

# Joy and Wellness Three Questions for Pediatricians!

---

Lucky Jain, M.D.

# Finding True Happiness in Our Work

---

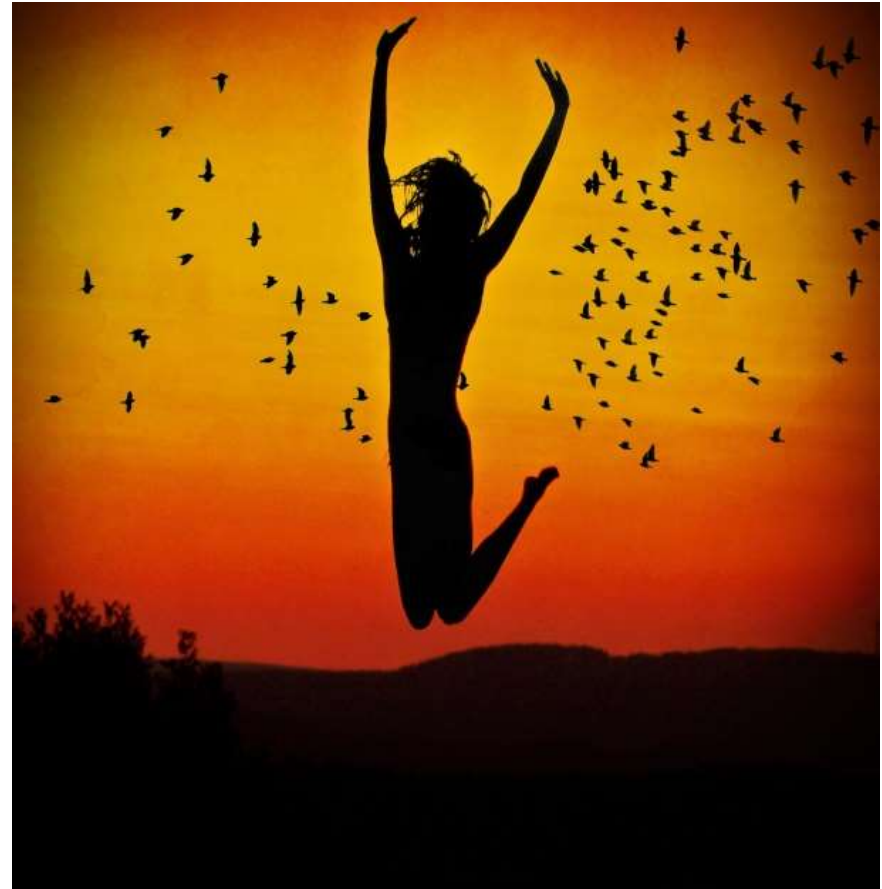
- Is it joyful?
- Do I have the right skillset?
- What I do: Does it matter? Is it meaningful?



