

Docoofalltradez 0:00

Okay, today on the show, I have the honor of having Dr. Michelle Mudge-Riley. She's a serial entrepreneur and physician coach who has successfully transitioned out of medicine at a very early stage in her career. She now helps other physicians with career transition and or career enhancement. I first met her at SEAK, the non clinical careers for physicians conference, and she was not only one of the best speakers, but also connected with her audience in a way that I have never seen before. In addition to having authored several articles and featured on Kevin MD, Physicians Practice, the American Association for Physician Leadership and others. She is also has a membership site called Physicians Helping Physicians which is filled with actionable advice and modules for helping physicians optimize their careers. And as a bonus, I hope she shares some very exciting news with us. Michelle, Welcome to the show.

Michelle 0:58

Hi, I'm so excited to be here with you.

Docoofalltradez 1:01

Excellent. Well, as you know, you and I, you just came back from SEAK and we first met a SEAK about a year ago. And that was really awesome. And when I had mentioned earlier about how you had such an attraction for the audience that reminds me of kind of like The Walking Dead when everybody wanted to be around you after that you had such this, this magnetism about you. And it was just, it was just amazing.

Michelle 1:24

Thank you. Well, you know, I had a great time speaking with physicians who are looking at non clinical careers either as a full transition a part time or even a side gig is something that I just get really excited about, because I know how much opportunity there is, and I know how excited other people get once they start to get involved in their non clinical career.

Docoofalltradez 1:48

Well, you know, as far as opportunities are concerned, you know, we have the luxury of having access to people like you, and just so much information on the internet that didn't exist just, what, 10-15 years years ago. And, you know, with respect to your transition, and you transitioned out very early, nothing like this human existed back then.

Michelle 2:08

Yeah, I know, and I wished it had, because it would have helped me so much. When I was considering the transition, I was very lost. And I felt very alone. LinkedIn wasn't really going, Facebook wasn't around, at least not to the wide public. And the resources that were out there were just so limited, coupled with that was the fact that I didn't know where to look. And I didn't know who to trust. And so I made a lot of mistakes along the way. But I really just knew that what I was doing at the time was not my permanent path. And so I had to continue to navigate and figure it out. And once I did, I swore that I would help other physicians who were looking at a non clinical career and just let them know what worked for me. And so I started writing about my story. And

Timing is everything, I guess, because people found my writing interesting, and I got published. And so people started to find me physicians, and they reached out to me, and I helped them with the same things that it helps me. And then I got invited to speak in different settings. And Gosh, I was the worst speaker at first, you know, whenever, when we're starting something new. It's it's just, you have to learn what you're doing. And I'm an introvert by nature. So I had to learn how to be a decent speaker, but it's been fun.

Docoofalltradez 3:42

Well, so with respect to your internship, you decided to transition out after it was it was right around the first year, correct?

Michelle 3:49

Yes, it was, I was very early. And sometimes I feel well, I felt like something was wrong with me when I was deciding to transition because it was so early, I did finish. So I am a physician, but I left after my intern year, and I thought I would go back I did plan to go back after a year or two, I worked for a year and industry and, and then I decided to get another degree to fill in some gaps in my education with a business degree. Because, you know, when you're going to be a physician, you miss a lot of those classes. I mean, I think I took one business class in college. And so I felt like I needed some of that I needed to learn negotiation, and just really how to interact in the business world, because that's really what we have to do all the time in order to be successful. And there are lots of little techniques that we don't learn that are really vital to creating a career path and being successful.

Docoofalltradez 4:57

Well, and sounds like you've used these techniques, Networking and the skill set than to become a serial entrepreneur. So the question for you is, did you have that skill set when you first transitioned out of medicine? or How did you get your first non clinical job?

