

2019

The Professional Health and Wellness of the ACP Wellness Champ

Professional Health and Wellness Mini-Portfolio

ACP Webinar: Mini but Mighty: Skills for Well-being

Self-care and maintaining professional health and wellness are important throughout your career. This portfolio was developed to help you reflect on, document current practices, and envision activities and behaviors that promote self-care and professional health and wellness.

Charlene M. Dewey, M.D., M.Ed., MACP

Assistant Dean for Educator Development
Director, Educator Development Core and Educator Development Program
Co-Director, Center for Professional Health
Chair, Faculty Wellness Committee

Professor of Medical Education and Administration
Professor of Medicine

Center for Professional Health - Vanderbilt University Medical Center
1107 Oxford House
Nashville, TN
615-936-0678
ww2.mc.vanderbilt.edu/cph
Charlene.dewey@vanderbilt.edu

VANDERBILT  UNIVERSITY
MEDICAL CENTER

The Center for Professional Health Vanderbilt University Medical Center

The Vanderbilt Center for Professional Health (CPH) was established in 1998. Our mission is to provide education and training to physicians and other healthcare professionals and promote professionalism, professional health and wellness. Our core values are to promote professionalism and the professional health and wellness of faculty members and to provide services and resources to healthcare providers and institutions.

Author:

Charlene M. Dewey, M.D., M.Ed., MACP (Corresponding Author)
Assistant Dean for Educator Development and Director, Educator Development Program
Co-Director, Center for Professional Health and Chair, Faculty Wellness Committee
Professor, Medical Education and Administration
Professor, Internal Medicine and Public Health
Vanderbilt University Medical Center

Copyright

The Professional Health and Wellness Portfolio® and *Mini Portfolios*® were developed at the Center for Professional Health, Vanderbilt University Medical Center. All rights reserved. This document was developed and printed within the Center for Professional Health at the Vanderbilt University Medical Center. Please do not reproduce or copy materials or content without written permission from the corresponding author.

For more information contact us at:

Center for Professional Health
1107 Oxford House
Nashville, TN 37232-4300
615-936-0678 (phone)
615-936-0676 (fax)
cph@vumc.org
<https://ww2.mc.vanderbilt.edu/cph/>

Table of Contents

Content	Page
Ethics of Self-Care	2
Professional Health and Wellness Spectrum	3
Four Strategies for Enhancing Resilience and Wellness	3
1. Self-care	4
2. Managing Energy	5
3. Emotional Intelligence	8
4. Mindfulness-Based Stress Reduction	9
Intent to Change and Goal Keeping: B-A-SMART-ER Goals and Objective Writer for Home and Work	10

The Ethic of Self-Care

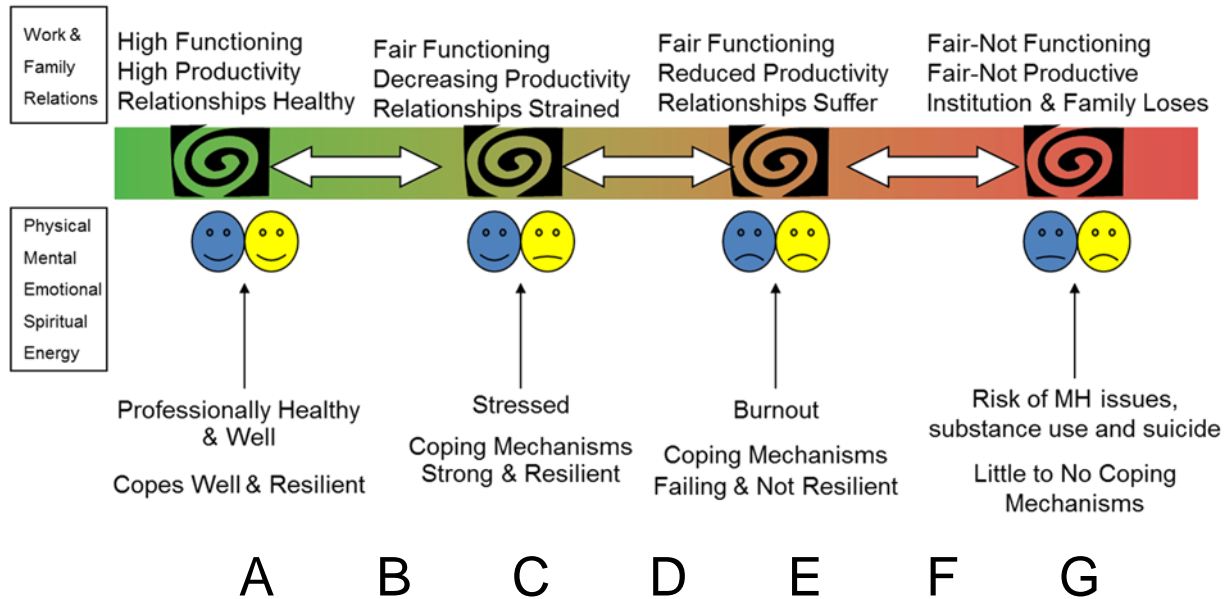
“The medical academy’s primary ethical imperative may be to care for others, but this imperative is meaningless if it is divorced from the imperative to care for oneself. How can we hope to care for others, after all, if we ourselves, are crippled by ill health, burnout or resentment?”

