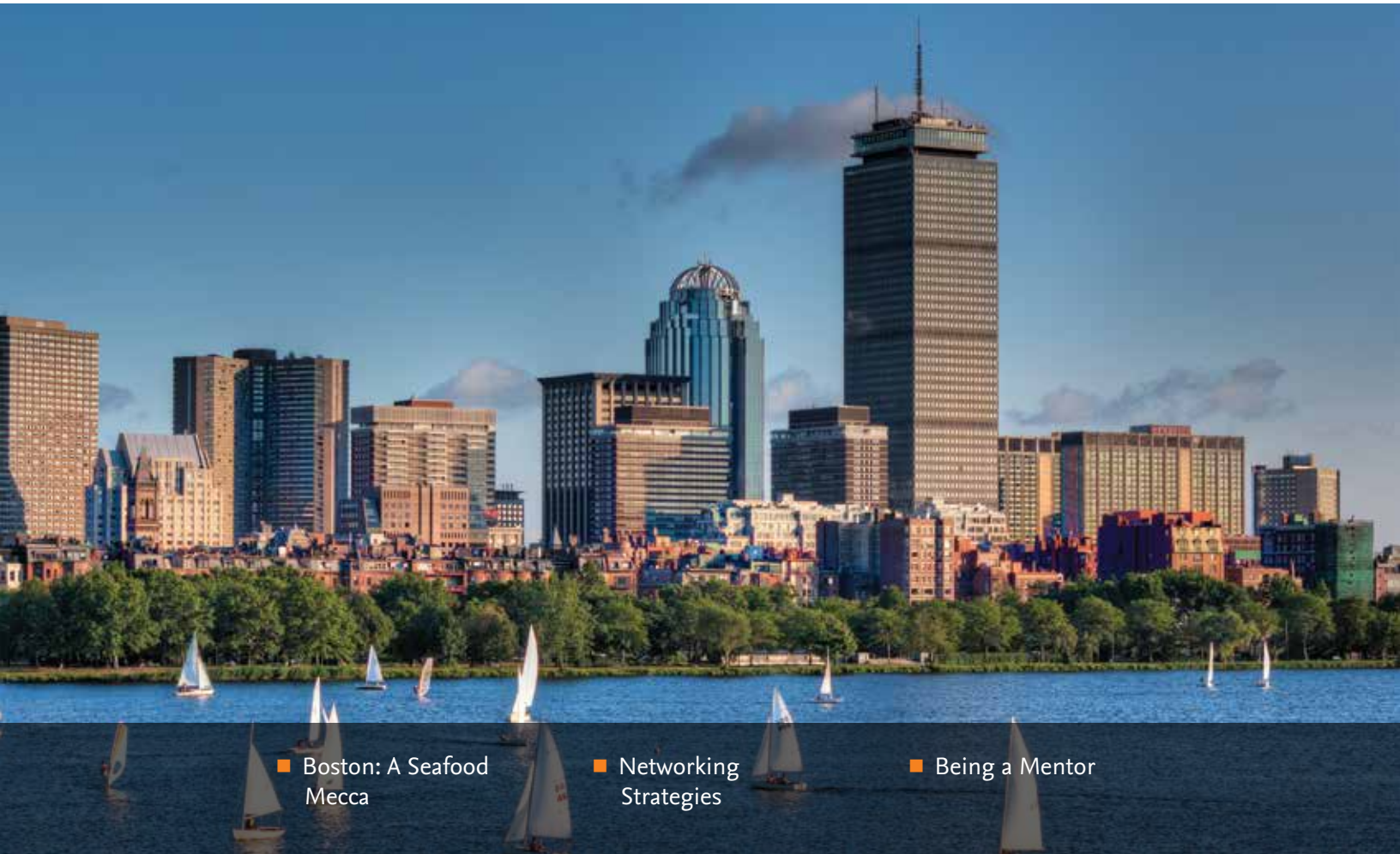


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■ Boston: A Seafood Mecca

■ Networking Strategies

■ Being a Mentor

Career Guide

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BOSTON, MA

September 2019



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Boston is well known for having the freshest seafood on the Eastern seaboard.

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Learn more about **Being a Mentor**.



Boston: A Seafood Mecca

Taste the fresh and delicious seafood of the city.

Boston is one of the oldest cities in the United States and steeped in history of our nation's founding. It is famous for its nearby premiere higher education institutions - Harvard University and Massachusetts Institute of Technology (MIT) - and is well known for its notable historic sites and tours including the celebrated Freedom Trail. With proximity to the Atlantic Ocean, this populous is also known for its fantastic seafood. Read on for a list of Boston's 8 most notable places to satisfy your craving for fresh and delicious seafood.