# Finding True Happiness in Our Work

---

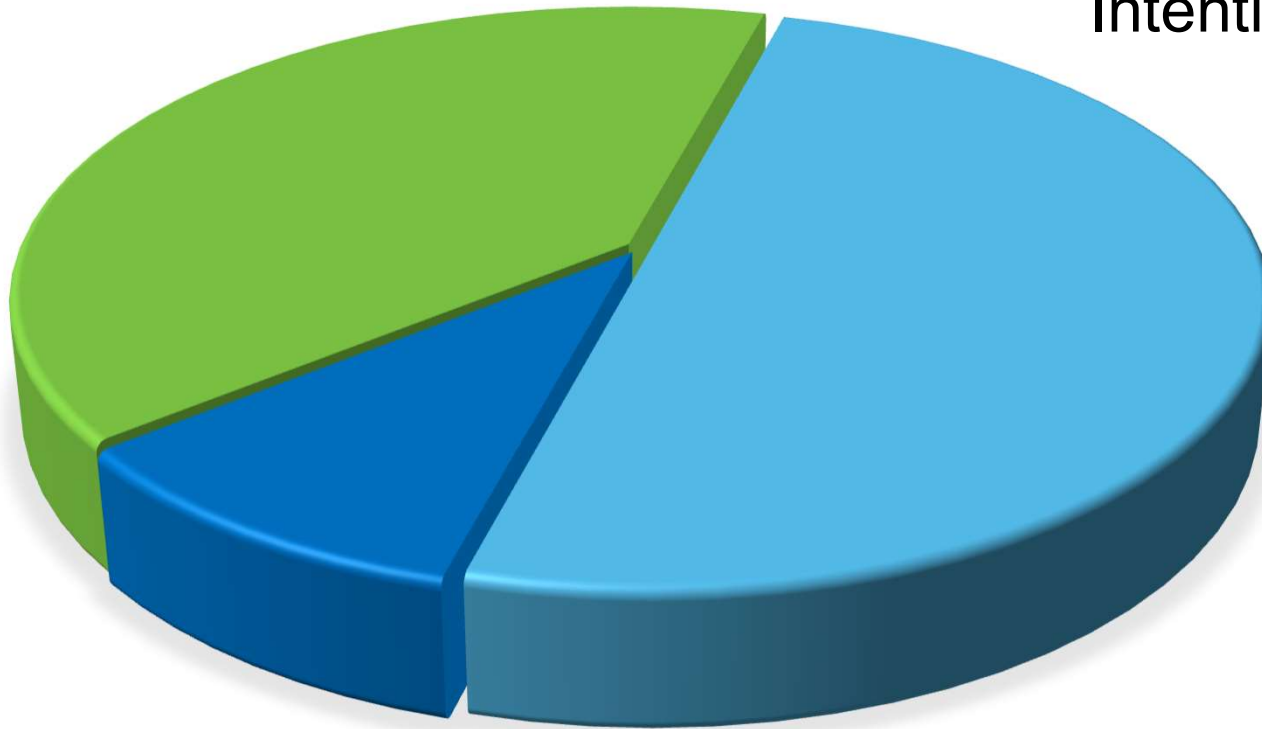
- Is it joyful?



# Happiness Pie

---

Genetic?  
Life Circumstances?  
Intentional Activities?



