

Self-Care & Professional Well-Being



Megan Call, PhD
Resiliency Center

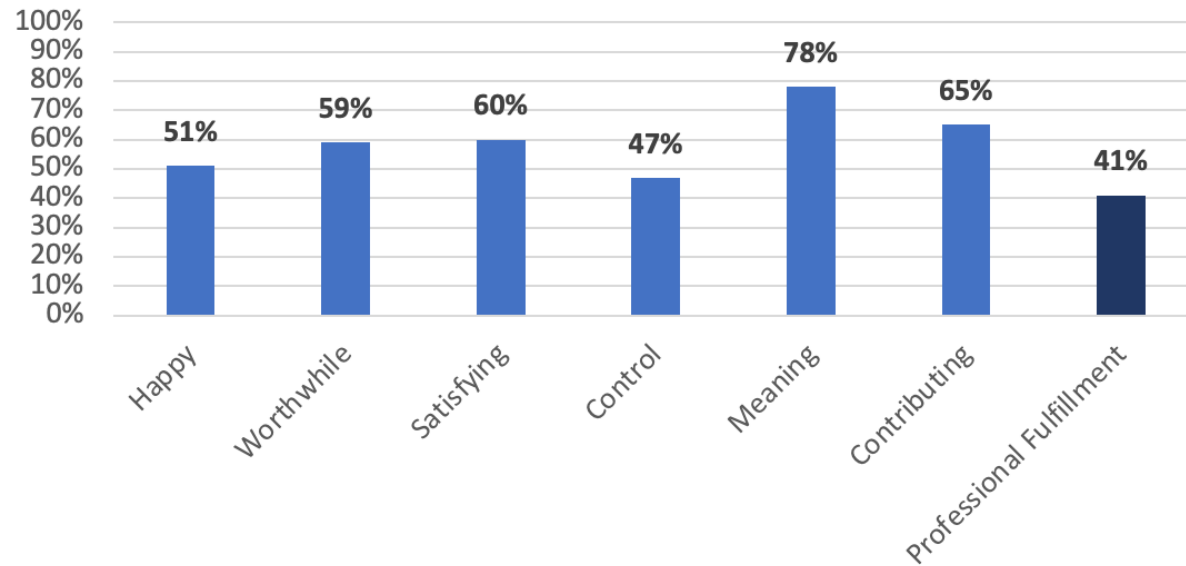
“While burnout manifests in individuals, it originates in systems.”

Christine Sinsky, MD

2023 WELLNESS CHAMPIONS PARTICIPANTS

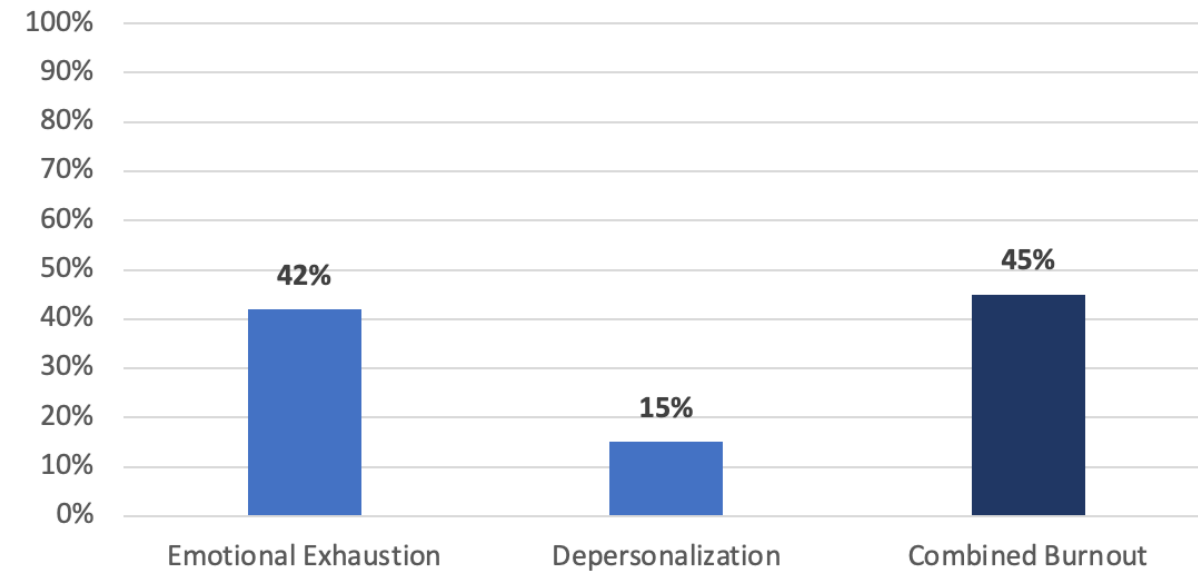
Professional Fulfillment

Percent Positive; n=100



Burnout

n = 100



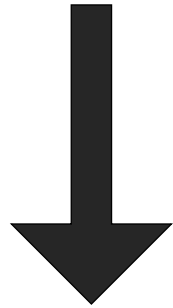
PROFESSIONAL WELL-BEING MODEL



Redesigned Purpur de Vries NEJM Catalyst; Shanafelt & Noseworthy (2017) *Mayo Clinic Proc*

