



Mini But Mighty Skills for Well-Being

How to Make Your Work Count
Twice To Advance Your Career



Learning Objectives

- Identify personal guiding values and priorities.
- Translate values into strategic focus for career advancement.
- Develop action plan to apply practical methods to make professional efforts “count twice” toward advancement.



Meet Our Lead Faculty



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How to Make Your Work Count Twice To Advance Your Career

Why This Matters

- There are ever increasing demands on physicians which can erode professional identity.
- Despite improvement in recent years, physician burnout remains prevalent.
- Strategically focusing energy and attention towards efforts that align with personal and professional values can yield multiple returns:
 - Personal and professional fulfillment
 - Career advancement
 - Professional recognition



Case Example: Early Career Physician

Meet Dr. Jones:

- General Internist – 2 years out of residency
- Assistant Professor at a large urban academic medical center.
- Effort breakdown:
 - 0.8 FTE – clinical (faculty clinic and precepting resident physicians)
 - 0.1 FTE – administrative time
 - 0.1 FTE – academic time
- Often feels stretched, that clinical and administrative responsibilities erodes into academic time.
- Says “yes” often in hopes of getting recognized but worries about “not doing enough academically.”
- Interested in improving the practice’s colon cancer screening rates but has not had the bandwidth to get started.



Values and Priorities

- Values:
 - Are our guiding principles and give us direction in life.
 - Clarify *what success actually means* for you.
 - Create boundaries – and boundaries protect well-being.
- Career growth without values alignment can lead to burnout – even if it looks like success on paper!
- Without values, physicians can default to saying “yes” to everything.
- Thinking about values takes intentionality.



Common Core Values

self-control pleasure respect excitement
connection authenticity courage safety
self-care love compassion adventure conformity
curiosity caring trust acceptance fun
cooperation beauty challenge creativity
fairness contribution equality fitness
reciprocity assertiveness foregiveness
skillfulness spirituality forgiveness responsibility



Reflective Exercise

- Name silently:
 - Your top 3 values – notice how they might be different in your personal and professional lives.
- Ask yourself:
 - Are you living your life according to your values?
 - What gets in the way of living your values?



Shine Bright, the World Needs Your Light

- Attention and focus are like a flashlight...
- Be mindful of where you let your light shine.
 - Focus is a well-being strategy – reduces cognitive and emotional overload.
 - Have a goal in mind and keep your energy and focus headed in that direction.
- Knowing values and developing boundaries are key:
 - Strategic “Yes”
 - Graceful “No”
- Try not to get distracted by things to the side.
- Every “yes” is a tradeoff. What am I saying “no” to by saying “yes”?



Translating Values into Strategic Focus

- You can have many interests, but only about 2-3 strategic priorities.
- Carer advancement rewards focus, not scatter.
- Practical Tool: Create a Personal Filter
 - Does this align with my values?
 - Does this advance my stated priority?
 - Does it build a skill, reputation, or network I need next?
- If “no” is the answer to any of these questions, it may be worth considering a graceful “no” to an opportunity.
- Re-assess commitments regularly to ensure continued value alignment.
 - Quarterly “yes/no” review of commitments
 - Annual values and priorities check-in
 - Explicit conversations with leaders about alignment
 - What in your life energizes you – how can you do more of this?
 - What consistently drains you – how can you do less of this?



What Does “Count Twice” Mean?

- Career Advancement:
 - Project or activity --> multiple outputs
- Work-Life Integration:
 - How can we better integrate work and life?
- Are you prioritizing what you value?
 - Health:
 - Join a gym or do a hobby close to work to increase chance of doing it by proximity.
 - Play a sport with your family or friends to spend quality time together.
 - Family:
 - Extend time before or after work-related trips for vacation with family.
 - Do “homework” together.
 - Connection:
 - Join a book club at work.
 - Reconnect with an old colleague when going to a conference.