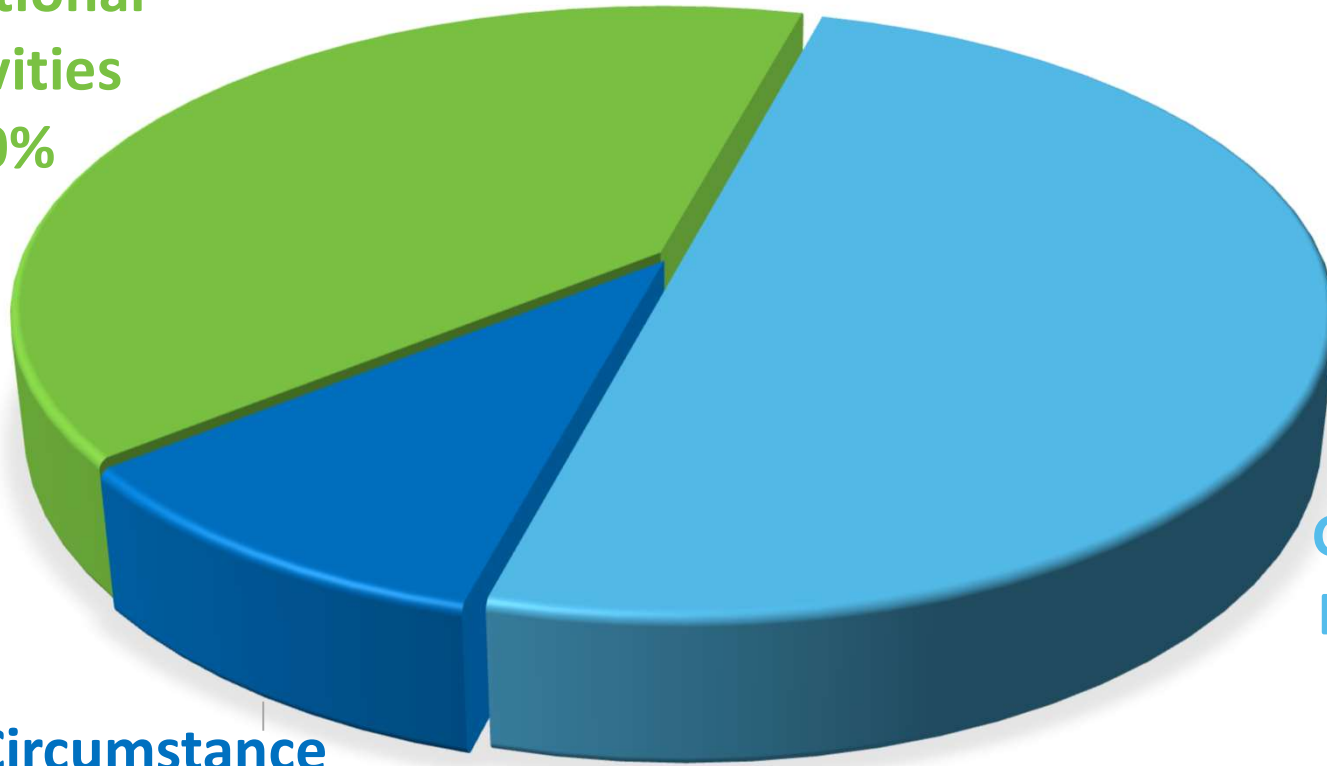
# Happiness Pie

---

Intentional  
Activities  
40%

Genetically  
Based 50%

Life Circumstance  
10%



# No Passion? Think Again!

---



# Consistent Effort = Consistent Results

---



# Domains of Well Being

---



NEJM Catalyst 2017

Children's Healthcare of Atlanta





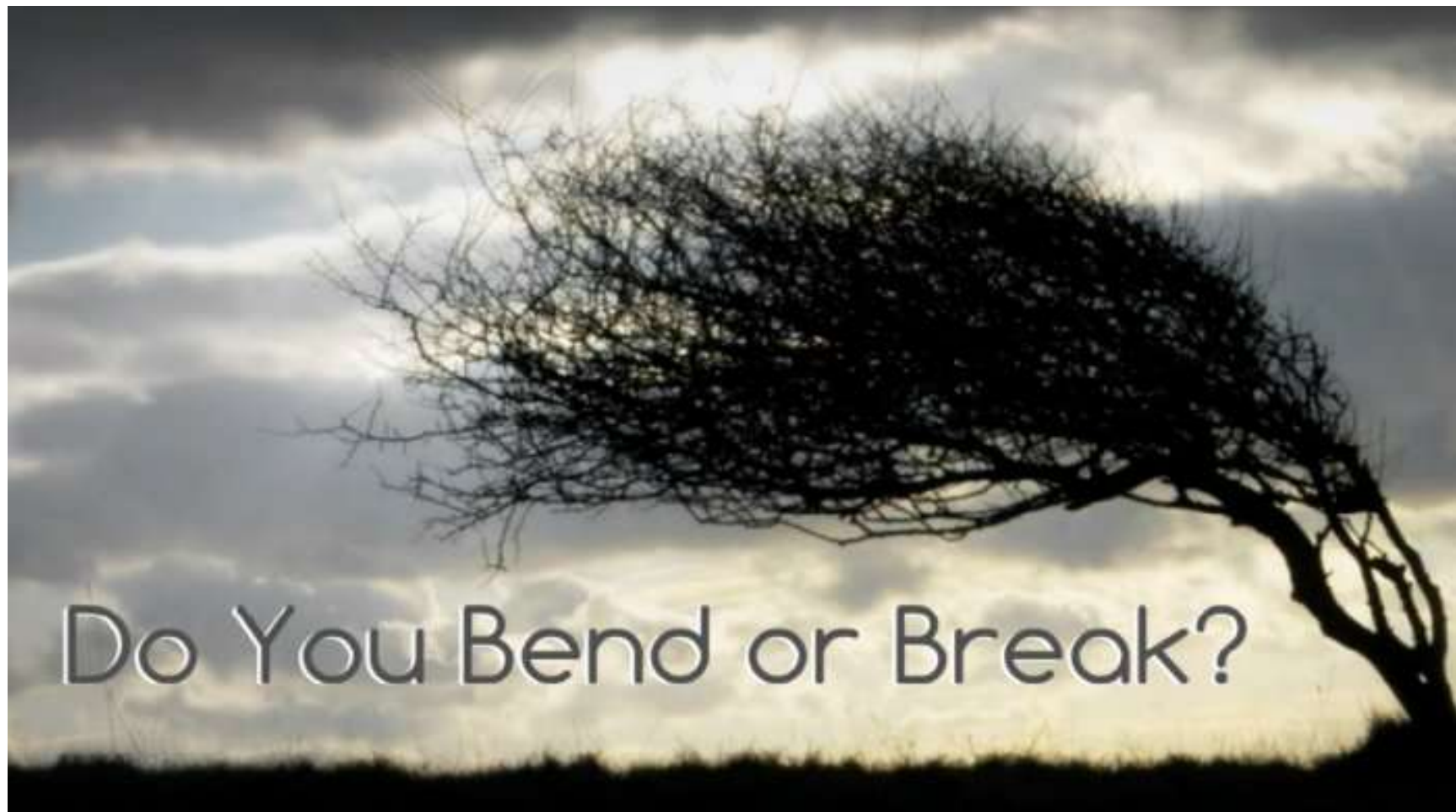
# Personal Resilience

---



# Personal Resilience

---



# 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



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