“...medical academics must turn to an ethics that not only encourages, but even demands care of self.”

~ Cole TR, Goodrich, TJ, Gritz, ER. Faculty Health in Academic Medicine: Physicians, Scientists and the Pressures of Success. New York: Humana Press, 2008:7.

Professional Health and Wellness Spectrum

Review the wellness spectrum below. Circle the letter that best represents where you feel you are at this particular time in your life.



Four Strategies for Enhancing Resilience and Wellness

Overview

Four Strategies for Enhancing Resilience and Wellness

Charles M. Dewey, MD, MEd, MACP - Center for Professional Health, Vanderbilt University Medical Center, 2019 © All rights reserved.

ACP American College of Physicians®
Leading in Learning™

16

(Four strategies adopted from the APA Road to Resilience.)



Eight (8) Dimensions of Wellness

1. Emotional
2. Environmental
3. Financial
4. Intellectual
5. Occupational
6. Physical
7. Social
8. Spiritual

Self-Care

Sample 5-minute physical activity workout for on the job exercise.



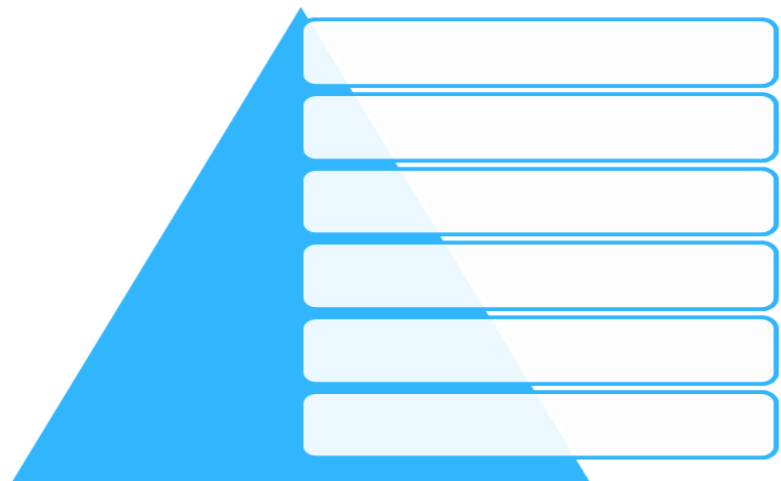
Position	Time
Over head arm stretch	30 sec
Behind the back arm stretch/grasp hands	30 sec
Single arm chest stretch (right and then left)	30 sec each
Side bend – right then left	30 sec each
Neck stretch – right then left	30 sec each
Forward lunge – right then left	30 sec each
Total:	5 min

Prioritizing self:

My “To Do” List:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Priority Pyramid



Priority Levels

First Level					
Second Level					


Managing Energy

“Longer days at the office don’t work because time is a limited resource. But personal energy is renewable. By fostering deceptively simple rituals that help employees regularly replenish their energy, organizations build workers’ physical, emotional, and mental resilience.”