Michelle 5:12

Oh, yeah, gosh, okay. So networking is one of those big skill sets that we just do not learn as doctors. And so I did not know how to network, I didn't know the kind of proper way to go about helping someone else or reaching out to someone appropriately. I mean, as doctors were even hesitant to reach out for help, because I think our training teaches us that we should know everything. And we should not admit our weakness. And, you know, that is drilled into us in so many different ways. And it's so detrimental not only to our spirits, but to the rest of the world. Because reaching out is actually so helpful to everyone, not only to you, but to the other person, because it gives them the opportunity to then help you and people do like to help each other. So finding that first job was a networking exercise, and I was thrown into the deep end. So when I realized that I wanted something else, and that I was going to see what was out there, I just started telling everybody that I was looking for a job. And I remember telling people at the grocery store, I mean, it was so pathetic, but I, I was determined that I was going to figure this out. And so I remember at one point, I was in a running group, because I am a runner that's always gotten me through a lot of things. And I run long distance. So we were doing, I don't know, five or seven miles, it wasn't a long run. But I ended up chatting with another guy who worked at a medical device company. And I was kind of telling him my story, giving them my spiel, and he mentioned there was an opening on his team. And I said, I would be interested. And so you know, you tell a lot of people that and nothing happens. But luckily, in this case, I did make it to the interview stage. And I went through numerous interviews and I, I ended up getting the job. So I worked for a medical device company for about a year.

Docoofalltradez 7:21

Wow, that's amazing.

And after you transitioned out of that job, how did you use networking to then go into the your next your next job?

Michelle 7:31

Yeah, so even that first job didn't make me an expert in the business world, or a networking or anything. And I mean, in fact, that job was kind of a disaster. And that's, that's probably out of the scope of this podcast. But I just did not know how to have a job, I'd always been headed towards being a doctor. And I didn't work a whole lot of other jobs. And so that was not a good thing for me. And I always recommend and people work while they're in school, or while they're getting training, because it provides you with so many skills, even the most, I guess, boring job or menial job, retail, all working as a waiter, waitress, bartender. All these jobs, teach you so much about the world, and about how to get along with people, and how to interact with people and motivate people, they teach you a lot about yourself. So all of those things, I was kind of learning and it was a very steep curve. So the job was okay. But I then went back to business school and I was taking night classes during that job. But I went back to school full time for a year. And during that time, I did work. So that helped me quite a bit. And I met someone who taught me about networking, he introduced me to a book called Never Eat Alone by Keith Ferrazzi for as he which that book I tell people kind of changed my life and a lot of ways because it It introduced me to the concept of networking, and the fact that it is not something that is to be feared, or to, to not try to actively do, it's not slimy. **It's not like selling, it's really just adding value to someone else's life. And in turn, that motivates them to want to help you.** So it really changed my perspective on a lot of things. Because, you know, **as doctors we are always fearful of selling and being sold to, and just that mindset, and that's what a lot of people think about when they think about networking,** it's, you know, brown nosing, or giving people compliments, or, you know, trying to sell whatever it is you have, or whatever you're trying to do, or asking for a job. And it's not that at all. So once I consciously understood a little bit more about networking, and how to do it, I was able to more purposefully start networking. So as I was working in a second internship, actually a business internship, I was using some of those techniques. And I went to a conference, it was a wellness conference, because I was interested in wellness, which is very ambiguous term. And again, probably a whole podcast can be done about wellness. But I talked to people and I use some of the things that I had been practicing up until then, some of these networking techniques, and I ended up getting back from that conference. And a couple of weeks later, I had a job offer for a corporate wellness position. And I worked as director of medical management and wellness for about three and a half years. And that was a great job. For me, I was able to design implement, and evaluate corporate wellness programs for small and medium sized

businesses as part of a brokerage firm, so is a really great job. And, and I learned even more during that job.

Docoofalltradez 11:03

We know what's amazing about that is that just using the skill set, you're able to, it almost sounds seamlessly transition out of medicine.

And if you lack that skill set, then it might make that transition that much more difficult.

Michelle 11:17

Yeah, it's, it is difficult to not be using networking to end trying to transition. And that's some of the things that I teach people and advise people to do. And I help them with how to network appropriately so that they feel good about it. And the other person responds, you probably are familiar with people telling you, oh, you know, I tried talking to this person or that person, and it got nowhere or I thought I was going to get this job. But I haven't heard back or I emailed this person, and he or she hasn't gotten back to me. And so really just managing that networking, because all of that involves network working will help someone to get a job a lot easier. And it's just not a skill set that we get in medical school or training.