Neptune Oyster

Specializing in New England seafood classics, this small restaurant is famous for their warm buttered lobster rolls (served cold with mayo or hot with butter) and their wide-variety raw bar. Neptune's kitchen is also known to turn out other seafood delights like Basque-peppered Spanish octopus and cioppino.

Tip: Neptune Oyster does not take reservations; try to go as early as possible or you could be waiting in line for as long as an hour. You could also be asked to share a table with another party.

63 Salem Street, #1 | Boston, MA 02113 | 617-742-3474

neptuneoyster.com

Island Creek Oyster Bar

This bar is the epitome of "farm fresh" - they grow their own oysters at their Duxbury Bay farm. Located inside the Hotel Commonwealth (as well as in Burlington, MA), the restaurant boasts a 25-seat bar that is divided by a raw bar display featuring

an impressive list of oysters. Also on the menu are lobsters, clams, shrimp and other seafood specialties. In addition to their extensive seafood offerings, the menu also features selections "from the land" for those non-seafood eating guests.

Tip: Oyster bar changes daily due to market availability.

500 Commonwealth Avenue | Boston, MA 02215 | 617-532-5300

Islandcreekoysterbar.com

B&G Oysters

A modern take on the classic oyster bar - combining friendly service with delicious fresh oysters and fresh, crispy fish by renowned Chef Barbara Lynch. Offerings include mussels da fra diavolo, Faroe Island salmon with ratatouille, and lobster BLT.

Tip: Enjoy your meal on the outdoor patio space if the indoor space is too snug for you.

550 Tremont Street | Boston, MA 02116 | 617-423-0550

bandgoysters.com

The Daily Catch Restaurant

Specializing in Sicilian-style cuisine, the restaurant offers two locations to choose from (North End and Brookline). This family-owned and operated restaurant is a local favorite for its monkfish marsala, black pasta and just about anything fried.

Tip: Cash only. For amazing outdoor waterfront dining, visit the Seaport location.

323 Hanover Street | Boston, MA 02213 | 617-523-8567

thedailycatch.com



With proximity to the Atlantic Ocean, this populous city is known for its fantastic seafood.

The Oceanaire Seafood Room

This upscale national chain located in downtown Boston is our choice if you're looking for classic seafood and a great wine list. Guests can enjoy the impeccable service, mood-lighting and the decor. Dishes like spicy tuna poke, dover sole and crab and shrimp stuffed lobster, along with lively atmosphere are why Oceanaire is a favorite for out-of-towners and locals alike.

Tip: The menu is based on market availability and changes daily. Desserts are large and sharable.

40 court street | Boston, MA 02108 | 617-742-2277

theoceanaire.com/locations/boston/locations.aspx

Ostra

Mediterranean flavor with minimal preparation and the freshest ingredients are the hallmark of Chef Jamie Mammano's seafood dishes at this upscale Charles Street restaurant. The stylish, spacious and sophisticated décor make Ostra the perfect place for special occasions.

Tip: Enjoy an exquisite meal, then take your cocktail over to the lounge to enjoy live piano music.

1 Charles Street | Boston, MA 02116 | 617-421-1200

ostraboston.com

Row 34

Hip, Brooklyn-like space with crisp bivalve dishes on offer, a generous wine list and 24 craft beers on tap. Striped bass, pan-roasted cod and Jonah crab cake are specialties - all brought to you by the same people that created Island Creek Oysters Bar.

Tip: Friday nights are a long wait; make reservations.

383 Congress Street | BBoston, MA 02210 | 617-553-5900

row34.com

PABU Boston

The collaboration of Michael Mina and Chef Ken Tominaga (of San Francisco's Izayaka) brings you this chic, new sister restaurant located in the Millennium Tower serving Japanese-style seafood. Their menu offers small plates and entrées of sashimi, grilled roatayaki skewers and nigri, and boasts a whopping selection of 75 sakes and 22 different whiskeys.

Tip: Happy hour is available weekdays 3-6pm.

3 Franklin Street | Boston, MA 02110 | 857-327-7228

michaelmina.net ■



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Networking Strategies



In the business world, networking is an important skill. As a physician, the benefits of growing a network of colleagues are likely to be far reaching and long lasting. Because there are so many jobs available for physicians, networking may not seem necessary. However, if you have your eye on a leadership role or if you are interested in searching for a non-traditional job in the medical field, then networking is a good way to locate those opportunities at any stage in your career.

