

You Can't Give What You Don't Have: Optimizing Your Personal Well-Being to Enhance Your Professional Satisfaction

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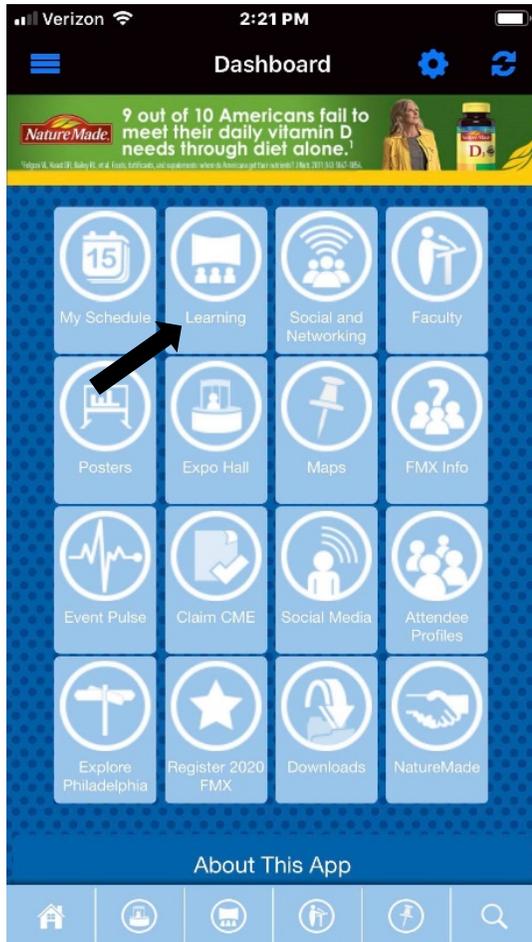
Dr. Greenawald is a graduate of the University of Virginia School of Medicine, where he also completed his residency. He practices family medicine at Carilion Clinic Family Medicine–Roanoke/Salem in Virginia, and has taught for 27 years. His special interests include physician leadership development and coaching, physician well being, communication, emotional intelligence, and practice culture. He chairs Carilion Clinic's Faculty Vitality and Physician Wellbeing Committee. Building teams and team culture, and giving and receiving feedback are also among his specialty topics. Dr. Greenawald believes that all physicians must be effective leaders, as well as skillful clinicians, and he has devoted his career to helping physicians gain leadership skills. He served as conference chair for the AAFP's 2018 and 2019 Family Physician Health and Well-being Conference. In addition, he is on the faculty of the Healthcare Coaching Institute and serves as director for the AAFP's Chief Resident Leadership Development Program, for which he has also been a faculty member for 19 years. A former president of the Virginia Academy of Family Physicians, he was selected as the 2016-2017 Virginia Family Physician of the Year.

Learning Objectives

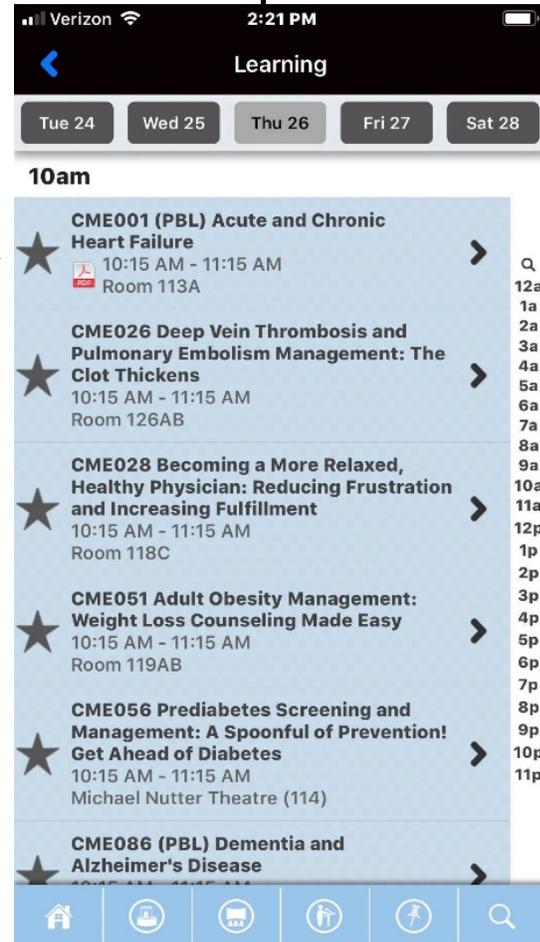
1. Identify your current state of well-being.
2. Analyze opportunities for improving your physical, mental, emotional, spiritual, and relational well-being.
3. Create a well-being action plan for implementation.