---

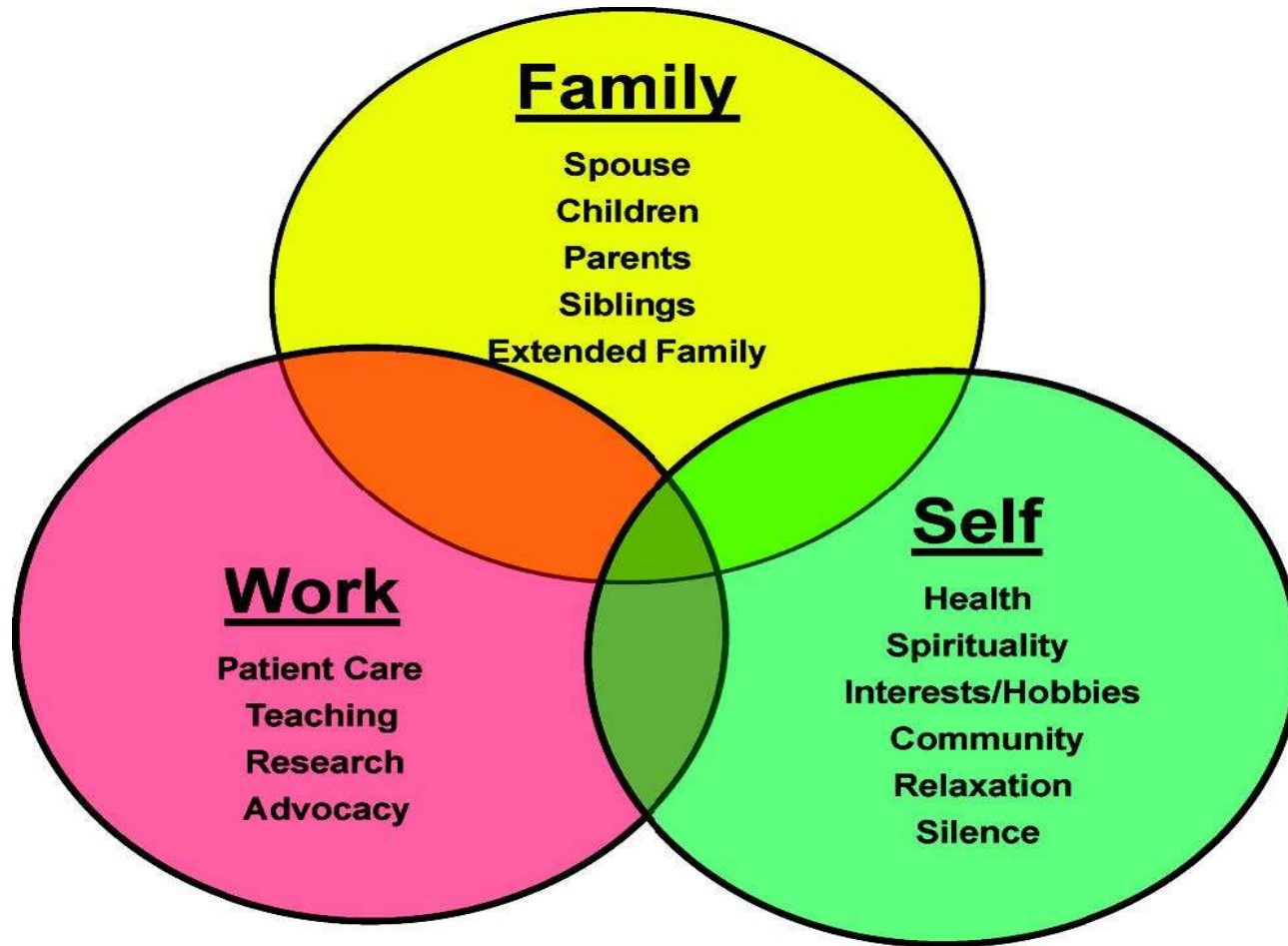
- Workload
- Efficiency
- Control overwork/autonomy/flexibility
- Meaning in work
- Financial worries
- Isolation, uncertainty
- Culture of silence
- Lack of time/stress management

Pediatrics 134:830-835, 2014



# Balance: The Three Marriages

---



# 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



# Finding True Happiness in Our Work

---

- Do I have the right skillset?

