



EPISODE 96: When It's Time To Go - Here's How to Resign **With Dr. Heather Fork**

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HF: "You just slip out the back, Jack. Make a new plan, Stan."

Welcome to The Doctor's Crossing Carpe Diem podcast. If you're questioning your career in medicine, you've come to the right place. I'm Heather Fork, a former dermatologist and founder of The Doctor's Crossing. As a master certified coach, I've helped hundreds of physicians find greater happiness in their career, whether in medicine, a nonclinical job, or something else. I started this podcast to help you discover the career path that's best for you and give you some resources and encouragement to make it happen. You don't need to get stuck at the white coat crossroads. So, pull up a chair, my friend, and let's carpe that diem.

Hello, hello and welcome back to the Doctor's Crossing Carpe Diem podcast. You're listening to episode number 96. Before we dive in today, I wanted to say a few words about supporting this podcast.

I love creating these episodes for you and plan to continue God willing and the creeks don't rise. But as you can imagine, it takes considerable time and money to keep the podcast going. Right now, the only way the podcast is funded is through the sale of my Carpe Diem resume kit and my LinkedIn course.

I created these resources for those of you wanting to make career changes. The resume kit walks you step by step through converting your CV to a resume, to apply to

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nonclinical jobs. The LinkedIn course uses videos and cheat sheets to show you how to network and apply for jobs on LinkedIn, as well as how to build a standout profile.

If either of these resources could be useful to you, they can be found on the Doctor's Crossing website under the products tab. Your purchase is much appreciated and really goes a long way to help keep the podcast going. I'll put a link to the products tab in the show notes. Otherwise simply go to the Doctor's Crossing website and hit the products tab at the top to learn more about these offerings.

A big thank you to all of you who are already using the resume kit and the LinkedIn course, and a big thank you to all of you who have reached out and told me how much you love these resources and how they've helped you. Now onto our show.

I'm going to be doing a short solo episode here to talk about resigning from your job. I get a number of questions related to this topic. For example, what do you put in your resignation letter? What should you say or not say? Should you meet in person to deliver the news or just send an email? I've also had some questions around when you give your notice, what do you do if they counter and try to get you to stay? I'm going to address these questions in case you may be leaving your job to move on to something new now or in the near future.

When I was thinking about doing this podcast about leaving your job, a popular song from the seventies by Paul Simon came to mind. I know a lot of you were not even born yet, so you may not be familiar with this song called "50 Ways to Leave Your Lover." Here are a few options Paul mentions in the song. "You just slip out the back, Jack. Make a new plan, Stan. You don't need to be coy, Roy. Just get yourself free. Hop on the bus, Gus. You don't need to discuss much. Just drop off the key, Lee and get yourself free."

When we're leaving our jobs, we usually don't just slip out the back, even if we want to. And we don't necessarily need to be coy, but we do want to be free and not burn

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bridges. In order to do this, we just need to follow some simple protocols. Let's start with a resignation letter. Technically you only are required to give notice that you are resigning and what is going to be your last day of work. So, simple and sweet.

You can add in a couple other things if you want to. One of them is to thank them for the opportunity of working with them. And then the other one is to offer to help during the transition time prior to your departure. You do not need to mention why you are leaving and I suggest not doing this.

Let's look at the first part, which is informing them that you're leaving. A simple way to put this is to just to state "I would like to inform you that I am resigning from my position as staff physician and medical director for Be Well Family Practice Group effective December 23rd, 2022." That's it. You could sign your name and that would be an absolutely acceptable resignation letter.

The second part in thanking them could sound like this. "Thank you so much for the opportunity to be part of this group, work with the wonderful staff and team, and contribute to the success of the practice."

You could also say something such as "I really appreciate the experience and growth opportunities I have gained while working in this organization since graduating from residency." This is where you can personalize a letter if you'd like to, but again, you're not required.

The third part is to include an offer to help during the transition time. This could sound like "If there is any way I can be of assistance during the time of transition before I leave, please do not hesitate to reach out." And that's it. Short and sweet. You just want to make sure that you're giving the notice in the proper time that's required, whether it's a month or three months, four months, and that it's sent off or received by the person by that date.