–Schwartz T & McCarthy C. *Manage Your Energy, Not Your Time*, Harvard Business Review, 2007; 1.

1 Physical Energy

- Eating and sleeping well
- Physical activity
- Take breaks
- Identify your stressors
- Manage and reduce stress
 - Home stressors
 - Work stressors




Schwartz, T. & McCarthy, C. *Manage Your Energy Not Your Time*. HBR, October 2007.
Charlene M. Dewey, M.D., MEd., MACP Center for Professional Health, Vanderbilt University Medical Center, 2019 © All rights reserved.

ACP American College of Physicians™
Leading Internal Medicine. Inspiring Lives.

2 Emotional Energy

- Fuel positive emotions & defuse negative emotions
 - Express appreciation to others
 - Tell a different story “Power of Positive Thinking”
 - Use a different lens: reverse, long, and wide
- Have mentors, coaches, confidants
- Self-identify which method works best for you




Schwartz, T. & McCarthy, C. *Manage Your Energy Not Your Time*. HBR, October 2007.
Charlene M. Dewey, M.D., MEd., MACP Center for Professional Health, Vanderbilt University Medical Center, 2019 © All rights reserved.

ACP American College of Physicians™
Leading Internal Medicine. Inspiring Lives.

3 Spiritual Energy

- Identify your “sweet spots”
 - What you enjoy the most?
 - What you do the best?
 - What is most important to you?
- Allocate time and energy to the positives
- Live your core values
- Engage in spiritual renewals




Schwartz, T. & McCarthy, C. *Manage Your Energy Not Your Time*. HBR, October 2007.
Charlene M. Dewey, M.D., MEd., MACP Center for Professional Health, Vanderbilt University Medical Center, 2019 © All rights reserved.

ACP American College of Physicians™
Leading Internal Medicine. Inspiring Lives.

4 Mental Energy

- Reduce interruptions, “switching times”
- Designate “sprint zones” 90-120 m
- Plan, prioritize, and accomplish
- Self-identify how you plan best
 - Showers, car drive in/out, exercising, etc.
 - Check lists or to do lists
 - Others help provide directions



Schwartz, T. & McCarthy, C. *Manage Your Energy Not Your Time*. HBR, October 2007.
Charlene M. Dewey, M.D., MEd., MACP Center for Professional Health, Vanderbilt University Medical Center, 2019 © All rights reserved.

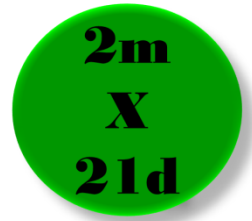
ACP American College of Physicians™
Leading Internal Medicine. Inspiring Lives.

☞ Practice managing energy every day. Start with activities below for managing spiritual and emotional energy.

Happiness Advantage Challenge

Take the challenge – 2 minutes every day for 21 days. Create lasting positive change by implementing one or more options below everyday:

1. Write gratitudes a day
2. Journaling (1 pos. experience)
3. Exercise
4. Meditation
5. Random acts of kindness



Day/Date	Happiness Advantage Activity	Completed
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		
13.		
14.		
15.		
16.		
17.		
18.		
19.		
20.		
21.		
Success!!! Congratulations – You completed the challenge!!!		

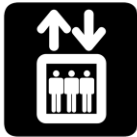
✍ Practice improving culture and writing simple kudos comments to people you work with or in your family.



✍ Write at least two positive affirmations statements.

Emotional Energy

- Develop and practice brief elevator phrases to promote wellness.
- Keep statements positive
- Reflective 'I'
- Bill's quote: "I'm glad you're here!"
- Pair share then switch



Charlene M. Dewey, M.D., M.Ed., MACP - Center for Professional Health, Vanderbilt University Medical Center, 2019 © All rights reserved.