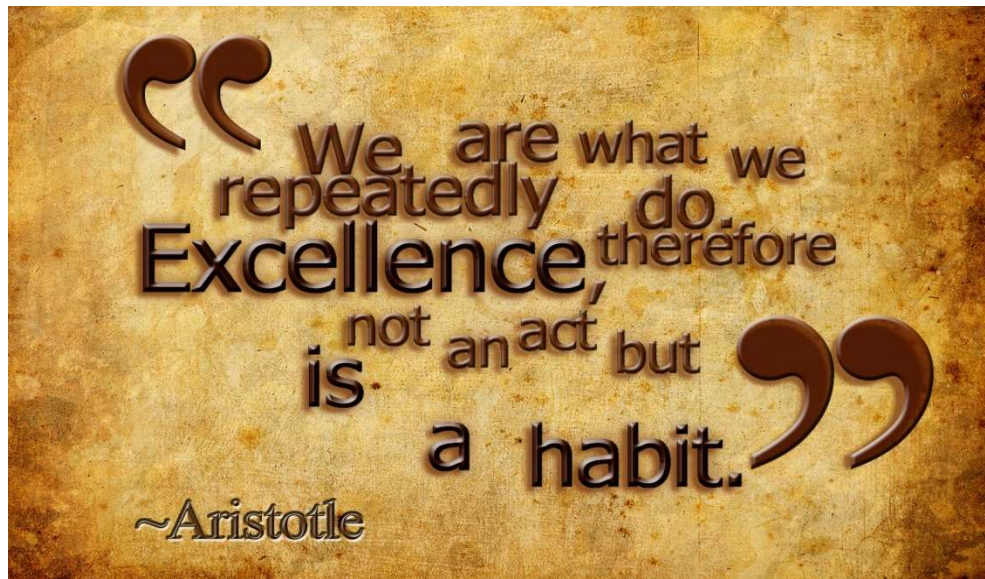




# Develop a Strong Skillset

---

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





# Working Smart: The Woodcutter and his Axe

---



# Focus on SELF

---

- Smart?
- Healthy?



# 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



# Focus on Self: Healthy?

---



## 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

Children's Healthcare of Atlanta



# 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

Children's Healthcare of Atlanta



# Physical wellness



**MEDICAL STAFF  
STEPS  
CHALLENGE**

**OCT 20-NOV 18**

**SIGN UP TODAY!**


1 <b>REGISTER</b> on the Physician Portal	2 <b>SYNC</b> your device	3 <b>GET TO</b> stepping from Oct. 20 thru Nov. 18	4 <b>COMPLETE</b> the 30-day challenge
--	---------------------------------	--	---


All Medical Staff are invited to participate!

**STRONG4LIFE**



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





**POWER UP WITH  
POWER SNACKS**

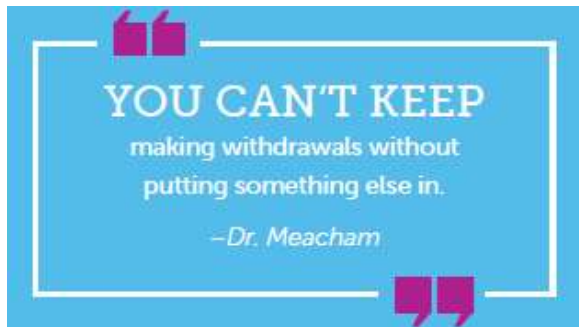
- Nuts and whole fruit
- Greek yogurt with berries
- Cheese stick with whole grain  
crackers and grapes
- Trail mix with dried fruits,  
nuts and dark chocolate
- Banana and a cup of milk
- Hummus/bean dip and carrot sticks
- Half a sandwich,  
like peanut butter or turkey





# Mental and emotional wellness

---



RECOVER



FUEL



BREATHE



PRIORITIZE



MOVE

Practice  
Mindfulness

Avoid  
multitasking

Create a  
support system





# 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.



# Second Victim

---



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.