Maintaining a professional network of associates and co-workers can also help to keep your own skills and knowledge current and relevant. It will enable you to stay informed about the latest challenges, trends and best practices. By staying in touch with a variety of medical practitioners in different work environments, you can stay up-to-date with emerging areas of medicine, new specialty fields and job opportunities.

Also, by interacting with other physicians, you will be in a better position to develop a big picture view of healthcare. The perspective and insight gleaned from professional networks can help you to identify new ways to address old, familiar problems. A broader, informed perspective can also facilitate serving in leadership roles that may help shape medical research priorities or determine healthcare standards and practices in need of revision.


By and large, the majority of job opportunities for physicians are not widely advertised. Finding these types of opportunities requires creative problem-solving. Often, doctors who hold leadership roles or who have non-clinical jobs explain that they were asked or invited to assume such positions. This can only happen if those who are hiring for such positions know who you are and have a strong sense of what you can bring to the

table which often requires networking. In fact, statistics from the U.S Bureau of Labor Statistics show that 70 percent of all jobs are found through networking.

The first step in creating a strong network is to determine your professional goal and what you intend to achieve. Networking requires a give and take and will only pay dividends if you are genuine about wanting to get to know and help others. This might sound counter intuitive, but only if you are sincere about helping others will they want to help you in return. Heidi Moawad, MD, in an article in MD Magazine advises that it is important to enter into any networking opportunity without a 'me first' attitude in order to maximize the benefit for everyone - including yourself.

Now, let's take a look at seven networking strategies that you can use to expand your network:

1. Identify people who are likely to have the connections and knowledge to help you reach your goals. Start from your list of co-workers and associates. Begin with those you know and expand outward from there.
2. Expand your physician job opportunities by staying in close touch with your recruitment specialist. Prepare a high-level pitch. Keep practicing until you can convey who you are and your professional goals by speaking calmly, naturally and without hesitation.
3. Join professional groups and associations and take advantage of their physician networking opportunities by regularly attending meetings and conferences. Merritt Hawkins has this suggestion: When meeting a new, professional contact, get to know the person a little and start by asking for information—



By staying in touch with medical professionals in different work environments, you can stay up-to-date with new opportunities.

not a job. By talking to contacts, you can find out more about the person. Once you have made a new professional contact, make sure you have each other's information by exchanging business cards and follow up. Nothing beats sending a text, email, or even a handwritten note to demonstrate your appreciation and interest.

In an interview with ENT Today, Dr. Lisa Ishii, chief quality officer at Johns Hopkins School of Medicine in Baltimore says it's important to take advantage of as many growth and development opportunities as possible. Advancing your medical career "does require someone to stretch beyond their comfort zone." In fact, staying within your immediate circle means you will end up with a limited point of view. She adds, "It's really just a matter of stretching yourself to do it. If you stretch yourself to seek other ideas, thoughts, and innovative ways to address problems, then you'll come up with a more comprehensive [network]."

Dr. Ishii goes on to say that when you are at social events, you should limit your drinking. Getting intoxicated at social events with other physicians is unwise - your contacts could be scared off from your behavior and that could cost you valuable referrals.

4. Participate in online discussions and forums in order to make new contacts who you can meet later at conferences and/or networking events.

5. Connect via social media. The proliferation of social media sites such as LinkedIn is a game-changer for relationship building. While the traditional method of networking is attending local, regional, or national events, Dr. Ishii says social media is "enabling people to stay connected in a way that they were never able to do." Now, with just a few clicks, you can read

about what someone was doing.

She adds, "With Twitter, Instagram, Facebook, and Snapchat, we have instant access with people all of the time. If anything, one has to be careful to limit oneself to not spending hours a day just browsing around, seeing what people are up to. But, with discipline, obviously, it's a great tool to stay connected with people."

When using social media to network, pay extra attention to what you post and how you represent yourself online. Based on the American Medical Association's policy statements, the American College of Physicians and the Federation of State Medical Boards have social media guidelines.

6. Stay in contact with former colleagues and employers. Allow 5-10 minutes each day for a call; slow and steady relationship building is the foundation of good professional networking.

7. If and when you leave a facility or practice for another, resist the temptation to bad-mouth your ex-employer. According to Merritt Hawkins, it is important not to burn bridges with the people you are leaving behind. The medical community is small. If you leave a practice, fire an employee, divorce another doctor or experience any other touchy circumstance, don't aggravate people too much in the process because you will pay the price when they try to sabotage your practice. Other disgruntled doctors can just as easily become your new practice's whistleblower to the medical board, initiate a hospital peer review, or go on a negative online smear campaign.

By all accounts, there are many reasons why cultivating a professional network is important for physicians. At the end

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Being a Mentor



Anyone who has enjoyed the experience of being coached by a sympathetic and knowledgeable mentor knows how special, and beneficial the mentor-mentee relationship can be. There are many powerful reasons to become a mentor.

The main attraction is, of course, helping others just starting out in their careers to excel. Sharing the knowledge you have picked up during your own path can give meaning to your own career trajectory, your self-worth and the value you derive from your job. The mentoring relationship also has an important role to play in mitigating the causes and effects of physician burnout for both parties.

Mentoring holds a special attraction for women and minorities who have advanced in their own careers because they can help promote greater diversity in the medical field by helping young people overcome the challenges they themselves faced.

A good mentor-mentee relationship also provides a valuable opportunity for reverse mentoring; helping the more experienced physician to stay in touch with current thinking and language, discuss new trends in technologies and processes, as well as to build and maintain relationships with the younger generations entering the profession.

The Qualities of a Good Mentor

Physicians who have risen to the top of their institution or area of clinical expertise will undoubtedly attract a fair number of younger interns and physicians who would like to be mentored by them. This is no guarantee, however, that the physician will make a good mentor.

While reputation is certainly important, the personal and behavioral characteristics of a physician can play an even more significant role in determining the success of a mentor-mentee relationship.

Having an open mind and a willingness to help others succeed are essential characteristics for any mentor. The ability to build a good rapport with students and junior members of staff is also important.

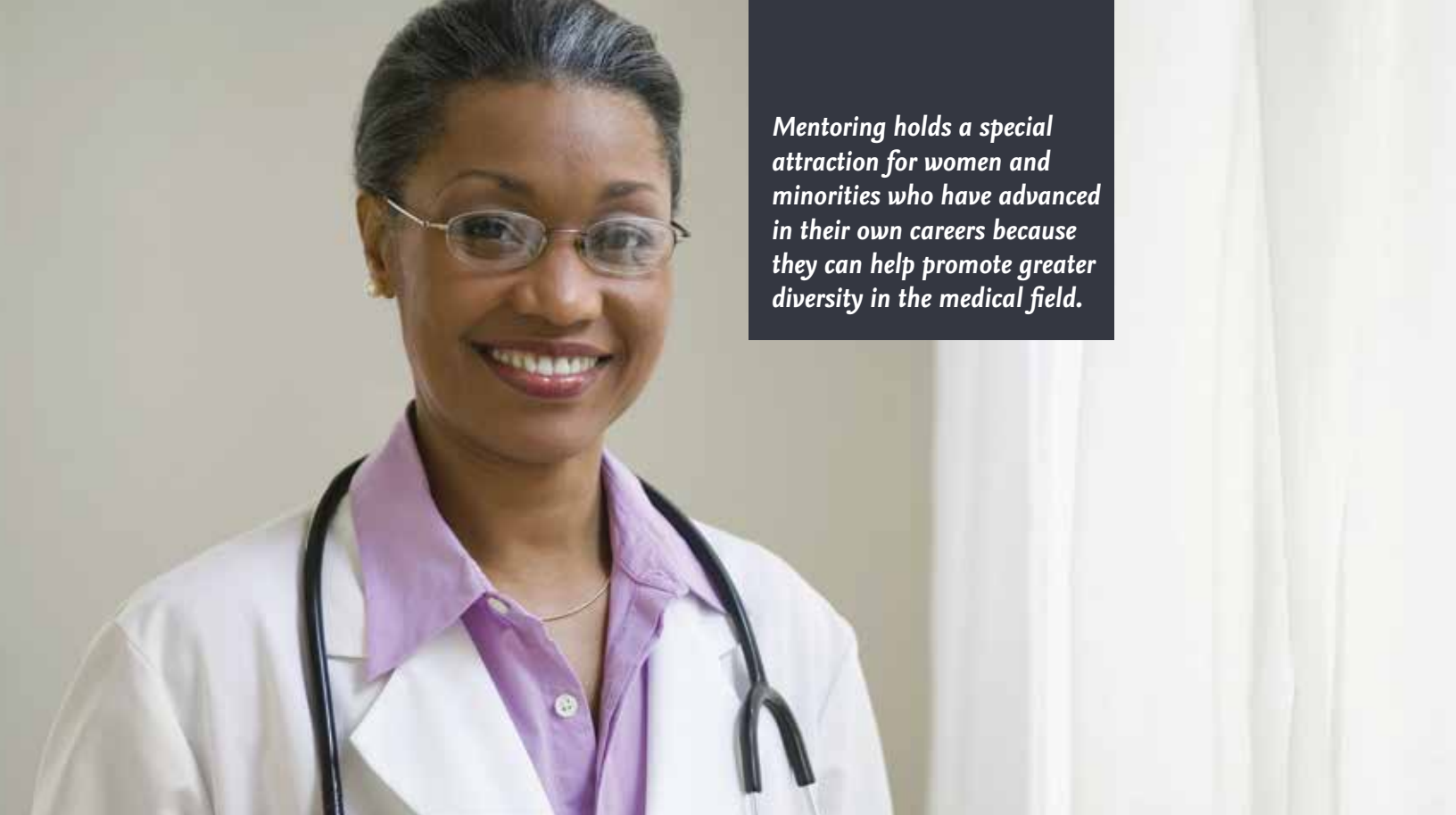
Time management can also be critical - mentors need to be available to their mentee. It can work well if both parties are able to schedule a regular time to meet, listen and talk through their concerns away from the workplace. It is ideal if you can make this a regular occasion; for example, lunch on the first Friday of every month. While making the time might seem like a challenge in an already over-stretched schedule, the benefits that mentoring offers makes finding time well worth the effort.

