

Catalyst Conversation: Young Professionals

Session Discussion Notes & Summary Guide

1. Irreplaceable Human Elements vs. AI

Discussion Question: *What is one "irreplaceable human element" of your daily work that you believe AI could never fully replicate?*

- **Culture, Rapport, & Connection:** You cannot replicate human culture, rapport, community sense, and deep bonds with coworkers, clients, and patients. AI lacks authentic human connection, genuine creativity, and originality.
- **Empathy & Complex Communication:** Human empathy, vulnerability, and listening are required to understand patient needs, community needs, and complex clinical care gaps. Humans bring past experiences and worldview to the table that AI simply cannot access on the internet.
- **Judgment & Nuance:** AI cannot replicate real human judgment, taste, or individual perspectives. Humans must review AI outputs to ensure they are objective rather than just telling people what they want to hear.
- **Human-Centric Roles:** Face-to-face interaction, event planning, mentoring younger colleagues, and conducting sensitive personal interviews remain uniquely human domains.

2. Professional Resilience in Health Care

Discussion Question: *In your own words, what does "professional resilience" mean in today's health care environment? Is it about bouncing back from feedback, or navigating organizational change?*

- **Navigating Organizational Change:** Resilience involves transitioning through new leadership and structural changes by looking at what can be changed at an organizational level. It means starting with "why" and then moving to "how" to balance new perspectives with historical context.
- **Feedback & Self-Awareness:** True professional resilience includes actively advocating for yourself, accepting feedback without taking it personally, sitting with it, and returning to the root of delivery.

- **Growth Mindset & Flexibility:** Stepping out of your comfort zone, embracing change early in your career, developing thick skin, and overcoming imposter syndrome are vital components.
- **Advocacy & Open-Mindedness:** Being your own champion, building nuanced relationships both internally and externally, and maintaining open-mindedness to learn new skills and embrace new mentors drive ongoing growth.

3. Career Success Beyond Titles

Discussion Question: *How do you define career success for yourself if you look beyond traditional upward titles (like Manager or Director)?*

- **Thriving & Purpose:** Finding a role or project where you can use your strengths, follow your passions, and make meaningful contributions to the organization's mission.
- **Internal Pride & Accomplishment:** Success is felt when you nail something, put out great work that you are proud of, and find happiness in your daily work.
- **Exploration & Continuous Learning:** Gaining knowledge, building confidence to feel like you deserve a seat at the table, exploring cross-functional responsibilities, and learning new skills.
- **Mentorship & Legacy:** Giving back by mentoring and advising younger colleagues, redefining what your profession means to you, and being trusted to take on big projects.