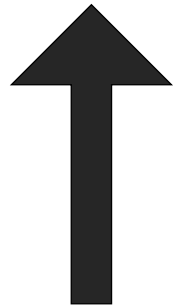
Leader well-Being & leader performance

Leadership effectiveness:



as leader burnout increases.

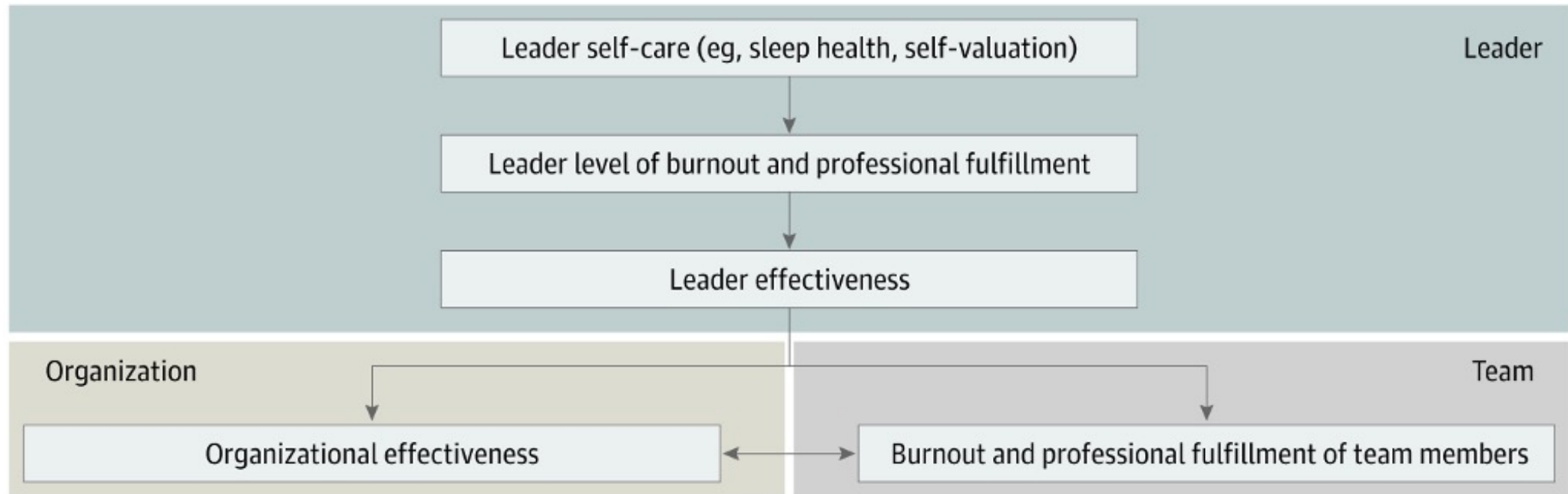
as leader sleep health decreases.



as leader professional fulfillment increases.

as leader self-valuation/ self-compassion increases.

LEADER WELL-BEING & LEADER PERFORMANCE



REAL SELF-CARE: DOING THE WORK

Four Practices

- Setting boundaries
- Practicing self-compassion
- Aligning your values
- Exercising power

Faux Self-Care	Real Self Care
Prescribed from outside	Originates within you
A noun, typically describing an activity or a product	A verb, describing an invisible, internal decision-making process
Common examples: a yoga class, a meditation app, or a fancy face cream	The internal process that goes on for you before you make the choice to attend the yoga class, listen to the meditation app, or put on the fancy face cream
Maintains status quo in your relationship or family, and does nothing to change larger systems	Allows you to get your needs met in your relationships, and can effect change in your family, workplace, and larger systems
Often leaves you feeling further away from yourself	Brings you closer to yourself and what's most important to you
Typically comes with feelings of guilt (either for never getting to it, or while you are engaging in it because you are neglecting other responsibilities)	Requires learning to cope with feelings of guilt as part of the process
Allows you to avoid or brush aside emotional costs or risks	Comes with a short-term emotional cost, in order to reap longer-term emotional gains

