

Work-Life Balance and Integration Seminar

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AGENDA



- Introduction of facilitators, Recap of Burnout (Vidhya Prakash)
- Pie Chart/work wheel, clean your plate activities Intro - 5 min (Khandase Tate-Nero)
- Pie chart result discussion
 - Small Groups, facilitators include Sookyung Suh, Susan Hingle, Vidhya Prakash, Khandase Tate-Nero, and David Ziebler
- Large group discussion (Sookyung Suh)
- One action item planning (Sookyung Suh)



AAMC LEARN, SERVE, LEAD 2016 MEETING



- There are days I'm tired before I come to work:
 - 28% Strongly agree, 53% agree
- More often I talk about work negatively:
 - 10% Strongly agree, 27% agree
- After work, I have enough energy for leisure activities:
 - 38% Disagree, 12% strongly disagree
- When I work, I feel energized:
 - 27% strongly agree, 64% agree, 16% disagree



BURNOUT



- Loss of enthusiasm for work (Emotional Exhaustion)
- Feelings of cynicism (Depersonalization)
- Low sense of personal accomplishment
- Influences
 - Professionalism
 - Quality of care
 - Medical errors
 - Early retirement

WORK-LIFE BALANCE SATISFACTION: US PHYSICIANS



- National study on burnout in the United States
- 27,276 US physicians from all specialties
 - 7,288 completed surveys
- 45.8% at least 1 symptom of burnout
- Highest rate of burnout
 - Family Medicine, General Internal Medicine, Emergency Medicine
- 37.9% physicians vs 27.8% working US adults had symptoms of burnout
- 40.2% of physicians vs 23.2% working US adults were dissatisfied with work-life balance



WORK-LIFE BALANCE IN ACADEMIC MEDICINE



- Challenge and Importance of Work-Life Balance for the physician-researcher
- Societal Expectations, Gender Roles, Spousal Dynamics
- Mentoring
- Impact of institutional policies and practices (flexibility of academic work)
- Perceptions of stereotype and stigma associated with utilizing programs intended to improve work-life balance





CHALLENGE AND IMPORTANCE OF WORK-LIFE BALANCE FOR THE PHYSICIAN-RESEARCHER

“... I’m in the first generation of people that refuse to do it the way all the older men have done it who were successful, and it has been difficult to do it differently. It was important for me to be home most evenings for dinner with my kids and see them go to bed.... I don’t know that was a priority for those who were mentors to me, so I...felt like I didn’t have very good role models myself.” (Female, K-Awardee)



SOCIETAL EXPECTATIONS, GENDER ROLES, SPOUSAL DYNAMICS

“...perhaps guilt that comes with not being there...is felt by women more than men...I do believe there’s a lot of angst and worry that comes with not being there for your kids, working...” (Male, Mentor)

“I’m just thinking of my own parents’ marriage, where the husband’s career...comes first and the wife sees herself as...supporting her husband’s career.... The few other successful scientists I see, they often have little ‘wifey-poo’ at home who, if they have to stay until 9 o’clock to finish writing something, “Oh, no problem. I’ll give the kids a bath. I’ll do this...” That’s just not...what my life is. My wife comes home, and...she’s exhausted. She needs me to come home.... It’s just difficult if you don’t have a stay-at-home spouse.” (Male, K-Awardee)

MENTORING

“I think both men and women these days are interested in trying to balance work and personal life so that is often what becomes part of the goal is ‘How do you develop a sustainable balance between work and life, family life, or other parts of yourself?’”
(Female, Mentor)

“...Early parts of child rearing are particularly challenging for women.... You have to say, “You’re a woman...let’s talk about when you have babies... let’s plan how it’s going to affect what’s going on during the course of your career development....”... As a male in particular, you have to be compassionate because you can’t pretend that you understand all of it because you don’t as a male...” (Male Mentor)



IMPACT OF INSTITUTIONAL POLICIES AND PRACTICES (FLEXIBILITY OF ACADEMIC WORK)

“You don’t want to...tell too many people when your kids are sick or if you have to sneak out to something at their school... Truthfully, I feel like when guys say they need to go to a soccer game and they do that everybody thinks they’re...incredible; women, nobody’s going to pat you on the back when you have to run out to do something...you just either suck it up and don’t care what people think or...edit where you are going and what you’re doing sometimes.” (Female, K-Awardee)

“I think they are supportive both on paper and also in reality. So, for example, allowing me to work from home. I didn’t have to do it under the table like I’ve heard some people do. We actually had it all written out what days I would be here and what days I would be there....” (Female, K-Awardee)



PERCEPTIONS OF STEREOTYPE AND STIGMA: UTILIZING PROGRAMS INTENDED TO IMPROVE WORK-LIFE BALANCE

“There is...just sort of an attitude about...what the women’s priorities really are and what happens to women when they have babies...there is some willingness to accommodate, but there is also just a lot of pressure to show that...it’s not interfering with my work....” (Female, K-Awardee)

“I think there is an innate fear in all mentors that...a woman has a higher likelihood of dropping out of full-time academia and so that whole work that was put into moving that person’s career forward can be stopped or stunted at any given time, whereas it is much less likely with a man.” (Male, Mentor)

**How do we achieve work-life
balance and avoid burnout?**



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WHEEL OF LIFE/CLEAN YOUR PLATE EXERCISE



[For instructions on the wheel of life exercise visit:
http://www.jdblissblog.com/2006/11/a_fun_way_to_im.html](http://www.jdblissblog.com/2006/11/a_fun_way_to_im.html)

Clean Your Plate:

- Flip your sheet over and draw a large circle (your plate)
- Fill it with smaller circles designating current work and home activities that you can either stop or delegate to another person/party.
- Put down a date of removal.