Docoofalltradez 12:08

And you've actually talked about this on your website, there's actually such thing as a networking strategy, correct? That's right. How would you What's your favorite technique? networking strategy?

Michelle 12:19

**Yeah, so my favorite networking strategy is really trying to bring value to somebody else's life.** And that way, I don't feel like I'm asking for something. And I feel like the other person is able to get some value able to make their day better, get a little bit further along, whatever course they're on. **And what that does is magically, that in turn motivates that person to want to help you** because you can't make someone give you a job, you can't make someone pass your resume along or introduce you to the hiring manager, or someone who can help you. And if you flat out, oftentimes, you're going to get nowhere. And you may not even get another conversation with this person, because they're going to not want to talk to you. And they'll think that you're going to be asking them for a job. **So by really focusing on what's the other person**

**interested in?** Is it sports? Is it cooking? Is it animals, is it their kids, and really striving to help them with that, or bring value or give them more information. So for example, if someone has a kid, they're trying to figure out what school to send them to, and you happen to run across an article about, say, public schools versus private schools versus charter schools, and you feel like, wow, this would be really helpful for someone who is looking at different schools, you just pass that along, and you can, you can email or send a message through LinkedIn, or however you interact with this person, call them, send them a message on Facebook, you know, tons of different ways to interact with someone else, whatever way you're currently interacting with them, just get them the link to that article. And with a simple I saw this and thought of you hope this is helpful, that will get you further along than a lot of different things. So this just one specific example. But I'm sure you can think of more

Docoofalltradez 14:27

Well, you know, I think a lot of it has to do with the venue as well. So, for example, if you were at a conference, would you use a different technique than if you were, whereas you were in a work situation in a work environment where you already know somebody,

Michelle 14:40

yeah, oh, that is a great point. Yes. Because at a conference, it's everyone is there for a specific purpose, they're all interested in that specific topic or subset of topics. And most likely, they want to meet people who are doing that job, or that area or industry. **And so it's a little bit easier to network at a conference than it is, say, at work, or even just at home, when you're emailing or using LinkedIn.** I mean, those those ways are effective, but going to a conferences like Fast Forward quick way to meet people and to get things done

Docoofalltradez 15:23

well, you know, so with respect to finding jobs with so there's two jobs strategies I'd like to talk about. So the first one will be people who are actually looking for medical jobs right now, I was speaking to some residents and other medical professionals, and they're getting solicited about 50 times

a month on email for medical jobs now, and it's, it's easy, I think, to fall prey to not necessarily be preyed upon by the recruiters. But if you rely only on recruiters to finding the job, it might lead not necessarily to the to the most ideal

job. Whereas if you use networking, maybe that would, then you can come create, you know,

seek out something that you really desire in terms of your personality type, what you're looking for, through another person, as opposed to a recruiter who's just trying to find a job to, to, to satisfy their person trying to put this most recruiters get hired by hospitals. And so they're trying to fit a physician to their job, as opposed to something that that employer employee would actually want.

Michelle 16:32

Yeah, I'm glad you brought this up, being a doctor kind of feels like it will be easy to get a job. And, and it is in a sense, because, yes, you have recruiters all the time reaching out with these different opportunities. **And so the thing that I tell people is, think about why the recruiters are reaching out to you, they make a lot of money, placing physicians in clinical jobs,** a lot of money and 10 to 20,000, sometimes more for the higher specialties by placing one physician. So I've had people tell me that they used a recruiter, and then they got into a new job. And a month later, that same recruiter was contacting them again, with another job, which is ridiculous. So Well, sometimes people do get into their dream job with using a recruiter, it's not the worst thing in the world, it's really important to remember how these recruiters are getting paid, they do not have your best interest in mind, they may act like it. And they may have great personalities that make you feel like they're your friend. And they may be nice people. But at the end of the day, they're getting paid a handsome sum to place you in a clinical job. So just make sure that that clinical job is going to be one that you like that you can tolerate that has the different components that you're looking for. and networking can help you better understand that. So networking is a little bit harder. It's not just an easy, call a recruiter, have them feed you jobs, take the job, they give you boom, you're done. You don't have to think about it. So definitely harder, more active participation is required for networking. But if you're playing the long game, and wanting to be in a job where you feel happy, you've got either the work life balance you need, or the the different components of the job that you need, whether it's outpatient, or inpatient, or whether you're doing deliveries or not, or certain surgeries or not, or you have access to certain facilities. So all these different things that are really going to make your life really good or really miserable, are there