Practical Professional Examples

Clinical Innovation

- Faculty Development Workshop
- Conference Podium Presentation
- Manuscript

Patient Safety Event

- Lead Institutional Committee
- Grand Rounds Presentation
- Conference Poster Presentation

Teaching Case

- Morning Report Lecture
- Student Curriculum
- Online CME Lecture



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Strategies to Multiple Impact

- Document in real-time:
 - Jot down ideas and thoughts in the moment. Pain points can be great inspiration for QI projects
 - Update your CV as you give lectures, workshops, join committees, etc.
- Integrate scholarship into existing roles.
- Align your work with institutional priorities to harness any available support.
 - Quality metrics
 - Patient satisfaction
 - Teaching
- Chose projects with multiple dissemination pathways.
- Collaborate for broader reach – partner with trainees, QI offices, nursing staff, national organizations, professional societies.
- Package for different audiences – write an abstract, present a poster, publish a manuscript, teach at CME venue.



Case Example: Early Career Physician

Dr. Jones:

- Clarified top professional values: compassion, curiosity, and collaboration
- Re-evaluated commitments and better strategically aligned efforts with values
 - Collaborated with gastroenterology office to refine colonoscopy referral and scheduling workflows.
 - Presented project at institution's annual symposium which spread to health system adoption in other primary care sites.
 - Submitted abstract to ACP national conference → poster presentation
 - Peer-reviewed manuscript acceptance
- Gracefully said “no” to other opportunities that did not align with strategic goals and renegotiated committee work to focus on a leadership role that aligns with long-term goals.
- 5 years later, promoted to Associate Professor and serves as the Associate Medical Director for the practice.



Action Planning






- Identify one current interest or project
- *Ask yourself:* “Is it aligned with a professional value?”
- *If yes, then ask yourself:* “What else can this become?”
 - Brainstorm one additional product or outcome from it.
- Map out next steps to get there.
 - Decide collaboration or mentorship support.
- Set a timeline for yourself: e.g. submit an abstract to the next ACP National Conference, prepare manuscript within 12 months



Closing & Resources

- ACP Resources for career development and professional fulfilment
 - [QI for Healthcare: Quality Improvement Curriculum](#)
 - [Well-being Champion Curriculum | ACP Online](#)
 - [Career and Professional Development | ACP Online](#)
 - [National Abstract Competition | ACP](#)
 - [Information for Authors | Annals of Internal Medicine: Clinical Cases](#)
 - [Annals of Internal Medicine: Information for Authors](#)

ACP QI PROJECT OVERVIEW TEMPLATE

Step 1: Establish the What and Why for Change		Step 2: Identify How to Measure Change																				
What is the problem you are addressing? Why is it important? 	Who is on your team? <table border="1"> <thead> <tr> <th>Team Member</th> <th>Role</th> <th>Expertise</th> <th>Availability</th> <th>Availability</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Team Member	Role	Expertise	Availability	Availability																What data sources can you use to assess your baseline?
Team Member	Role	Expertise	Availability	Availability																		
What is your current state? 	Write your SMARTIE Aim Statement. 	How does your baseline compare to your peers or national benchmarks? 																				
Step 3: Plan for Change and Identify Solutions																						
What are the major causes that contribute to the problem? 	What quick win or major project solutions can address the causes of your problem? 	What additional metrics describe major causes? What additional metrics can measure the success of your solutions? 																				
Step 4: Implement and Sustain Change																						
What changes will you implement?  <table border="1"> <thead> <tr> <th>Plan</th> <th>Do</th> <th>Study</th> <th>Act</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Plan	Do	Study	Act													What results from your changes will you sustain? How? 	How will you collect the data? What was the change in your metrics from baseline to after implementation? 				
Plan	Do	Study	Act																			





Access additional well-being resources

www.acponline.org/minibutmighty

www.acponline.org/wellbeing

www.acponline.org/supporthub



Questions?

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