Audience Engagement System

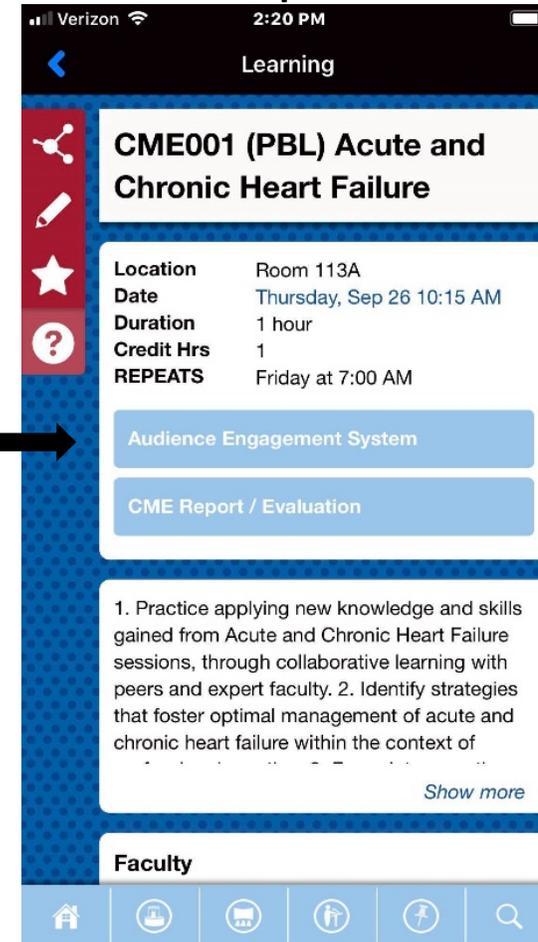
Step 1



Step 2



Step 3



You Can't Give What You Don't Have: Optimizing Your Personal Well-Being

Burnout

A syndrome characterized by emotional exhaustion, depersonalization/cynicism, and a sense of inefficacy/meaninglessness ... an erosion of the soul.

Christina Maslach, PhD

Surviving

The act of enduring or carrying on despite challenging, adverse, or unusual circumstances "Sometimes even to live is an act of courage."

Seneca

Fine

"Do you feel better?" he asked.

"I feel fine," she said. "There's nothing wrong with me. I feel fine."

*Ernest Hemmingway,
The Complete Short Stories*

Well

Goes beyond merely the absence of distress and includes being challenged, finding meaning, and achieving success in various aspects of personal and professional life.

Tait Shanafelt, MD

Thriving

A state of being physically energized, emotionally grounded, mentally focused, relationally connected and spiritually aligned.

Jim Loehr, PhD

Where are you?

Burned-out Surviving Fine Well Thriving

Where might a spouse, loved one, medical partner, or patient say you were....?

Burned-out Surviving Fine Well Thriving

Assessing Your Risk for Burnout:

AAFP Physician Health First: Maslach Burnout Inventory (MBI)

<https://nf.aafp.org/physicianwellbeing/mbi/index>

Modeling Well-Being?

PHYSICAL

- I regularly get at least 7-8 hours of sleep and/or wake up feeling refreshed without an alarm
- I maintain a healthy body weight based on accepted guidelines
- I exercise regularly following the physical activity guidelines, including both cardiovascular and strength training
- I have a personal physician whom I have seen within the past 18 months and have had appropriate screenings for my age and health status

MENTAL/COGNITIVE

- I am able to focus on the task at hand and I am not easily distracted during the day, especially by e-mail
- I spend much of my day focused on activities with longer term value and high leverage rather than reacting to immediate crises and demands
- I take regular time for reflection, strategizing and creative thinking
- I limit the work I take home and as well as the use of e-mail during vacation

EMOTIONAL

- I rarely find myself feeling irritable, impatient, or anxious at work, even when work is demanding
- I have enough time with my family and loved ones, and when I am with them, I am fully present
- I make regular time for the activities that I most deeply enjoy
- I am satisfied with the access I have to my emotions – To laugh, to be sad, to feel pleasure or even anger in appropriate ways.

SPIRITUAL

- I stop frequently to express my appreciation to others or to feel gratitude for my blessings
- There is consistency between what I say is most important to me in my life and how I actually allocate my time and energy
- I have a clear sense of purpose and meaning in my work
- I invest regular time and energy in making a positive difference to others or to the world

What Might You Need to Work On?

Total your numbers checked in each category and overall

- Body**
- Mind**
- Emotions**
- Spirit**
- _____ **Overall**

Scoring Overall

11-16: Excellent role model
7-10: Reasonable role model
4-6: Significant modeling deficits
0-3: Not Fooling Anyone

Category Scoring

4 – Excellent role model
3 – Strong role model
2 – Significant modeling deficits
1 – Poor role model
0 – Uh-Oh

RELATIONAL

- I like myself, shortcomings and all.
- I frequently express my appreciation for others to them.
- I connect regularly with those closest to me and express my love for them in a way they can understand.
- I have a friend other than my spouse who I could call if I was in trouble and I know they would help.

Change One Thing:

What action do you intend to take? By when? Who will you tell?

Physical:

The one thing that I will do is _____

Mental/Cognitive:

The one thing that I will do is _____

Emotional:

The one thing that I will do is _____

Spiritual:

The one thing that I will do is _____

Relational:

The one thing that I will do is _____

PeerR_x and the PRx90[©] Program

“No One Cares Alone”

Who is your professional partner/“buddy” on this journey?

PRx90

Check-in

- “90 Seconds” once a week by text, e-mail, phone
- “90 Minutes” once a month, preferably “live”
- “90 Days” quarterly check-in, preferably “live”

Check-in questions (90 seconds):

- How are you doing?
- How can I help/support you?

NOTE: If something is not going well, this may precipitate a phone call or meeting.

Check-in questions (90 minutes):

- How are you doing?
- What’s going well?
- What are you struggling with?
- How can I help/support you?

Check-in questions (90 days):

- How are you living out your values?
- What are your goals over the next 3 months?
- What are your dreams personally & professionally?
- When’s your next vacation/adventure?
- How can I help/support/encourage you?