

## Doctor D Quad

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### Challenge:

As a female doctor, establish a successful career in a male dominated medical specialty among surgical colleagues with significantly different thinking style preferences.

### Purpose:

Learn how to make the necessary personal changes needed to succeed in her chosen work.

### Existing Conditions (in her own words):

*"I was a general surgery resident at the hospital with Dr. T. from 1984-1989. Women are uncommon in the surgical specialties. To be more specific, I believe I was the 35th woman in the history of the American Board of Thoracic Surgery to receive boards in my subspecialty. So, when I was working with Dr. T., I was out of medical school and in the first five years of my residency training. This would subsequently be followed by my Cardiothoracic residency training. I knew that I was "different" than my surgical colleagues and my naive perception was that as long as I did good quality work, that I would be accepted for my credentials and ability. I perceived the communication, political relationship and historic patterns of my situation (medical, career or otherwise) to be irrelevant and superfluous. I saw the world in a conceptual, big picture sort of way and was unable to consider anyone else's perspective. In short, I would consider myself to have been an extremely strong right brainer who was unable and uninterested in how other thinkers saw the world. In my family dynamics position I was a superstar achiever. I have reason to believe that some people may think that I was nearly indifatigable in my capacity for work and nearly undauntable in my self confidence. Many of my mentors over the years commented that they would like to know what make me "tick". Self-sacrifice was part of everyday's momentum. I was a perfectionist, to add to all the difficulty.*

Early in the second year of hospital training, it became clear to Dr. D Quad that in contrast with most surgical colleagues, there was a major difference in how patients should be viewed and communicated with. It was this difference in attitude that made the work gratifying to her and also called to question whether this medical specialty was the right career choice. With such profound differences in human values, was a successful future possible? Could a perfectionist, over achiever find satisfaction in this work climate? Could satisfactory communication ever take place with people involved with this chosen life's work?

## Desired Outcomes

### Short Term

Find ways to make the chosen work of cardiac, thoracic and vascular surgery not only satisfying but also possible in the first place.

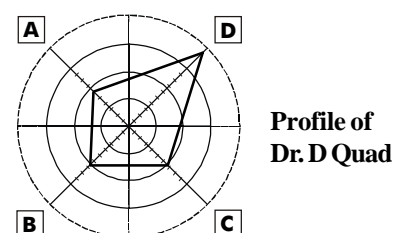
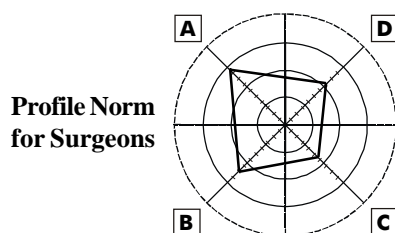
### Long Term

Find ways to build a successful, personally gratifying, long term career in this medical specialty.

## Whole Brain Intervention methods, processes and strategies

Dr. T., a certified HBDI practitioner, and a leading surgeon on the hospital staff became aware of Dr. D Quad's struggle, which, because of his similar preferences, was a struggle that he had also experienced in his medical education and residency. He took the initiative to serve as her mentor during her residency. He introduced her to the Whole Brain concept and provided her with her HBDI profile. *"After looking at the HBDI Profile that Dr. T. gave back to me, I knew immediately that it was correct. It clicked for me and it felt right. After looking at the Profile and general information (with identity withheld) I knew who all of those people were individually even though they were not identified! Part of what occurred at that moment was a cognitive understanding that I was extremely different than the majority of people who would chose to train and practice in the surgical specialities. When I realized I was very different, I was proud of that and realized that it was a personal choice. At the point when I was able to understand that this was part of my personal power and individual signature on the world, it all became less frustrating and painful for me.*

She, like Dr. T., had a thinking style that was a mirror image opposite of her medical colleagues. Effective communication was severely limited because words meant different things. The surgical staff wanted a "ten second report of her perception of the problem, plus a short summary about her reasoning and her derivation of differentiated diagnostic options". These were responses that were beyond her ability to deliver. The effect of reading the Creative Brain, plus coaching by Dr. T. helped Dr. D. Quad recognize and understand the nature and extent of the thinking style differences that she needed to somehow resolve. At first, she subconsciously shifted into a "lower gear" that allowed her to talk from an A/B quadrant perspective and terminology. These conversations were usually immediately followed by the surgeon saying: "Why didn't you just say so in the first place!" As Dr. D Quad began to see these events more clearly, she became "entertained" by them and this helped her to make more conscious efforts to switch her communication style into the appropriate quadrant "gear", a style that was more in alignment with her surgical colleagues' style.



She stated that “it is hard to be in the present moment and observe someone else – really listen to them and of course even harder to observe yourself at the same time”. She concluded that one of the most powerful things that her understanding of brain mapping (thinking preferences) had done for her, was to have put her on an amazing growth path of being able to function in the present moment of real time communication.

What needed to be changed for her to succeed? She needed to exert less effort in getting her work done. She needed to have more effective communication with people around her who were functioning from different perspectives and different quadrants. She needed to accept that she was an individual and embrace that as a personal choice, not as something that was inflicted upon her. She needed to honor that she had chosen a specialty where the vast number of colleagues would be very different from her in communication and thinking styles.

In addition to continued mentoring, coaching and personal introspection, what produced the needed change? The first thing was total exhaustion and the realization that a change in self had to take place. As communication occurred and progress was made, the “entertainment value” alone began to accelerate the change process. It became enjoyable to experience this stuff working. Perhaps the greatest motivation to change was Dr. D Quad’s intense love for her husband. He was not only certified in the exact same specialty, but was also one of “them,” the group of surgeons she was trying to communicate with. The desire for better communication and psychological intimacy was a powerful motivating force. Lastly, her intense yearning to be a cardio/thoracic surgeon (which she considered to be the jet fighter pilot of all physician specialties) literally drove her to change.

### **Summary of Outcomes**

Dr. D Quad made a conscious choice to salvage and to hold on to a lot of the individuality that was her. She made a choice not to convert to a strict “left brain” approach to her work. Her understanding of what was happening to her mentally was a key in allowing her to make those conscious choices. She lost almost all of her anger as she better understood her colleagues. She became more patient with them and learned to accept them for what they could do, while allowing herself to pursue her many diverse interests.

Dr. D Quad has met the challenge and has succeeded on her terms in her chosen field of work.

### **Optimizing the Results**

Short Term: Honor the passion and love for the work she does. Approach that work as a pioneer and leader rather than viewing self as freaked. Realizing that her way of thinking is normal, but different.

Long Term: Her belief that there is nothing she can’t learn. Her willingness to try new things and to take risks makes the future limitless.





**Success Measurement Criteria**

A Quadrant: Learned the medical techniques, how to speak the language and acquired the needed technical and medical skills.

B Quadrant: Acquired the needed discipline to deal with the medical structure and control of self.

C Quadrant: Achieved the understanding of self needed to accomplish major growth and learning

D Quadrant: Facilitated massive change in self. Took risks and approached her work as a pioneer.

<u>Metaphors</u>		<u>Success measurement points</u>	
<b>A</b> 	<b>D</b> 	<b>A</b>  <b>100</b>	<b>D</b>  <b>100</b>
<b>B</b> 	<b>C</b> 	<b>B</b>  <b>100</b>	<b>C</b>  <b>100</b>

