Taking Back Your Nights and Weekends

MISSOURI ACP WOMEN IN MEDICINE WEBINAR
JANUARY 14, 2022
MARION MCCRARY MD FACP
SPEAKER DISCLOSURES:

- Well-Being Champion, NC ACP
- Internist, Duke Signature Care
- National Board-Certified Health and Wellness Coach
- Associate Director Duke GME Coaching Program
- Coach for ACP Well-being Champions and AMWA leadership programs
- A Work in Progress on this topic!
WHY TALK ABOUT THIS...

Incidence of Burnout in Physicians:

2017: 43.9%  2014: 54.4%  2011: 45.5%

Shanafelt et al

Poor Work-Life Integration is a Driver on the Burnout-Engagement Spectrum

Shanafelt & Noseworthy
DRIVERS on the BURNOUT-ENGAGEMENT SPECTRUM

Driver dimensions

- Workload and job demands
- Control and flexibility
- Meaning in work
- Social support and community at work
- Efficiency and resources
- Organizational culture and values

Burnout
- Exhaustion
- Cynicism
- Inefficacy

Less optimal

More optimal

Engagement
- Vigor
- Dedication
- Absorption
WHY TALK ABOUT THIS...

MAYO CLINIC PROCEEDINGS 2019:

Q: “My work schedule leaves me enough time for my personal/family life” A: 2017 (42.7%) 2014: 40.9% 2011: 48.5% **Worse if you are female & work longer hours MayoClinicProceedings 2019;94(9): 1681-1694 Shanafelt et al

JAMA NETWORK OPEN 2020:

Q: “My work schedule leaves me enough time for my personal/family life” A: 40-46%

Q: “I would choose to become a physician again” A: 62-69%

**No difference in race or ethnicity. JAMA Network Open 2020;3(8); e2012762 Garcia et al
WHY TALK ABOUT THIS...

JAMA SURGERY 2020: Women reported significantly lower career satisfaction than men (77% vs 82%), but associations between personal life factors and career satisfaction were largely similar between genders. **Collegial support WLI efforts had the strongest association with higher career satisfaction (men: OR 2.5 vs women: OR 4.5). JAMA Surgery 2020;155(8):742-750 Johnson et al

JAMA NETWORK OPEN May 2021: Women Physicians worse WLI independent other personal & professional factors. Worse for both sexes mid career. Worse gender disparity - midcareer, adult children, & those working fewer hours per week JAMA Network Open 2021;4(5): e2111575 Tawfik et al
WHY TALK ABOUT THIS...

JAMA NETWORK OPEN June 2021:
Perceived stressors WLI women > men
Highest in women w/children
Exacerbated by COVID-19
More likely to leave medicine = > Lower retention & promotion junior & midcareer women faculty. Turn down leadership roles
Acknowledge and assess the problem

Harness the power of leadership

Develop and implement targeted work unit interventions\(^a\)

Cultivate community at work

Use rewards and incentives wisely

Align values and strengthen culture

Promote flexibility and work-life integration

Provide resources to promote resilience and self-care

Facilitate and fund organizational science
PROMOTE FLEXIBILITY AND WORK-LIFE INTEGRATION

• Provide Physicians with the Option of Adjusting Professional Work Effort

• Provide Physicians Greater Flexibility in When and Where they Work

• Examine Structure of Vacation Benefits, Coverage for Life Events, and Approach to Scheduling, and Strategy Coverage for Nights and Weekends
A LIFE THAT ISN’T THRIVING

THE
OPPOSITE OF
JOYOUS

THE
OPPOSITE OF
PRODUCTIVE
Take What You Need

FEELING OVERWHELMED?
TAKE WHAT YOU NEED

A MENTAL HEALTH DAY
A DEEP BREATH
TIME WITH FRIENDS
WALK OUTSIDE
SLEEP

@LIZANDMOLLIE
Does this Look Familiar?
What Kind of Busy do you Want to be?
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What Kind of Busy do you Want to be?

@Gray Malin
Creating The Life You Want
A Thriving Practice with Meaning
A Thriving Home and Family Life
A Thriving
Healthy Person
A Thriving Rested Refreshed Person

@Gray Malin
What would you want this to look like?
What is working well now?
What gets in the way?
The Golden Circle

by Simon Sinek

Why Statement Model:
To ____ (*what is the contribution*) ____ so that ___ (*what is the impact*) ___.

[Diagram of The Golden Circle with circles labeled Why, How, and What]
If this works the way you envision, what would be your personal benefits?

How would this feel?!!
Let’s share!
Spend Time the Way You Want

REST, REFRESH, AND RESET
SPEND TIME THE WAY YOU WANT

1. Plan to and Do a Brain Dump
2. Set Priorities; Narrow Down the Plates
3. Boundaries
4. 4 Ds (Getting Things Done - David Allen)
5. Eliminate Distractions
6. Set Upper and Lower Bounds
7. Develop the Right Mindset
SOLUTIONS

ELIMINATE DISTRACTIONS

• TOO MANY POSSIBILITIES TO LIST
• BUFFER VS BUFFERING
  • Some might surprise you
• FOCUS / MINDFULNESS
• FEEL THE FEELINGS
• COMPLETE THE STRESS CYCLE *
• CAN BUY US SOME TIME

Change Your Mindset - Get What You Want in 2022
GROWTH VS FIXED MINDSET

LIMITING BELIEFS

• Weigh us down
• Make us feel stuck
• Make us feel fear
• Limit us

• Limiting Beliefs: Thoughts that are ingrained in our brains that hold us back in some way.
• We think these are absolute truths
WHAT DOES THIS SOUND LIKE?

• “I don’t”
• “I can’t”
• “I never”
• “I am not”
• “There’s no way”
• “We don’t do that”
• “I have no control”
• “I don’t have time”
Charting Strategies

• Complete your charting after every patient before going on to the next one...

• Evaluate and Lead Your Appointments

• Develop your Exact Plan for Inboxes, Worklists, and Forms

• Evaluate Interruptions, Distractions, and System Processes in your Clinical Environment
Strategies-Practice Transformation

• Pre-visit Planning
• Team Based Care
• Pre-visit Labs
• Prescription Renewal Strategies
Strategies- Thoughts/Mindset

• Limiting Beliefs/Fixed Mindset
• Boundaries
• When do you have the most energy?
Possibilities

• Home earlier
• See more patients
• Energy at end of workday
• Feel in control of my day
• I don’t dread my work
What are you take-aways from today’s webinar?
Thanks for coming!
Email:
mlmmccrary@gmail.com
or marion.mccrary@duke.edu