Docoofalltradez 18:49

well, you know, Michelle, it's interesting that you say that. So I was looking at some recent survey data from 2017. And if you look at medical residents, in particular, they have the highest rate of attrition after their first two years, the number something like 50% and I wonder how much of this plays into a how much they don't know about what they're seeking and be how many of them were actually recruited into a job that they didn't necessarily want?

Michelle 19:15

Absolutely, yep, you hear it all the time. And you also hear people leaving after their guarantee is up, because they are not happy, it's not a good fit. And so once the money pieces gone, they're gone. And that's not a good thing for an organization because it costs own organization hundreds of thousands of dollars to recruit a new physician and train him or her

Docoofalltradez 19:42

well, you know, even from the personal perspective, let's say you were that physician that transitioned out, you know, you've lost an opportunity to build a network within your own community, you've lost maybe some income from not necessarily from the short term perspective, but from the ability to grow practice long term and and then you don't would have would have the job that you're transitioning out of, is in a different state or in a different location, then you have to pick up and, and go through all that, especially if you have a family, it might be very, very challenging. So I think if you were to then network, really find out what you want, and then through your networking ability to find the right person to match you with that what you want, don't you think you'd have better success?

Michelle 20:23

Oh, yeah, long term playing the long game like that every time the upheaval of the family is the biggest issue usually with this because moving jobs or having to change locations every couple of years, or every year is so disruptive for a spouse who may or may not have a job themselves and for the kids who have to change schools or have new friends. And so it is very hard finding something that, you know, you can be happy with, at least for five or six years. And you don't have to think being there forever. But, you know, the longevity in a different career in a different place is are in the same career in the same place is a lot to be said for that.

Docoofalltradez 21:12

So kind of backing up a little bit, then you mentioned that positions in general have kind of look at networking as slimy, if you will. And, you know, I think all of us have been exposed to

people who are trying to sell products to us in the medical field. And as a consequence, all of those people have been booted out of med, a clinical medicine and the academic centers.

And then we're taught this over and over again, that that we should not be networking, how would you go about teaching like a new crop of residents that it's not something that they should be afraid of,

Michelle 21:52

a lot of it comes down to how you approach it, and that book that I mentioned, that's why it was so helpful. Because it did give me that different perspective on networking, and helped me understand that it wasn't just giving people compliments, or trying to do the right thing. It was really finding out what someone else is interested in. And then talking to them about that. I mean, really, that is all networking is, it's making a connection with another person, a positive connection with another person, and it's fulfilling for both people, whether you quote, get anything out of it or not, because we all crave connection with others. And so, in fact, networking can be fun, it can be fulfilling, and oh, bonus, it can get you a job that you really love.

Docoofalltradez 22:48

Exactly. You know, it's interesting, you know, you mentioned that you are an introvert and you everybody has different strengths and weaknesses. And so, as an introvert, you know, what, how do you overcome, you know, that the idea that, you know,

reaching out to somebody that's not your strength? How do you know, what kind of strategies would you would you would you advise somebody who's really afraid to talk to other people?

Michelle 23:11

Yeah, yeah, so, **networking was probably twice as hard for me, because I'm an introvert, and it's scary for me to reach out to other people.** I mean, not so much anymore. But it really used to be, it took me years to actually enjoy going to a party where I wouldn't know anyone, and, and even now, if I know I'm

not going to know a lot of people, there's still that same fear of, yeah, I don't want to go to this. But at this point, I can push that aside and go and, and it's great. But that is I definitely understand what it's like to network when you're afraid to reach out or when you just have that personality type. And I think for introverts thinking about networking, with the perspective of just connecting with the other person and finding out about them. I think that will help any introvert tremendously, because introverts by nature, like to listen, and they like to ask people questions about themselves. And if you think about people, they love to talk about themselves. So it actually ends up working out very well for introverts, because once you get over that initial Hi, how are you? What's your name? What do you do kind of thing, an introvert can ask a really interesting question of the other person sit back and listen, and everybody's happy.

