

Strengthening Our Capability

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by Bryon Pickard, MBA, RHIA

Stepping back to reflect on our professional development helps us understand where we stand and the areas where we might focus for our future. Ask yourselves the questions below and objectively rate yourself on a scale of one to 10.

- Do you consider yourself a high-potential employee, student, or volunteer? What skills do you need to strengthen your capability?
- Do others consider you a high-potential employee, student, or volunteer? What can you do to strengthen your capability?

How do you stack up? Better yet, how do you groom other high-potential individuals to assume new advanced roles?

For HIM professionals prepared to face the future with confidence, the sky is the limit.

The Power of Self-Belief

I've found that specific actions consistently make individuals stand out. This includes the following:

- **Think ahead.** Life is short, so plan where you want to be in five and 10 years. Dare to dream and visualize your future. Be sure to write it down to help make it happen.
- **Differentiate yourself.** Think big and take initiative. We often hear the phrase "great minds think alike." Dare to be different, and prove how you are unique and valuable.
- **Be persistent.** Step up and make your voice heard. People are busy, and effective communication requires a clear message. Convince others that what you have to say is important.
- **Do more than expected.** Go the extra mile. Don't just do what is asked of you: do more and take on an extra assignment. Enthusiasm and positive thinking yield rewards.
- **Make somebody's day.** It only takes a few minutes to send someone a thank-you note, but this is one of the most powerful things you can do. Congratulate an important milestone or a job well done.
- **Stop stewing about it.** Sometimes a kick in the pants helps us stop talking and start doing. Don't fret over what others will think. Create a sense of urgency, learn to fail fast, and move on.
- **Keep learning.** Read all you can and make a commitment to lifelong learning. Healthcare is going through dramatic change, and so are the professional skills needed to excel in HIM. Learn something new.
- **Network.** Invest time in building relationships. Get out of the office, and stay in touch with friends and colleagues. Take a moment and say hello to someone new.
- **Have fun.** Enjoy what you do and make whatever you do fun. Make the most of any situation and know you are in complete control of your response. Smile often and be willing to laugh at yourself.
- **Show confidence.** Think like a champion. If you think you will succeed, you usually will. If you think you can't, you often don't. Take charge and flex your emotional muscles.

Health IT and the new e-HIM[®] environment present tremendous opportunities for our future, and AHIMA offers a wealth of professional resources to help you succeed.

But there are no shortcuts to success. It requires hard work. Be sure to use what you have to your best advantage.

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Driving the Power of Knowledge

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