

Joy and Wellness Three Questions for Pediatricians!

Lucky Jain, M.D.



Finding True Happiness in Our Work

- Is it joyful?
- Do I have the right skillset?
- What I do: Does it matter? Is it meaningful?



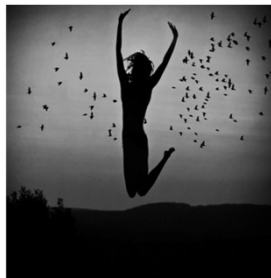
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Finding True Happiness in Our Work

- Is it joyful?

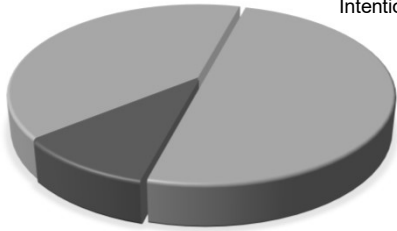


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Happiness Pie



Genetic?
Life Circumstances?
Intentional Activities?

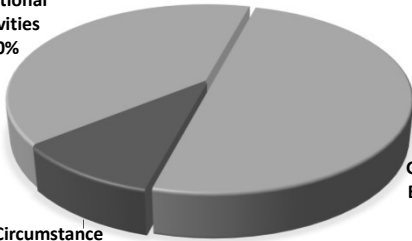
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Happiness Pie

Intentional
Activities
40%



Life Circumstance
10%

Genetically
Based 50%

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No Passion? Think Again!



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Consistent Effort = Consistent Results



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Domains of Well Being



NEJM Catalyst 2017

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Personal Resilience



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Personal Resilience



Do You Bend or Break?

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Raise your hand if you ever feel...

- ☐ Exhausted, tired, and physically run down
- ☐ Annoyed or irritated towards coworkers
- ☐ Cynical and negative toward work
- ☐ A sense of being overwhelmed
- ☐ Lose your temper
- ☐ Have difficulty sleeping
- ☐ Experience difficulty thinking logically and making decisions
- ☐ Feel unable to relax and concentrate (at home and/or work)

From Maslach's burnout inventory

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Burnout Drivers: Which of these Primary Drivers apply to you?

- Workload
- Efficiency
- Control overwork/autonomy/flexibility
- Meaning in work
- Financial worries
- Isolation, uncertainty
- Culture of silence
- Lack of time/stress management

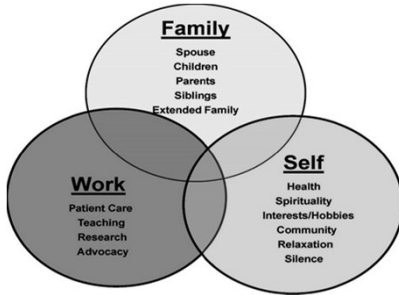
Pediatrics 134:830-835, 2014

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Balance: The Three Marriages



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The Case for Right Sizing the Job

Even if You Love It, Walking Away Might Leave You Healthier and Happier



Wall Street J: Oct. 13, 2014

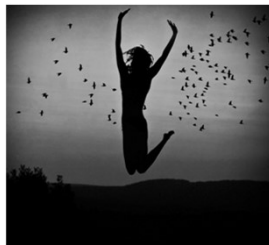
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Finding True Happiness in Our Work

- Do I have the right skillset?



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Develop a Strong Skillset

- Differentiate yourself: Nothing is generic anymore. Excel in what you love the most. Create your own niche!



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Working Smart: The Woodcutter and his Axe



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Focus on SELF

- Smart?
- Healthy?



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Focus on SELF

Smart

- How can I get better at the jobs assigned to me?
- Am I constantly striving to improve?
 - Strategy, missions
 - Business savvy, efficient
 - CQI



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Focus on Self: Healthy?



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Provider Wellness – Our Goal

Support the overall health and well-being of physicians & providers by tailoring a wellness program to meet their needs.



Preventive Proactive Responsive

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Wellness advisory team

- Joe Williams, Chair
- Tony Cooley
- Kurt Heiss
- Lucky Jain
- Andrew Reisner
- Yasmin Tyler-Hill
- Stephanie Walsh
- Mark Wulkan



Executive Sponsor: Linda Matzigkeit
Project Support: Trisha Hardy and Kathleen Smith

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Physical wellness

I FIND MYSELF
choosing the stair gym over waiting for the elevators. I know that I'm burning more calories and it's good for me.
— Dr. Prahalad

POWER UP WITH POWER SNACKS
Nuts and whole fruit
Greek yogurt with berries
Cheese stick with whole grain crackers and grapes
Trail mix with dried fruit, nuts and dark chocolate
Banana and a cup of milk
Hummus/bean dip and carrot sticks
Half a sandwich, like peanut butter or turkey

MEDICAL STAFF STEPS CHALLENGE
OCT 20 - NOV 18
SIGN UP TODAY!
STRONG LIFE

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Mental and emotional wellness

YOU CAN'T KEEP
making withdrawals without putting something else in.
— Dr. Meacham

RECOVER
Practice Mindfulness

FUEL
Avoid multitasking

BREATHE
Create a support system

PRIORITIZE

MOVE

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Mentor Pilot Program

Evaluate a program that attempts to establish a trusting relationship between a new physician hire (mentee) and a seasoned physician (mentor) to support the health and wellbeing of the mentee by bridging the gap between mental, physical, and emotional wellness program offerings.

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Second Victim

50% OF HEALTH CARE WORKERS
will experience the impact of second victim.

WHAT IS SECOND VICTIM SYNDROME?

Health care providers who are involved in an unanticipated adverse patient event, medical error and/or a patient related injury and become victimized in the sense that the provider is traumatized by the event.

Second victims often feel that they have failed the patient and begin to second-guess their clinical skills and knowledge base.

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Children's You Matter Program

THE CHILDREN'S THREE-TIERED YOU MATTER PROGRAM



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Additional Information or Resources



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Time in Bank: Pediatricians can learn from the Stanford plan to prevent burnout



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Finding True Happiness in Our Work

- Is what we do meaningful?



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Nothing Can Be More Meaningful!



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Then Why Are We Not Happy?

- Money?
- Quest?
- Hardships?



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Money Can't Prevent Burnout, Can't Buy Happiness

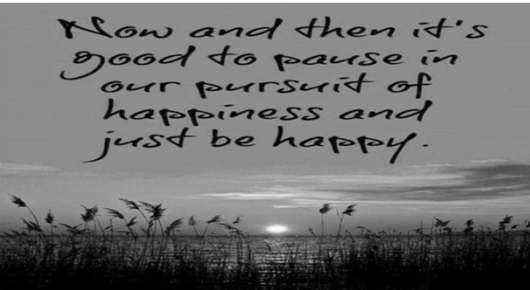


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**Balance:
It is an Art!**



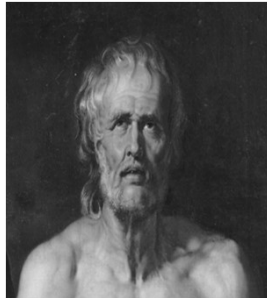
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Stoicism

Happiness in all
circumstances

- Seneca
- Buddha



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Pain is Inevitable.....



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Suffering is Optional

- People respond to grief & pain differently.
- Why?
- The mind decides!



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Humility, Compassion and Empathy



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People who give are always happy, those who take, are seldom satisfied

- Are we kind to each-other?
- Promote fair and just culture?
- Practice random acts of kindness?



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**Integrating Wellness into the Pediatrician's
Office. We must take charge!**



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