Next, let's look at what may come up when you give your notice. You can get the good, the bad and the ugly. So, at the ugly end of the spectrum they may be angry and they may tell you to turn in your keys and your badge and walk you to the door. That's not common, but sometimes that happens. Sometimes they just are indifferent. They just kind of maybe are a little passive aggressive, and don't show that they're angry, but you can tell that they're upset, but they're not going to say a lot of positive things to you. It's just a transaction and they accept your resignation.

Or on the good end of the spectrum, they can be very disappointed and even surprised that you're leaving, but they still see it from your perspective. Your supervisor, boss may say something such as "While I'm disappointed that you're leaving, I understand that you have to make the best decision for yourself and your family and your own professional goals. I want you to know that the door is open if you ever decide to return." And then they may even counter offer and try to see if there's something they can do to convince you to stay. So, this is an important point here is to be careful if they try to talk you into staying, to make sure that you don't respond in the moment, you always give yourself time to think about any counter offer and whether it's really, truly in your best interest.

Before I say too much more about that, I wanted to share something I read that recruiters report that more than 80% of those who accept counter offers, leave, begin looking for another job or are "let go" within six to 12 months after announcing their intentions. Maybe similar to when someone says they want to get divorced. If their partner tries to talk them into staying, typically that's not going to go very well.

So be very careful about counter offers. They may try to entice you by saying, "You're too good at this to leave. You're such a great doctor. The patients love you. The staff adore you. You're booked out six months. What are you going to do?"

But being good at something it's not a reason to stay, unless it's your reason. You may be fantastic at what you do. Yeah, you may be knocking it out of the park, but perhaps you want to use your zone of genius in a different way. So really think hard before you decide that you're going to stay on.

Maybe there is some different schedule or terms or amount of income that you want to negotiate that would work for you maybe for an in between time. Like for example, you could still decide to leave, but maybe for the next three or six months, you're going to do half of what you normally do and it works for you and it works for them.

Another thing I wanted to bring up is about saying why you're leaving and talking about things that may not have worked well for you while you've been at this job. Because you may be very upset. You may be burnt out. You may have felt that this was an abusive and toxic environment. You may be very frustrated with trying to ask for changes and that you're pleas met with a deaf ear or just weren't responded to. So, you may be wondering, "Well, how much do I say and how do I say it?" Well, this is really going to vary, of course, with who you're talking to, what your relationship is with them. And what's important to you in terms of being heard.

I would say that if there is something you really want to express, that's important and you don't need to know that anything's going to change because of what you express. It can have value just as your chance to vocalize and what you need to say and be heard. So, let go of any attachment to anything happening because of this, but it can be just important for you.

A couple rules to follow is that you want to be objective. For example, you don't want to say "This is a toxic environment. I felt like I was really abused and treated poorly and disrespected." You can be objective and say "It really was not working for me to have a full 40-hour clinic schedule and then have no additional time for admin. And I would have to come in early in the morning, I'd have to stay up at night, several extra hours and



work through my lunch. And this was not sustainable for me.” So, you can just give objective information about what you experienced and no one can argue with that.

You can also discuss about how you had been asked about changes that would be helpful for you, like changes in your schedule, changes in the type of patients that you see and that you did respond to, but nothing ever really changed. So just make sure whatever you say you can say it from a place of empowerment and not of being a victim and also being objective and constructive.

All right. So that is our episode. So just to review, in your resignation letter. You just have to state when you're leaving, you can add in, “Thank you.” You can add in an offer to help during the transition. Don't put in there why you're leaving. And then when you're actually meeting with the individual, you get to decide how much you want to say about why you're leaving and your experience there. And don't get talked into staying longer than you want to or doing more, unless it truly works for you.

Thank you so much for listening. I've really enjoyed this time with you. Again, if you'd like to learn any more about the resources I mentioned as well as some freebies, you can go to the Doctor's Crossing website, select the products tab or the freebie tab at the top of the page. So don't forget to carpe that diem and drop off your key if you're leaving and I'll see you in the next episode. Bye for now.

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Podcast details

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