

Committee on Physician Health and Wellness

- PHW Committee function: Encourage, Promote, Advocate
- Continuing medical education activities
- Outreach to medical students and resident physicians
- The Joint Commission Standard re: Licensed Independent Practitioner Health

CME Accreditation

- 1 *AMA PRA Category 1 Credit*[™]
- 1 hour is designated as ethics and/or professional responsibility education
- Sign the attendance sheet (roster) and complete your evaluation

Factors Leading to Imbalance

- Personality
- Demanding, stressful profession
 - Clinical practice/patient care
 - Lack of schedule control
 - Excessive work hours
- Changes in health care delivery
- Life and career transitions
- Financial concerns

Case Study: A Life Out of Balance

- Dr. Sue, a 39-year-old, divorced, family medicine physician
- Three young children
- Popular physician with busy clinic schedule
- Brings work home at night
- Regularly picks up take-out food
- No time for dating or exercise

Wake-Up Call for Dr. Sue

- Missed diagnosis
- Last night her patient was admitted to the emergency department
- Patient's family upset
- Medical director requests meeting
- Dr. Sue feels like a failure and realizes her life is out of balance
- She recognizes the need for change and seeks out resources to help restore balance

Get Your Balance Back

Strategies and Tools

Step 1 <ul style="list-style-type: none">Assess personal work-life balanceDetermine core values	➔	<ul style="list-style-type: none">Work life-balance self assessmentCore values self-assessment
Step 2 <ul style="list-style-type: none">Set priorities/time managementEvaluate finances	➔	<ul style="list-style-type: none">Weekly scheduleSchedule review and reflectionWork with your financial planner
Step 3 <ul style="list-style-type: none">Positive mindset/innovative thinkingEffective boundariesLife management	➔	<ul style="list-style-type: none">A Positive Perspective Exercise

Core Values

Our values reflect the things that are important to us in how we live and work. They are not principles or morals and can change throughout our lifetime.



What Do You Value?

- Career
- Relationships
- Community involvement
- Leisure time
- Health
- Money
- Spirituality

Set Priorities

A work-life “balance budget” begins with:

- Identifying current time expenditure
- Setting short- and long-term goals
- Tracking your results

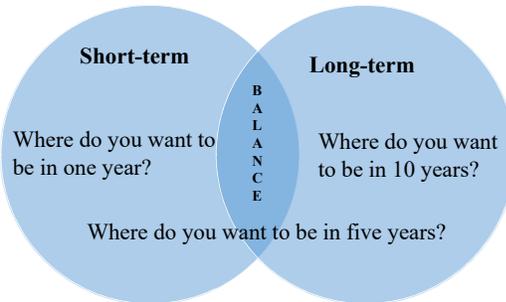
Identify Time Expenditure

- Keep a time log for one week
- Categorize time spent on a day-to-day basis
- Include time spent working when “away” from work
- Categorize time spent on annual basis

Annual Review of Time

- Did your schedule consistently match your priorities?
- Did you recognize the progress you made as you went along?
- Did you get the support you needed? And were there times when you could have asked for help?

Setting Goals



Track Your Results

- Stick to your time “budget”
- Reassess as needed
- Reallocate as priorities change

Evaluate Finances

- Create a budget; track spending
- Set long-term financial goals
- Consider working with a financial planner
- Plan for retirement

Case Study: Financial Obligations



- Dr. Ray, a 48-year-old surgeon
- Multiple properties
- Unsustainable side business
- Children in college
- Losing sleep

Positive Mindset

- Your perception creates your reality
- Accept that life is continually changing
- Make positive talk/reframing a habit
- Practice self-compassion

Effective Boundaries

- Set boundaries — say “no”
- Identify people-pleasing behaviors
- Be willing to give up some control
- Hardwire personal time into schedule
- Align choices with core values

Life Management

- Develop outside interests
 - Learn a new skill or develop a hobby
- Practice mindfulness
 - It can be done anytime and anywhere
 - Pause and take note of what makes you smile
 - Focus on your breathing, and let go of your thoughts
- Incorporate spirituality into your life
 - Connect to something bigger than yourself
 - Choose expression meaningful to you

Life Management (cont'd)

- Maintain appropriate fitness and health
 - Be consistent; at least three times a week
- Take effective vacations
 - Plan your time wisely; have time for relaxation.
- Enhance the relationships in your life
 - Be active, engaged, and fully present
- Learn to manage stress
 - Use all these suggestions to aid in combating stress
 - Take advantage of the student/health/counseling or community resources

Balance Restored	
Dr. Sue	Administration
<ul style="list-style-type: none"> Spends time with children Prepares home-cooked meals and has a social life 	Acknowledged Dr. Sue's patient loyalty and value as team member
Negotiated reduced hours	<ul style="list-style-type: none"> Recognized need to meet staffing requirements Hired midlevel practitioner to fill the gap
Joined leadership staff five years later	

The Big Picture

Institutional Imperative
<ul style="list-style-type: none"> Supporting physician work-life balance leads to: <ul style="list-style-type: none"> Higher organizational commitment; lower turnover Decreased absenteeism Increased jobs satisfaction Increase in the quality of work performance Cost of: <ul style="list-style-type: none"> Lower-quality care Low physician engagement Physician replacement Need for creative solutions

A Progressive Example

Lakeland Regional Health Systems, Inc.

- Quality caring model
- Focus on caring relationships at all levels
- Culture defined by purpose, passion, and a healthy work-life balance
- Defined by how health care team members relate to one another and to oneself, and how the organization relates to the community

Institutional Solutions

- Survey physicians' needs
- Create out-of-the-box thinking (no one-size-fits all approach)
- Offer job-sharing; provide scheduling flexibility

Institutional Solutions (cont'd)

- Implement family friendly policies, e.g., offer child care services
- Provide physician wellness resources
- Optimize direct patient care; delegate EHR tasks to improve support

Benefits of Balance

To Physicians	To Patients
<ul style="list-style-type: none"> ▪ Decreased burnout <ul style="list-style-type: none"> - 78% of physicians have experienced feelings of burnout ▪ Decreased work-home conflict ▪ Increased engagement ▪ Improved <ul style="list-style-type: none"> - Work performance - Career satisfaction and sustainability 	<ul style="list-style-type: none"> ▪ Improved care ▪ Decreased errors ▪ Higher satisfaction ▪ Better compliance ▪ Patient retention/referral

Priorities and Choices

- People-pleasing vs. personal integrity
- Career vs. family
- Personal health vs. self-neglect
- Ethical choices: appropriate use vs. over-utilization of medical resources

Ethical Implications

- Promotes optimum patient care and safety
- Upholds professional standard of conduct
- Counteracts the hesitancy of addressing unethical behavior
- Contributes to positive, collegial, workplace culture
- Supports physician health and well-being



A Balanced Life Is Possible

- Life can become more balanced
- Even small changes can yield significant results
- “The longest journey begins with a single step”
- Creating and maintaining balance is part of our professional and ethical responsibilities
- You get to decide the work-life balance that is right for you

The PHWC Needs Your Help!

- Are you interested in the well-being of your colleagues?
- Do you enjoy public speaking, or are you willing to help develop CME activities?
- Do you have a small amount of time to devote to a worthwhile cause?

If you answered “yes,” please consider joining the PHW education team. Contact the PHW staff at phw@texmed.org or call (800) 880-1300, ext.1608, for details.