Docoofalltradez 24:38

Well, so. So for example, I've heard the karate chop technique. Do you advocate doing that where you come up to somebody put your hand out and say, Hi, nice to meet you. Would you advocate that? For an introvert?

Michelle 24:49

Yes, I it does not come naturally to me either. But if you think about a big room, most of those people are either afraid or introverted or don't want to be there or just are unsure. And so if you can break the ice initially by going up to someone and saying, Hi, my name is What are you here for? Or how do you know the person who's having the party or, you know, whatever? Just small thing? Can you believe this weather or, you know, can't believe the holidays are coming up soon? Or, you know, anything really, that is current and relevant and comes to your mind kind of superficial at first, of course, you don't want to you don't want to say something embarrassing about yourself. And that first sentence, because that might be awkward. But yeah, I've never heard it called the karate chop method. But I guess it kind of is I I guess, maybe putting your hand out a little bit more gently. And step karate, chopping it down would be would be a better approach. But don't poke him in the eye. Yeah, exactly.

Docoofalltradez 25:51

Okay. Now, you did mention social media. And I think you're a big advocate of having a good social media strategy. What do you think social media plays a role in networking.

Michelle 26:03

**Today, social media is interesting beast, it is very overwhelming,** for sure. Especially for those of us who didn't grow up with social media, I know that I get overwhelmed with social media. And I've heard that from others as well. It can consume you, there's so many different channels, and different ways of approaching them. And there are different techniques that work better on different channels. So that is, that's kind of something you have to get over. **But the great part about social media is that it can introduce you to people that you never would have other wise met.** And it can actually bring you closer to them, create friendships, create bonds, I have interacted with someone that I've never met before we've been we've ended up writing an article together, and then presenting on that at a conference and meeting for the first time in person. All of that would have never happened had social media not been there that was through LinkedIn. But I have a similar story about Facebook, I met someone who runs actually a Facebook group. And we ended up deciding to have a small meeting, a regional meeting, we ended up getting a bunch of people to come. And we, we all talked about different side gigs and careers. And so that never would have happened if social media didn't access. So yes, I hear a lot of people saying, Oh, I don't like social media. I don't know how to approach it. I don't want to approach it. And I feel Yeah, it can be super overwhelming. But it can also be another channel for meeting people. And that's a very positive thing.

Docoofalltradez 27:46

I recently discovered the whole Facebook group phenomenon as well. And just to just to try it out one day, I simply posed a question on a Facebook group, and I was blown away how many responses I got to it, and help people were overwhelmingly willing to help for my given question. I think I got like, 25 responses. And the question was, should I, you know, how do I go about starting a podcast or monetization or something to that effect? And the responses were amazing. And, you know, I've built a lot of collaborative relationships with these, these total strangers as a result of that one question.

Michelle 28:24

Mm hmm. Yeah, that's a great example. So,

Docoofalltradez 28:28

so going back to finding a job, though. So now, today, more than ever, now, we have access to all these different technologies, all these different job boards, you know, traditional societies still have their industry magazines that you can

look in the backup to find jobs. But it seems to me finding a job still really boils down to networking. So if you were trying to find a job in say, a particular let's say,

internal medicine as an example, and you wanted to find a job in a particular state,

would you? What kind of strategy would you recommend for a resident looking looking for, for a job?

Michelle 29:08

Yeah, so a couple of things. **First**, I would do a little bit of research research is easy for us doctors, we know how to do it, we like to do it. And so that's, that's the first thing. So that kind of takes the overwhelm out of it, too. Because you know, that the first step is not going to be so scary, but research some of the different clinics and hospitals that are in the area that you may want to be in. So what exists, what are your options, if you want to be in one place, then you are going to have some limitations. But that's okay. And in fact, you have to have some limitations at some point, because you can't get a job everywhere. So see, you want to be an Indiana you want to be in a specific city there, make a radius outside of that city as large as you would be able to, to kind of tolerate and kind of think about where you might want to live. So you know, this is kind of getting done into the week. But this will ultimately make things much easier for you. So once you identify that you identify what your options are, then you can start to see if there's anyone there at any of those clinics or hospitals or organizations that you may know. And you can, you can research this again, on the internet, you can check out the doctors that are part of the organization because they're usually always on on their website, and you may find someone that you know, or you may find someone that is an alumni of your medical school, or your residency or college or that your brother's sister knows, or somehow you have a connection with this person, then you can reach out to them and and just let them know that you're considering moving to that area? And do they have any advice? Or how do they like it, you would not ask for a job at that point. And that's really key. Because I said this before, asking anyone straight up for a job in is overwhelming, and it's uncomfortable for the other person. So that is something that you want to try to avoid, at least initially. And at some point, it is a little bit more appropriate. But in these initial outreach is and networking, you're not going to want to lead with that question.

Docoofalltradez 31:18

We know the nice thing about doing that is so all these people are fair game because you have one or two degrees of connection to them. And then it also gets you insight as to what their communities like or what their hospital is like. You agree

Michelle 31:32

Oh, absolutely. Here's the really beautiful part about it, you may find out something that you would never have found out about, about the culture or about the particular organization that makes you realize that that is not the place you want to be. And you may have thought it was your dream job before and they may be recruiting you may be seemed like a slam dunk, but you want to make sure that you know, the culture and the way that things are the way that people are treated. All of that is acceptable, because you and I both know, there are a lot of malignant organizations out there. And the perfect job is not the perfect job. If you're in a place like that,

Docoofalltradez 32:13

especially if there's not as good support network for you. I find that a lot of people will join a job. And if they show up to their new job, and there's no mentoring or coaching or career advice. They flounder and then they end up you know, quitting like the rest of the residents we've talked about, huh?

Michelle 32:31

Yeah, yeah, medicine is hard enough. **So if you don't have those coaching, those mentors that help that upward trajectory, all of those things, then all of the the burnout, the exhaustion, the extra administrative stuff, that extra hours, all that is just going to become intolerable, and you're going to end up leaving.**

Docoofalltradez 32:54

Well, you know, on that note, I feel very strongly the more I've researched this than the more I thought about it, think physicians, every single physician on this planet should have some type of coach, whether it's a career coach, other personal coach, they need something or a excellent mentor. And, you know, there's good mentors and bad mentors, but everybody needs somebody to help them transition from whatever they were doing to some to what they would like to be doing. I recently listened to a TED talk by Atul Gawande and he talked

about how he was very resistant in his career at first to have a coach and then once he had one of his old attendings, you know,

scrubbing with him for a surgery just to observe him, he was really surprised how much more improvement it provided for him through through the coaching and I find that physicians in general are very, very resistant to coaching. Why do you think that is?

Michelle 33:51

Yeah, I think that's changing. But I agree, initially, physicians are not open to coaching, and in fact, have not been the most been asking for it traditionally. And so that may have heard us as a profession. And hopefully it's going to get better now that I do see things changing. **But I think it kind of goes back to the culture of medicine and the inability to ask for help, or to be seen as weak or to be seen as not knowing it all.** And needing mentorship or coaching, Atull Gawande has changed a lot of things for people. And that's such a positive thing he's written on coaching is written on a lot of different topics that have gotten them exposed and out there. And that, in turn, has also brought other people out talking about the benefits of not only coaching, but work life balance, and wellness, and all of these things that people thought doctors didn't need, or even physicians themselves thought they they didn't need, because they were, they were great. They, once you're trained you, you've got it all, you know it all, you've got it all. And it's amazing. And now, we just know that is not the truth. And people are a lot more willing to admit that now. And so that is such a great thing. And I think that'll help us as a profession overall.

Docoofalltradez 35:17

So so you personally are finding that more and more physicians are willing to seek out help and and then accept the help.