INDIVIDUAL EXERCISE



- Create your wheel of life: current vs. ideal
- Use the “clean your plate” strategy to identify tasks you need to unload
- Time:10 minutes



SMALL GROUP DISCUSSION QUESTIONS



- After doing this exercise, what surprised you about the difference between your current and ideal time breakdowns?
- How would giving up on perfection help? In what area of your life would it have the most impact?
- Is there anything you can ask for help either at home or at work? If so, how will you do this?
- Time: 10 mins



LARGE GROUP QUESTIONS



- One representative from each group
- Share summaries from the group on the following questions
 - After doing this exercise, what surprised you about the difference between your current and ideal time breakdowns?
 - How would giving up on perfection help? In what area of your life would it have the most impact?
 - Is there anything you can ask for help either at home or at work? If so, how will you do this?
- Time: 15 mins



One Action Item Planning

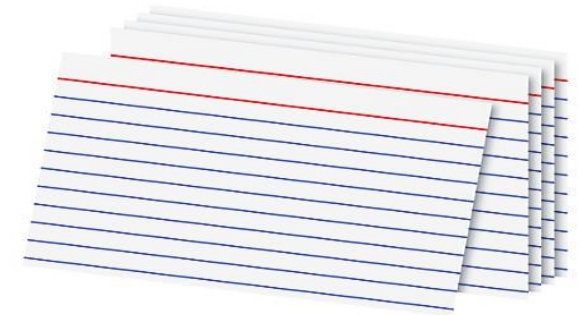


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ONE ACTION QUESTION



- What is one activity you think you should stop or significantly do less?
- When, where, and (if relevant) with whom will you take action?
- One Action Index Card
 - Write down your role in SIUSOM
 - Write down a quick plan on the index card in front of you.
 - Take a picture of your plan as a reminder
 - We'll collect the index cards to create follow-up activities



RESOURCES



- Lean In discussion guide (refer to the small group discussion and one action section we adapted): <https://cdn-media.leanin.org/wp-content/uploads/2015/03/03202216/Planning-for-Work-Life-Balance-Guide-01.09.16.pdf>
- Burnout questionnaire: <https://www.bma.org.uk/burnoutquestionnaire>
- Stress Screen: <http://www.mentalhealthamerica.net/stress-screener>
- Resilience: www.medschool.ucdenver.edu/resilience
- Work-Life Wheel Exercise: http://www.jdblissblog.com/2006/11/a_fun_way_to_im.html
- AMWA Resources on Work-Life Balance: <https://www.amwa-doc.org/about-amwa/resources/career-guide/>
- AMWA Creating a Work-Life Balance Plan: <https://www.amwa-doc.org/about-amwa/resources/career-guide/creating-a-work-life-balance-plan/>



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2. Strong EA, DeCastro R, Sambuco D, Stewart A, Ubel PA, Griffith KA, Jagsi R. Work-Life Balance in Academic Medicine: Narratives of Physician-Researchers and their Mentors. *J Gen Intern Med.* DO: 10.1007/s11606-013-2521-2.
3. von Bonsdorff MB, Strandberg A, von Bonsdorff M, Törmäkangas T, Pitkälä KH, Strandberg TE. Working hours and sleep duration in midlife as determinants of health-related quality of life among older businessmen. *Age and Ageing* 206;0:1-5.
4. Exploring Resilience: An Evidence-Based Institutional Response breakout session at AAMC Learn, Serve, Lead 2016 Annual Meeting, Seattle, Washington.
5. “Clean Your Plate Exercise” from “The Professional Health and Wellness of Women: The Resilient Woman” by Charlene M. Dewey, MD, M.Ed, FACP, 2017 Mid-Career Women Faculty Leadership Development Seminar (AAMC).
6. Burnout questionnaire: <https://www.bma.org.uk/burnoutquestionnaire>
7. Stress Screen: <http://www.mentalhealthamerica.net/stress-screener>
8. AMWA Resources on Work-Life Balance: <https://www.amwa-doc.org/about-amwa/resources/career-guide/>
9. AMWA Creating a Work-Life Balance Plan: <https://www.amwa-doc.org/about-amwa/resources/career-guide/creating-a-work-life-balance-plan/>
10. Resilience: www.medschool.ucdenver.edu/resilience
11. Work-Life Wheel Exercise: http://www.jdblissblog.com/2006/11/a_fun_way_to_im.html

Questions?



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