

Climbing Your Career Ladder

Jim Curtis, CHT
March 2, 2010



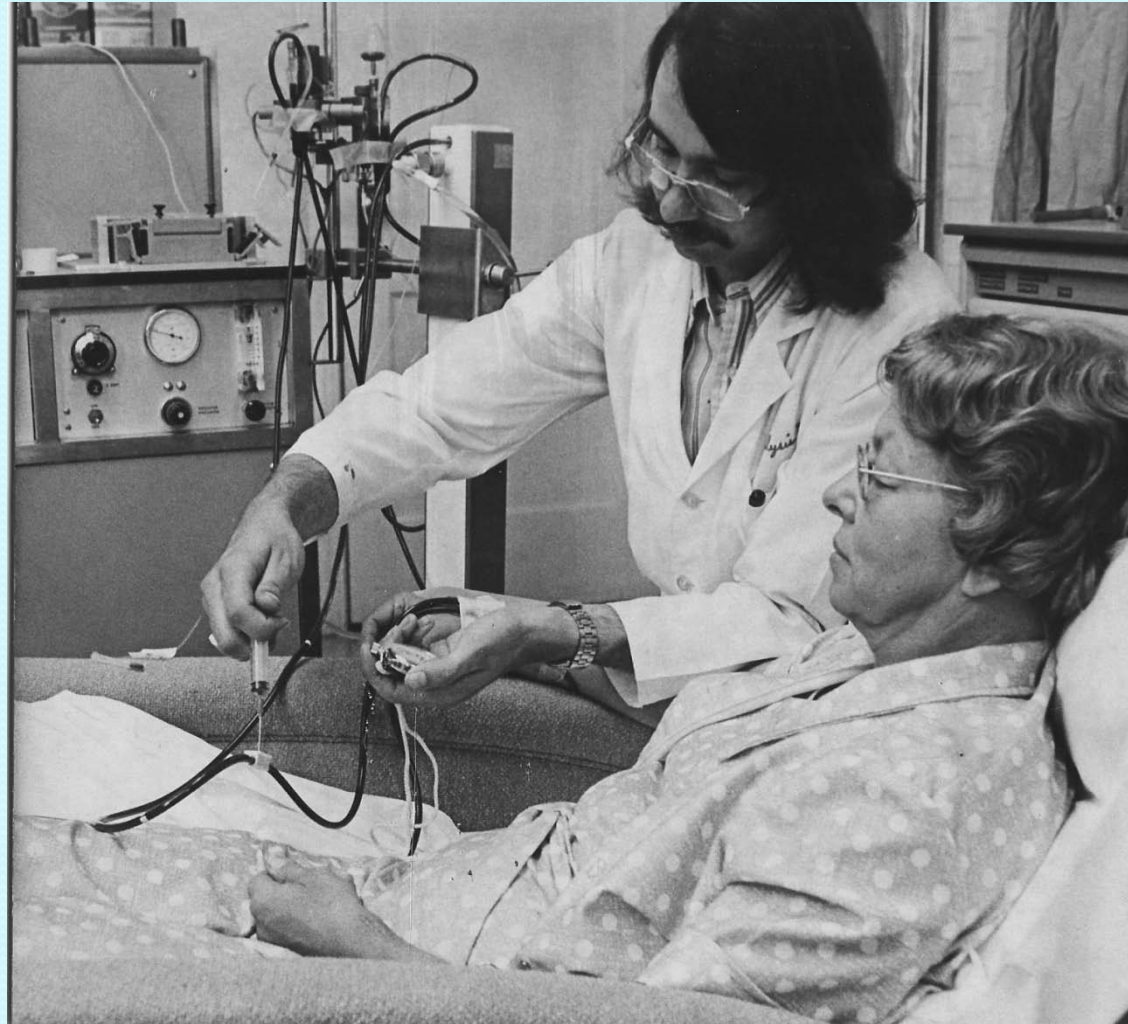
Who Am I?

- Over 40 years in the dialysis field
- Home helper to my mother, who started dialysis in 1967
- My roles have included “dialysis technician”, biomed, technical manager, area manager, entrepreneur
- CCO of Home Dialysis Plus
- Past NANT President

The Early Days

- We worked 10 hour days and ran one shift of patients on 6 hour treatments
- Staffing ratio was 2 patients to 1 nurse or technician
- There was 1 technician to 1 nurse in my unit
- During the 6 hour treatments, nurses did their duties and the technicians all did machine maintenance
- We all rotated between the center and home training unit

1976 with Drake-Willock 4015



Mid 1980's with Extracorporeal 350 machines



So How Did I Get From There To Here?

- Pure Luck? There was certainly some of that to be sure, but I helped it along:
 - I cared enough to give my best
 - I learned everything I could
 - I believed that I could make a difference
 - And most of all, I have followed my heart

So How Do YOU Get From Here To There?

- Learn, use and share as much dialysis information as you can
- Get involved in the dialysis community
- Break Down Barriers to Growth
- Choose the Right Attitude

There is a significant difference between
10 years of experience and one year of
experience 10 times

CL Martinson, MD

Knowledge

- Continue to learn from your experience, add to what you learned in school or training
- Demonstrate your knowledge by getting certified in your area of expertise
- Share and expand your knowledge by giving in-services, talking with your colleagues and participating in your Professional Organization

Knowledge

- Learning is an ongoing process that comes from applying your experience to your passion
- You can tell you are starting to understand dialysis when you truly realize that there is more that you don't know than you do!
- Test your assumptions regularly and you will re-learn many things

Barriers to Growth

- External Barriers:
 - Knowledge
 - Education
- Internal Barriers (ATTITUDE)
 - Inertia, Resistance
 - Fear

Barriers to Growth

Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us.

We ask ourselves, who am I to be brilliant, gorgeous, talented and fabulous? Actually, who are you not to be? You are a child of God. Your playing small does not serve the world. There's nothing enlightened about shrinking so that other people won't feel insecure around you.

We are all meant to shine, as children do. We were born to make manifest the glory of God that is within us. It's not just in some of us; it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we're liberated from our own fear, our presence automatically liberates others.

Marianne Williamson, 1992

Overcoming Resistance

- Don't believe everything you think!
- Take Action!
 - Break up projects into individual tasks
 - Get one thing done
 - Get one more thing done
 - Repeat
- Say “Yes I Will” more often

“Knowledge is the flower of wisdom, but it's seed is action”

Guy Finley

Be There

- Turn off your AUTOPILOT!
- Focus your attention on whatever you are doing at the moment
- Really listen to people when you are talking to them

“Ninety percent of life is showing up”

-Woody Allen

Overcome Fear

Do what you are afraid of doing

Embrace Change

Remember that there is no such thing as
an important human being

Aim For Perfection By Reveling In Your Mistakes!

Think about them, talk about them, investigate them,
learn everything you can from them

ATTITUDE

“I am convinced that what happens in life is 10% what happens to me and 90% how I react to it. And so it is with you.....we are in charge of our **Attitudes.**”

-Charles Swindoll

ATTITUDE

“You do what you value.”

-Gail Wick

If you want to know what you really value, look at what you do!

ATTITUDE

Never Explain
Never Complain

“ I never explain myself to anyone”

Mary Poppins

Your Opportunities For Advancement Will Depend On:

- A result of *your* day to day contribution to your patients
- A result of *your* willingness to improve your knowledge base
- A result of *you* choosing *your* attitude

The 3 Word Version:

Make

Yourself

Useful!



Thank you!