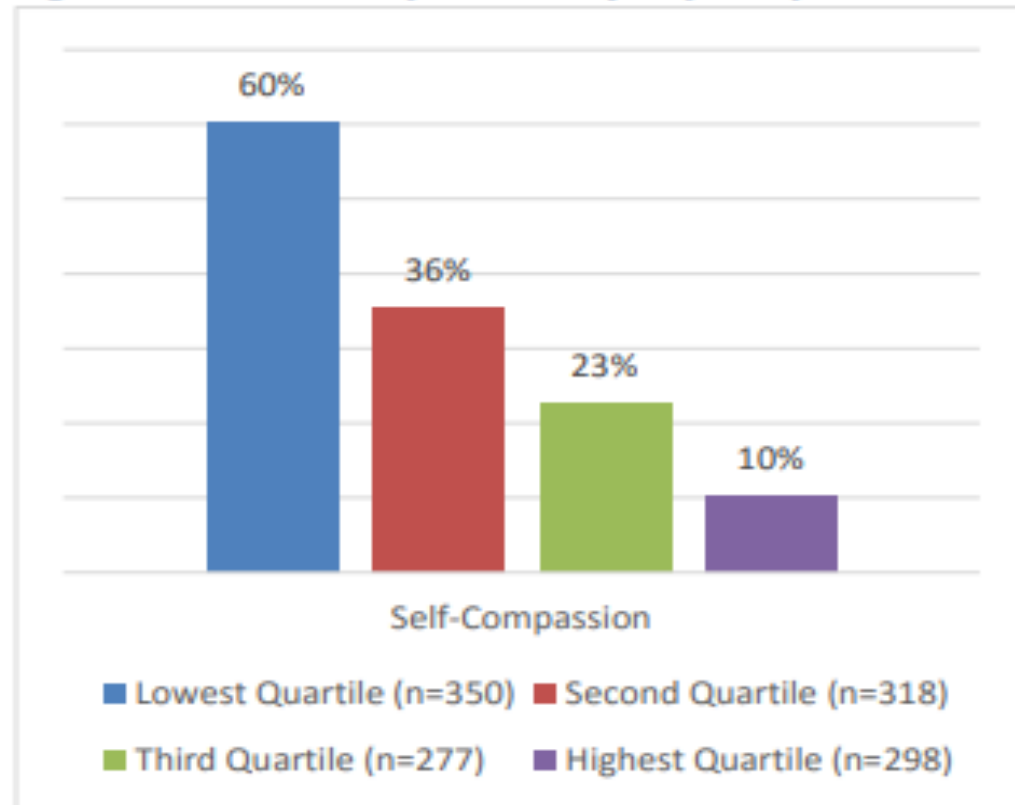
Pooja Lakshmin, MD

<https://www.besthealthmag.ca/article/real-self-care/>

<https://www.nytimes.com/2023/09/19/opinion/ezra-klein-podcast-pooja-lakshmin.html>

Self-compassion

Figure 3: Prevalence of burnout by self-compassion



- Reduces emotional distress, cortisol
- Increases oxytocin
- Happiness
- Resilience
- Supportive relationships
- Physical health
- Accountability

Self-care & Professional Well-Being

Panel Members

- Jess Rivera
- Ruby Roller
- Stephanie Gosbee



Jen Rosio, Accelerate

Discussion questions

- How do you protect time away from work for the hobbies and activities that are meaningful to you?
- What is one thing you've stopped doing or started doing to address self-care?
- What is one challenge about engaging in self-care to promote professional well-being? What is one benefit you've noticed from establishing boundaries, practicing self-compassion, aligning your values or exercising power?
- Given this discussion, what is one thing that you want to try and implement to act on self-care?

EVERYTHING IS WAITING FOR YOU

Your great mistake is to act the drama/ as if you were alone. As if life/ were a progressive and cunning crime/ with no witness to the tiny hidden/ transgressions. To feel abandoned is to deny the intimacy of your surroundings. Surely,/ even you, at times, have felt the grand array;/ the swelling presence, and the chorus, crowding/ out your solo voice. You must note/ the way the soap dish enables you,/ or the window latch grants you freedom. Alertness is the hidden discipline of familiarity./ The stairs are your mentor of things/ to come, the doors have always been there/ to frighten you and invite you,/ and the tiny speaker in the phone/ is your dream-ladder to divinity.

Put down the weight of your aloneness and ease into the/ conversation. The kettle is singing/ even as it pours you a drink, the cooking pots/ have left their arrogant aloofness and/ seen the good in you at last. All the birds/ and creatures of the world are unutterably/ themselves. Everything is waiting for you.

-David Whyte