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

Mark Greenawald, MD, FAAFP
The material presented here is being made available by the American Academy of Family Physicians for educational purposes only. Please note that medical information is constantly changing; the information contained in this activity was accurate at the time of publication. This material is not intended to represent the only, nor necessarily best, methods or procedures appropriate for the medical situations discussed. Rather, it is intended to present an approach, view, statement, or opinion of the faculty, which may be helpful to others who face similar situations.

The AAFP disclaims any and all liability for injury or other damages resulting to any individual using this material and for all claims that might arise out of the use of the techniques demonstrated therein by such individuals, whether these claims shall be asserted by a physician or any other person. Physicians may care to check specific details such as drug doses and contraindications, etc., in standard sources prior to clinical application. This material might contain recommendations/guidelines developed by other organizations. Please note that although these guidelines might be included, this does not necessarily imply the endorsement by the AAFP.
DISCLOSURE

It is the policy of the AAFP that all individuals in a position to control content disclose any relationships with commercial interests upon nomination/invitation of participation. Disclosure documents are reviewed for potential conflict of interest (COI), and if identified, conflicts are resolved prior to confirmation of participation. Only those participants who had no conflict of interest or who agreed to an identified resolution process prior to their participation were involved in this CME activity.

All individuals in a position to control content for this session have indicated they have no relevant financial relationships to disclose.

The content of my material/presentation in this CME activity will not include discussion of unapproved or investigational uses of products or devices.
Mark Greenawald, MD, FAAFP

Vice Chair, Academic Affairs and Professional Development, Carilion Clinic Department of Family and Community Medicine, Roanoke, Virginia; Professor of Family Medicine, Virginia Tech Carilion School of Medicine (VTCSOM), Roanoke; Medical Director, Carilion Clinic Leadership Institute; Chair, Faculty Vitality and Professional Well-being Committee, Carilion Clinic and VTCSOM, Roanoke, Virginia.

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
Dashboard

Step 2
Learning
10am
- CME001 (PBL) Acute and Chronic Heart Failure
  10:15 AM - 11:15 AM
  Room 113A
- CME026 Deep Vein Thrombosis and Pulmonary Embolism Management: The Clot Thickens
  10:15 AM - 11:15 AM
  Room 126AB
- CME028 Becoming a More Relaxed, Healthy Physician: Reducing Frustration and Increasing Fulfillment
  10:15 AM - 11:15 AM
  Room 118C
- CME051 Adult Obesity Management: Weight Loss Counseling Made Easy
  10:15 AM - 11:15 AM
  Room 119AB
- CME055 Prediabetes Screening and Management: A Spoonful of Prevention!
  10:15 AM - 11:15 AM
  Michael Nutter Theatre (114)
- CME056 (PBL) Dementia and Alzheimer’s Disease

Step 3
CME001 (PBL) Acute and Chronic Heart Failure
- Location: Room 113A
- Date: Thursday, Sep 28 10:15 AM
- Duration: 1 hour
- Credit Hrs: 1
- REPEATS: Friday at 7:00 AM

Audience Engagement System
- CME Report / Evaluation

Faculty

1. Practice applying new knowledge and skills gained from Acute and Chronic Heart Failure sessions, through collaborative learning with peers and expert faculty.
2. Identify strategies that foster optimal management of acute and chronic heart failure within the context of...

Show more
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**
Go 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](https://nf.aafp.org/physicianwellbeing/mbi/index)

Mark Greenawald, MD. mhgreenawald@carilionclinic.org
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 …. 

*Modified from: Manage your Energy Not Your Time* by Tony Schwartz and Catherine McCarthy
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 ____________________________________________________________

____________________________________________________________________________________
PeerRx 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?

©Mark Greenawald, MD. All Rights Reserved. mhggreenawald@carilionclinic.org