ACP American College of Physicians™
Leading Internal Medicine. Improving Lives.


30

Emotional Intelligence

"...emotional intelligence is the sine qua non of leadership." "Self-awareness is the first component of emotional intelligence. Biological impulses drive our emotions. We cannot do away with them but we can do much to manage them." ~Goleman, D. What Makes a Leader? The Best of Harvard Business Review, 2004:82 and 84.

Emotional Intelligence (EI)

- Emotion influences behavior such that an individual is *"reasonable"* in one instance and *"irrational"* and emotional the next moment.
- Five components of EI:
 - Self-awareness
 - Self-regulation/management
 - Motivation
 - Empathy
 - Social skills: listening, resolving conflict, and cooperation

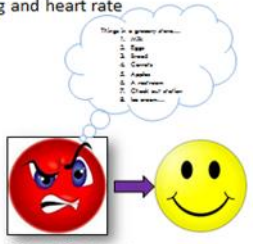


Goleman, D. Emotional Intelligence: Why Some Succeed, NY, 1996 and Goleman, D. What Makes a Leader. San of HBR, 2008.
Charlene M. Dewey, M.D., M.Ed., MACP Center for Professional Health, Vanderbilt University Medical Center, 2018 © All rights reserved.

ACP American College of Physicians™
Leading Internal Medicine. Improving Lives.

Self-Regulation Exercise

- 1 minute
- Monitor and regulate breathing and heart rate
- Categories:
 - Foods in grocery store
 - Sports teams
 - Favorite book characters
 - Movie titles
 - Colors
 - Neurologic diseases
 - Other



Charlene M. Dewey, M.D., M.Ed., MACP Center for Professional Health, Vanderbilt University Medical Center, 2018 © All rights reserved.

ACP American College of Physicians™
Leading Internal Medicine. Improving Lives.

✍ Use mindfulness to help support and encourage colleagues.

Mindfulness-Based Stress Reduction

Mindfulness:

- The purposeful effort of training your attention
- As of 2015: >18,000 mindfulness related articles

Benefits:

- Can be used to enhance self-awareness and self-regulation
- Improve attention
- Improved work engagement
- Improves coping/resilience

Shift awareness from

- External to internal
- Emotion, sensation, thought, impulse, meanings
- Over time, shift from point to open (whole body) awareness.
- Join a group (that doesn't feel weird).
- Get a mentor.
- Practice mindfulness. (Start small, grow slowly, use formal and informal practices, and practice every day.)

Mindfulness-Based Stress Reduction

- The purposeful effort of training your attention
- Can be used to enhance self-awareness and self-regulation
- Improves self-wellbeing, self-confidence, creativity and happiness
- Decreases stress and pain
- Various methods:
 - Meditation (guided, sitting, laying, walking, other activities)
 - Prayer
 - Journaling
 - Art
 - Conversations



Charlene M. Dewey, M.D., M.Ed., MACP - Center for Professional Health, Vanderbilt University Medical Center, 2019 © All rights reserved.

ACP American College of Physicians®
Leading Internal Medicine Training Sites

38

Helpful Apps and Web Pages: Last accessed February 2019.

1. University of Massachusetts Center for Mindfulness at: <https://www.umassmed.edu/cfm/>
2. Insight Timer app at: <https://insighttimer.com/>
3. Headspace app at: <https://www.headspace.com/>
4. Daylio – Mood Tracker App: <https://daylio.webflow.io/>
5. Buddhify at: <https://buddhify.com/>

B-A-SMART-ER™ Goal and Objective: At Home or Work

Goal: I intend to change the following:

Check List:

- B - Barriers
- A – Accountability
- S – Specific
- M – Measurable
- A – Appropriate
- R – Relevant/ Rewards
- T – Timely
- E – Evaluate
- R – Re-evaluate

Objective:

Barriers:

Accountability:

Specifics:

Measures:

Appropriate:

Relevant:

Rewards:

Timely:

Evaluate:

Re-evaluate: