid hourly
- High turnover
- Little to no training required
- Doesn’t always come with benefits
- Usually isn’t planned

**Career**
- Usually something you “choose” to do because it’s your **purpose**
- Usually paid salary
- Longevity
- Usually requires advanced training/degree level/knowledge
- Often times includes benefits
- Usually is planned, specific
The difference between a job and a career is the difference between forty and sixty hours a week.

(Robert Frost)
Every single day you make a choice.
‘YOU HAVE BEEN INTERVIEWING YOUR ENTIRE LIVES’...
Know Who You Are - StrengthsFinder

• James Colbert Top 5 Strengths
  – Context
  – Developer
  – Relator
  – Arranger
  – Deliberative

• Knowing who you are helps you bring value
THINGS TO CONSIDER BEFORE ACCEPTING A JOB OFFER

1. Job description
2. Compensation/Salary
3. Opportunities for Career Growth
4. Company Culture
5. Benefits Packages
6. Working Environment
41% of job seekers found their favorite/best job from friends or family.
### Exhibit 29: Generations at a glance

Gen Z will be a key driver of AR/VR technological adoption.

<table>
<thead>
<tr>
<th>Generation</th>
<th>Greatest /Silent</th>
<th>Baby Boomers</th>
<th>Gen X</th>
<th>Millennials</th>
<th>Gen Z</th>
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</thead>
<tbody>
<tr>
<td>Age in 2016</td>
<td>71-93Y</td>
<td>52-70Y</td>
<td>36-51Y</td>
<td>19-35Y</td>
<td>0-18Y</td>
</tr>
<tr>
<td>Population (Global)</td>
<td>0.3bn</td>
<td>1.1bn</td>
<td>1.5bn</td>
<td>2bn</td>
<td>2.4bn</td>
</tr>
<tr>
<td>% of Global Population</td>
<td>5%</td>
<td>19%</td>
<td>19%</td>
<td>27%</td>
<td>32%</td>
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<tr>
<td>Life-Defining Events</td>
<td>World War I and II</td>
<td>Great Depression</td>
<td>Cold War</td>
<td>End of Cold War</td>
<td>9/11 Terrorist Attacks</td>
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<tr>
<td></td>
<td>Good Depression</td>
<td>Moon Landing</td>
<td>Transistor Invented</td>
<td>First Personal Computer</td>
<td>Advent of Social Media</td>
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<tr>
<td>Communication Style</td>
<td>Letter</td>
<td>Telephone</td>
<td>Email/SMS</td>
<td>Instant Message</td>
<td>Emoji</td>
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<tr>
<td>Key Technology</td>
<td>Car</td>
<td>TV</td>
<td>PC</td>
<td>Smartphone</td>
<td>AR/VR</td>
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<tr>
<td>Hobbie</td>
<td>Reading</td>
<td>Watching TV</td>
<td>Surfing the Internet</td>
<td>Video Games</td>
<td>Music Streaming</td>
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<tr>
<td>Digital Proficiency</td>
<td>Pre-Digital</td>
<td>Digital Immigrants</td>
<td>Early Digital Adopters</td>
<td>Digital Natives</td>
<td>Digital Inmates</td>
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<tr>
<td>Iconic Figure</td>
<td>Franklin D. Roosevelt</td>
<td>John F. Kennedy</td>
<td>Kurt Cobain</td>
<td>Nirvana</td>
<td>Britney Spears</td>
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<tr>
<td>Music</td>
<td>Jazz</td>
<td>Elvis</td>
<td>Madonna</td>
<td>Justin Bieber</td>
<td>Taylor Swift</td>
</tr>
<tr>
<td>How They Get Around</td>
<td>'55 Ford Thunderbird</td>
<td>SUV</td>
<td>Bicycle/Car</td>
<td>Uber/Lyft</td>
<td>Mom's Prius</td>
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<tr>
<td>Current Living Situation</td>
<td>Retirement Home</td>
<td>Semi Detached House</td>
<td>Own Small Apartment</td>
<td>Sharing an Apartment</td>
<td>Parents' House</td>
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<td>Social network other than Facebook</td>
<td>The Rotary Club</td>
<td>Match.com</td>
<td>LinkedIn</td>
<td>Tinder</td>
<td>Snapchat</td>
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<tr>
<td>Deepest Fear</td>
<td>The world in 2016</td>
<td>No longer center of attention</td>
<td>What about my generation</td>
<td>Paying off student debt</td>
<td>Low batteries</td>
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<tr>
<td>Key Life Question</td>
<td>How did the country go so wrong?</td>
<td>Where's the Viagra?</td>
<td>What's the point?</td>
<td>What's a career?</td>
<td>What's a headline?</td>
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<tr>
<td>Defining Condition</td>
<td>Permanently Aggrieved</td>
<td>Erectile Dysfunction</td>
<td>ADHD</td>
<td>Gluten Intolerant</td>
<td>Peanut Allergy</td>
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<tr>
<td>What They Spend On</td>
<td>Oklahoma Community Dinner Theater</td>
<td>VIP tickets to The Rolling Stones</td>
<td>Banning Man</td>
<td>Coachella</td>
<td>Minecraft</td>
</tr>
</tbody>
</table>