# Children's You Matter Program

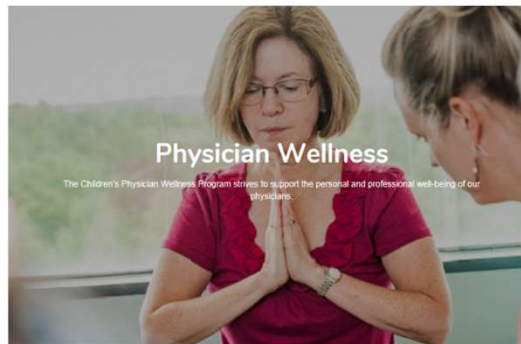
---

## THE CHILDREN'S THREE-TIERED YOU MATTER PROGRAM



# Additional Information or Resources

---



[Choa.org/physicianwellness](https://choa.org/physicianwellness)



Why Physician Wellness? >



Preventing Burnout >



You Matter Program >



Physical Wellness >



Mental and Emotional Wellness >



Assessments >



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

---



Children's Healthcare of Atlanta





# Finding True Happiness in Our Work

---

- Is what we do meaningful?



# Nothing Can Be More Meaningful!



# Then Why Are We Not Happy?

---

- Money?
- Quest?
- Hardships?





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

---



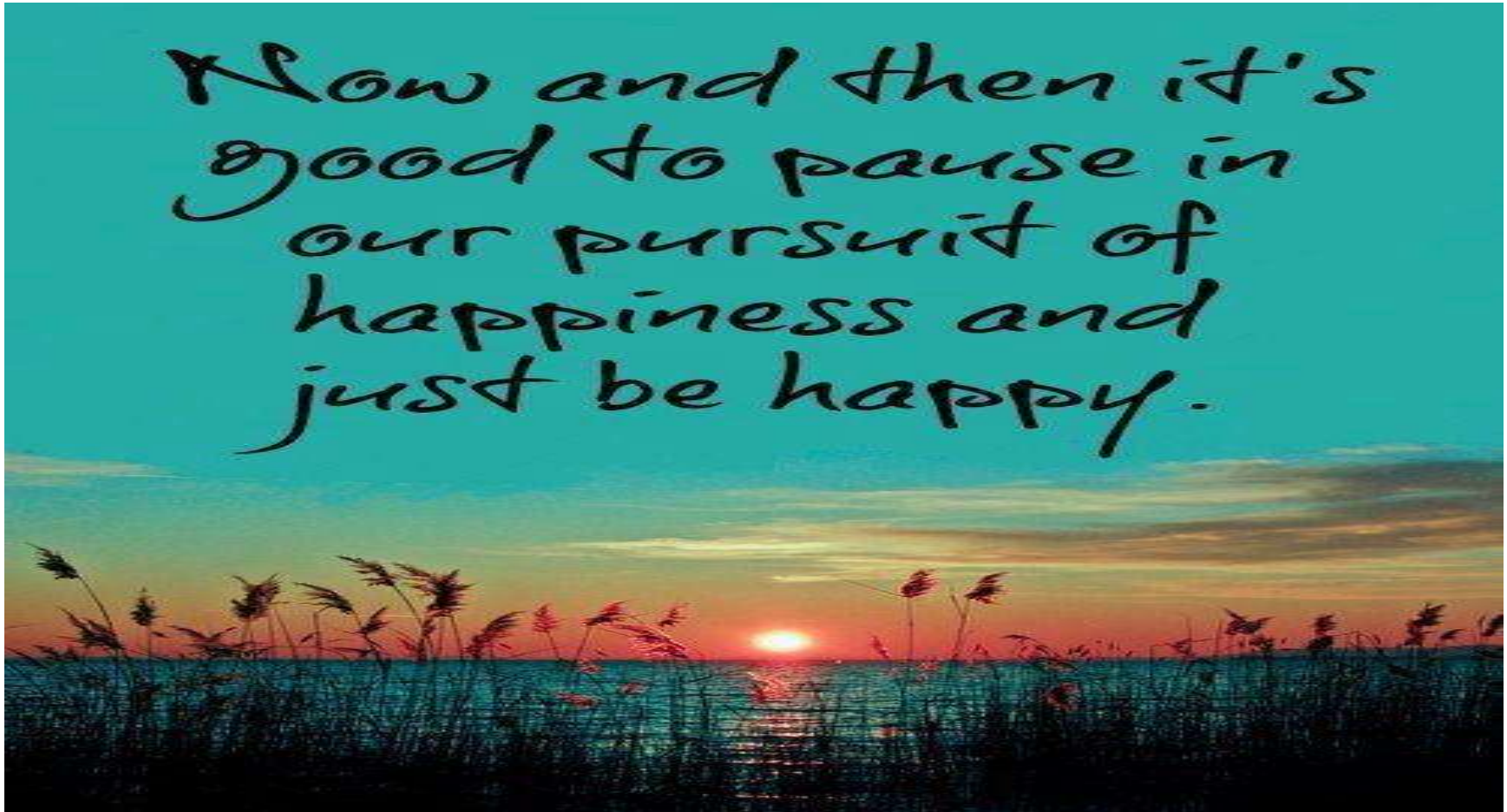
Children's Healthcare of Atlanta



# Balance: It is an Art!

---

Now and then it's  
good to pause in  
our pursuit of  
happiness and  
just be happy.



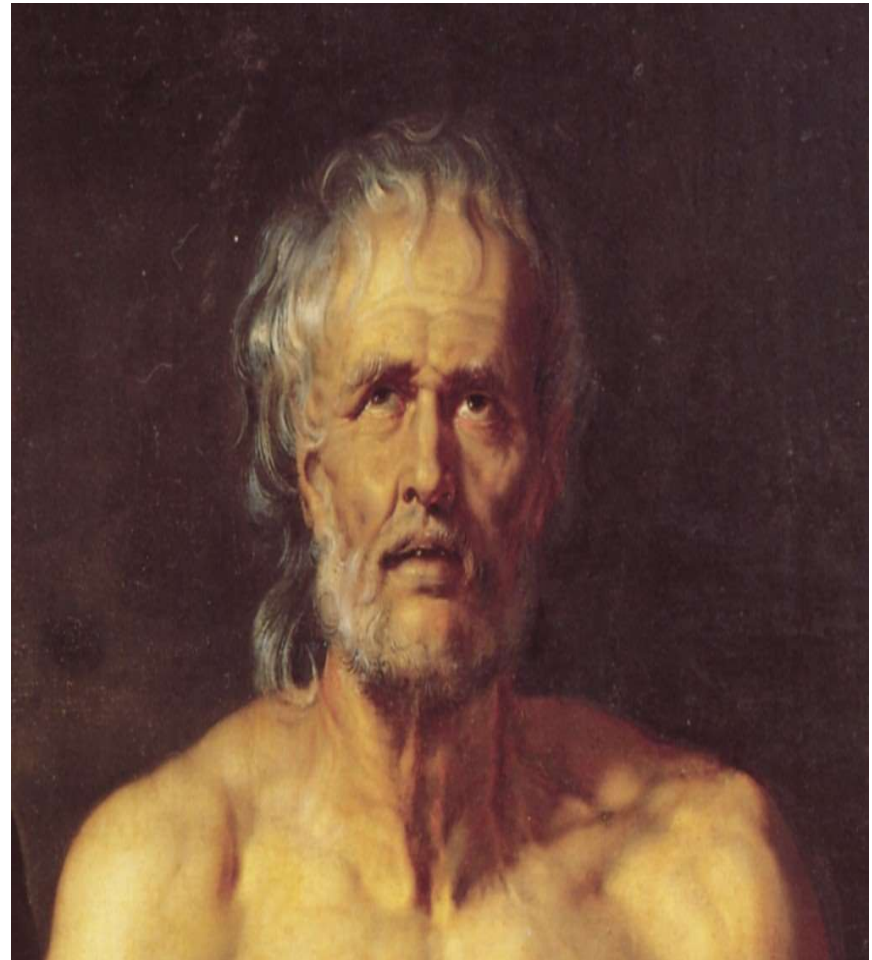


# Stoicism

---

Happiness in all circumstances

- Seneca
- Buddha



# Pain is Inevitable.....

---



Children's Healthcare of Atlanta



# Suffering is Optional

---

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



# Humility, Compassion and Empathy

---



Children's Healthcare of Atlanta





# 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?



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

Thank You!



Children's Healthcare of Atlanta