Michelle 35:24

Yes, I have had people call me and say that two or three years ago, they would never have even considered reaching out to me or working with me. And that has been true both in the physicians helping physicians coaching practice that I run, and in some of the other coaching realms, where I work with large organizations to coach their physicians, there are older physicians now that are coming to the meetings or

signing up for the phone calls or the workshops and saying, I never would have done this five years ago. So that's great.

Docoofalltradez 36:01

Well, you know, I think part of the reason why you would want to get a coach to in the beginning is networking, in and of itself, is it's hard. And if you have somebody that you can talk to about an experience, you might have had the networking and then receive feedback on it would it would then make you even better at networking and or, like you said, achieving work life balance or just been an awesome being happier and awesome in your career? Exactly.

Michelle 36:25

Yep.

Docoofalltradez 36:26

So we talked earlier on the podcast about some exciting news. What kind of excited us were going to share with us today?

Michelle 36:32

Yeah, so I am having the first physicians helping physicians meeting and it is going to be a celebration. And the reason I've decided to do it this way is because meetings and conferences, they can get so boring and expensive. This is going to be a non traditional meeting where we're going to bring together people that I've worked with over the decade of time that I've been coaching and I have worked with a lot of people. So I'm putting the word out to everyone that this is a time of celebration for non clinical careers and side gigs for helping people to get further along in where they want to be whether they are already working in a non clinical career or have a non clinical side gig or whether they've just thought about it for years and are ready now we're going to bring everyone together, we're going to be mentoring like crazy. There are going to be some workshops and sessions because I want people to get value out of this.

**And I will personally guarantee that everyone who comes has an updated resume an elevator pitch when they leave.** So not only will they get amazing networking, but they will actually get something that can cost hundreds of dollars. Now the really cool thing about this is the way that I am structuring the registration for it's going to be a donation. So. I'm ponying up the over 10 grand for food and beverages, and a block of hotel rooms. And what I'm asking for the people that want to come is is a donation anywhere from 200 to 500. I mean, if

you want to give more, that's great, but no one is expected to and we're just going to have a big party is going to be amazing. in Austin, Texas, April.

So we're about six months away. The first weekend in April, I'll be sending out information. And hopefully you'll post some information on your website so that if people hear this and they're interested, they can get on the site and register because I know that block rooms is going to go quick.

Docoofalltradez 38:46

How exciting. Yeah, I will post it on the show notes. And I am so excited to go and from what I understand the lots of people are going to be excited to go as well. Oh, yeah,

Michelle 38:56

I've already had 15 people commit are ready to go be mentoring and helping people and I know that you're going to be there. You're going to be talking about some things so it's gonna be fun. I'm so excited.

Docoofalltradez 39:09

Oh, my God, I'm I'm I'm thrilled to death. Where else can people find you? what's what's the website would be the best place Yeah,

Michelle 39:15

probably the website a [PHPhysicians.com](http://PHPhysicians.com). You can just google physicians helping physicians and that'll come up I'm all over the place. I'm I since I've been doing this for so long. I'm very Google my articles are still out there from the early 2000s you can read those are you can see him on my site. I'm on all the social media channels. And so I'm I'm pretty easy to find.

Docoofalltradez 39:44

Well, Michelle, I just want to thank you. You know, you know, I could tell that you've been doing this for such a long time your message is so crystal clear. Your advice is so actionable and your results are undeniable. So I personally went through your coaching class in your and your process. And it was it was nothing short of amazing. I was then coached by one of your students and then I had coached somebody else and even that experience was just unbelievable. And I received massive value from my coach. Hopefully I delivered good value to my to my coach. He I guess is what you will. Yeah.

And again, it was such an amazing process. I'm so I'm so thankful that you put that together and I'm so thankful that you're putting together this conference, I think is going to help a lot of physicians, especially in the era of of all the burnout and all the things physicians are going through. They need a support network and you're really doing it for them.

Michelle 40:38

Yeah, yeah. Well, I think this is going to be the first year of a lot of years to come up just amazing mentorship and and helping people get to where they want to be. So yeah, I am so excited. Thank you for having me today.

Docoofalltradez 40:54

It was my pleasure.