Source: iKinetic, McCrindle, Pew Research, Bruce Feinstein - Vanity Fair, various sources, BofA Merrill Lynch Global Research
Most Important Thing Millennials Look for in a Job

- Professional Growth: 50%
- Compensation: 20%
- Flexible Hours: 10%
- Mission / Purpose: 10%
- Industry: 5%
- Company Leadership: 5%
- Mentorship: 5%
A Few Things Every New Pharmacist Should Know

• Make a good first impression
• Learn about the culture of the organization
• Identify the successful people in the organization
• Become proficient at what you were hired to do
• Know what is required for promotion
• Find people who are willing to help you
• Continue to work with old mentors and look for new ones
• Maintain your connections with your pharmacy school
• Make going above and beyond “the new normal”
• Determine what value you bring to the organization
THREE WAYS TO ADD VALUE

Tasks
Starting Initiative

Doing
Needs Knowledge and Judgment
Choosing
Needs Emotional Labor & Risk Taking

* to make a difference
We must begin with INITIATION

Sketchnote by: Tanmay Vora | @tnvora | QAspire.com
A Few More Things Every New Pharmacist Should Know

• Leave footprints-identify one thing each year for self-improvement
• Meet with your boss each year
  – Beginning of fiscal year
  – Inquire about organizational goals and objectives for that year (how you can help the department)
• Become involved with professional organizations-enhances networking opportunities
• Don’t forget the basics (i.e. good citizenship, likeability, etc.)
• Important to make a friend at work
• Collaborate
• Document, Document, Document
• Never stop learning (be open to new opportunities)
IF YOU WALK IN THE FOOTPRINTS OF OTHERS, YOU WONT MAKE ANY OF YOUR OWN.
The cause of missed opportunities:

- Lack of talent
- Lack of tools
- Lack of technique
- Lack of tenacity

-J.S.
DECISIONS THAT ARE HURTING YOUR CAREER

1. No direction
2. Not learning about yourself
3. Confusing hard work with performance
4. No mentors
5. No stretch or value creation
6. Limited professional network
7. Not pitching your ideas well
8. Not learning about your business
9. Not connecting frequently with others in your business
10. Not staying connected and aware of the employment market
11. Not acting on what you say you want
12. Not having an advocate
13. Not learning to manage politics
WHEN WAS THE LAST TIME YOU FAILED AT SOMETHING?

• Did you give up?

• The answer to that question is literally the defining moment for your **character**

• The characteristic that separates those who **adapt and overcome** from those who give up is **character**
Never give up on something you really want. It's difficult to wait but it's more difficult to regret.
CHANCES OF SUCCESS

0%
I WON’T
Pain is temporary. Quitting lasts forever.
- Lance Armstrong

10%
I DON’T KNOW HOW
Do one thing everyday that scares you.
- Eleanor Roosevelt

20%
I WISH I COULD
Imagination is more important than knowledge.
- Albert Einstein

30%
I WANT TO
We are what we pretend to be.
- Kurt Vonnegut

40%
I THINK I CAN
It’s hard to beat a person who never gives up.
- Babe Ruth

50%
I MIGHT
Stay hungry, stay foolish.
- Steve Jobs

60%
I THINK I MIGHT
Risks must be taken because the greatest hazard in life is to take nothing.
- Leo Buscaglia

70%
I THINK I CAN
I can is 100 times more important than IQ.

80%
I CAN
Genius is 1% inspiration, and 99% perspiration.
- Thomas Edison

90%
I AM
Your life is an occasion. Rise to it.
- Suzanne Wane

100%
I DID
Success is never owned.
It is rented, and rent is due every day.
DON’T LIMIT YOUR CHALLENGES
CHALLENGE YOUR LIMITS
HE WHO IS NOT COURAGEOUS ENOUGH TO TAKE RISKS WILL ACCOMPLISH NOTHING IN LIFE.

MUHAMMAD ALI
Summary

• The real work is only beginning
• Important to strategize your career development
• Make good first impression
• Maintain strong networking activity, communication with mentors
• Lifelong learning
• Know yourself