Mentoring and Diversity

The mentor relationship offers more than straight-forward technical, clinical and career guidance. Mentors have an important role to play in offering emotional support and guidance. This is certainly true when race and gender come into play. As we've already noted, mentoring has an important role to play in promoting diversity in medicine.

Physicians have to cope with many stressors. Learning to face down racism and/or sexism on top of the other challenges of the job can exacerbate feelings of physician burnout. The support and guidance of a senior staff member who understands these additional challenges can be critical for young medical students.

Writing in STAT, Jennifer Adaaze Okwerekwu relates the story of the racism she experienced during her medical practice. She cites Dr. Sue Taylor, a former medical director of palliative care for Tucson Medical Center in Arizona, who made the



Mentoring holds a special attraction for women and minorities who have advanced in their own careers because they can help promote greater diversity in the medical field.

point, “if students targeted by racial aggression don’t see their mentors actively moving to curb racism, that sends a powerful message.” Corporate civility coach, Sue Jacques, suggests that mentors should prepare themselves by creating a guiding set of principles that summarize how you will treat others and how you expect to be treated yourself. She says pre-determining these standards will help you deal with awkward experiences with grace.

Tips for Mentoring Success

Being a mentor requires you to exemplify model behavior and make good choices, Jacques states. Showing leadership and acting as a role model at all times is part and part of a senior physician’s lot. Emotional capacity is also important to the success of the mentoring relationship. A study by Dunn and colleagues identifies self-disclosure as an important attribute within the relationship.

Perhaps the most important tip for a successful mentoring relationship is to talk about both parties’ expectations of the mentoring relationship from the start. Don’t overcommit or set unrealistic expectations; be open about what you both are able to commit to.

A mentor’s role is to encourage self-empowerment. Depending on which stage a mentee is in their career, the mentor may have a huge potential impact on the development and trajectory of the mentee’s career plans. The mentor’s job is never to direct - but instead, to listen, share their experiences, talk through the options and suggest possibilities, never forgetting that ultimately the mentee has to be responsible for his or her

own career.

Finding a Mentee

Senior physicians at the top of their fields may find themselves approached to be a mentor quite regularly. In these instances, the key to determine who to mentor are those students with whom you have a natural rapport and will be able to create value through your relationship. Some teaching facilities have a program to match interns with senior physicians, so the decision is removed from the physicians’ hands.

If neither of these circumstances apply to you, there are database matching services which can put would-be mentors and mentees in touch with each other. The American College of Physicians (ACP)’s Mentoring Database is a good place to start. The American Medical Women’s Association (AMWA) also operates a mentoring database.

If you don’t have time to commit for an extended period, you may wish to consider reaching out to younger generations before they make the educational choices that will help them pursue a career in Medicine. The Doctors Back to School and Mentoring in Medicine programs reach out, particularly to under-represented black and ethnic minority school age kids, to help open their eyes to the possibility of a career in medicine and encourage much-needed diversity in the profession.

To learn more about becoming a mentor, please visit:

acponline.org

amwa-doc.org/doctors/become-a-mentor

ama-assn.org/content/doctors-back-school-program

medicalmentor.org/about-us ■

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ABOUT THE AUTHOR

Melanie Grano is a freelance business writer and 20-year Journalism veteran who regularly contributes to career-based publications, including *ThirdCertainty* and *Computer Times*.

Continued from page 9

of the day, expanding the depth and variety of your professional relationships helps you become better at what you do, and can translate into an abundance of new—and often unexpected—professional opportunities. ■

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