

# “Work-Life Balance” for Faculty in Academic Medicine

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1

1

## Objectives

- o **At the end of this presentation, participants will be able to:**
- o 1) Define burnout;
- o 2) Understand the factors that impact faculty wellness and burnout; and
- o 3) Describe how to create a values-based action plan to improve \*your\* faculty wellness

2

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## Work-Life Balance? Does it even exist?



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## Questions to Ask Yourself

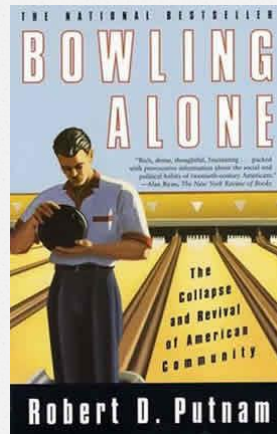
- o Why is this work important?*
- o What, at the end of the day, do you hope for?*

4

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## Bowling alone?

- o Surveys the decline of social capital/social cohesion/connectedness in the United States since 1950
- o Pre-social media



5

## The context: Academic Health Centers

- o AHCs are different from other health care settings (Stevens, Lynn, & Glass, 2004)
  - o Research
  - o Care for the underserved
  - o Specialized treatments/procedures/surgeries and care for complex patients
  - o Community service
- o Multiple systems to navigate – who do I ask for what? When? How? Funding?
- o Are you an island?

6

What comes to mind when you  
hear the word... (type in the  
chat box)

Burnout

7

7

## Burnout



“a state of **physical, emotional** and  
**mental exhaustion** that  
results from long-term involvement in  
work situations that are emotionally  
demanding”

8

(Schaufeli & Greenglass, 2001, p. 501).

8



## Burnout

2019: The highest percentage of burnout occurred among these medical specialties:

- Urology: 54 percent.
- Neurology: 53 percent.
- Physical medicine and rehabilitation: 52 percent.
- Internal medicine: 49 percent.
- Emergency medicine: 48 percent.
- Family medicine: 48 percent.**

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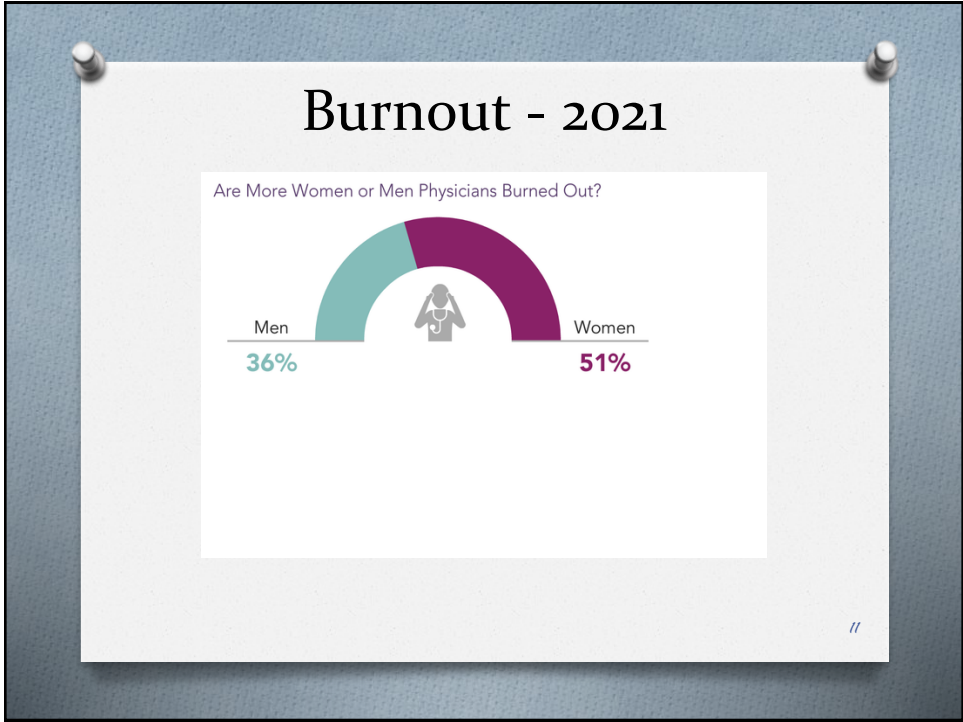
## Burnout

2019: The lowest rates of burnout were reported by physicians in these medical specialties:

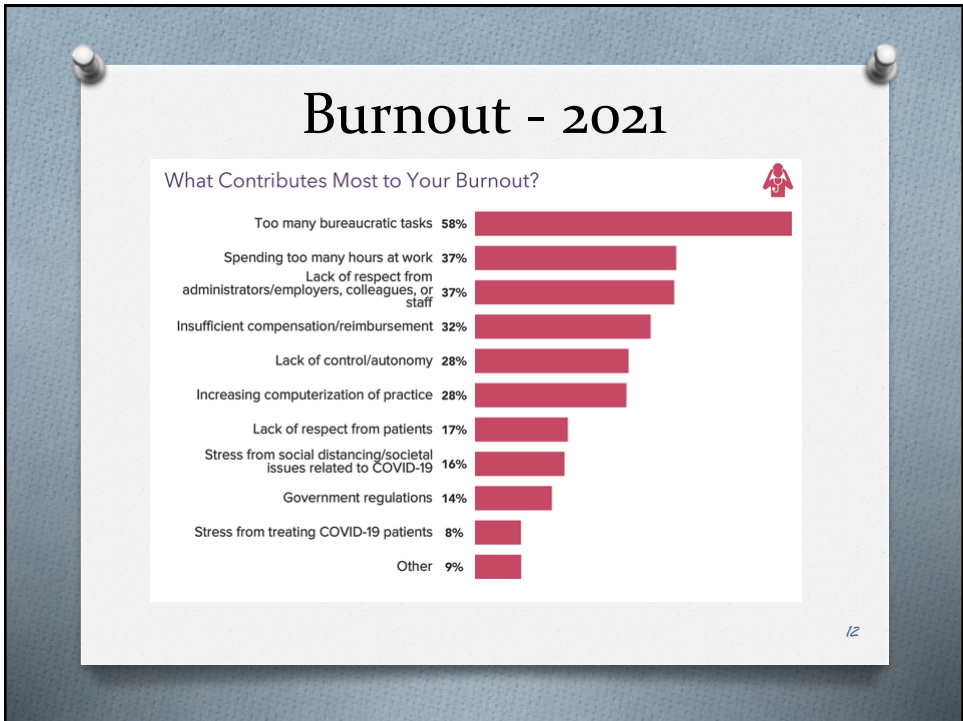
- Public health and preventive medicine: 28 percent
- Nephrology: 32 percent
- Pathology: 33 percent.
- Ophthalmology: 34 percent.
- Otolaryngology: 36 percent.
- Plastic surgery: 36 percent.

10

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11



12

## How do HCPs cope with burnout?

2019 survey: When asked how they personally cope with burnout:

- Almost half of respondents chose exercise
- 43 percent said they talk with their family or close friends
- **Less than ideal coping strategies:**
- 42 percent stating they isolate themselves from others
- 32 percent eat junk food
- 23 percent drink alcohol

13

13

## What can help?

14

14

## “The Rise of Wellness Initiatives in Health Care”

- o “The Rise of Wellness Initiatives in Health Care: Using National Survey Data to Support Effective Well-Being Champions and Wellness Programs”
- o Developed by the AAMC in 2021
- o 10 recommendations for organization to promote a culture of well-being:

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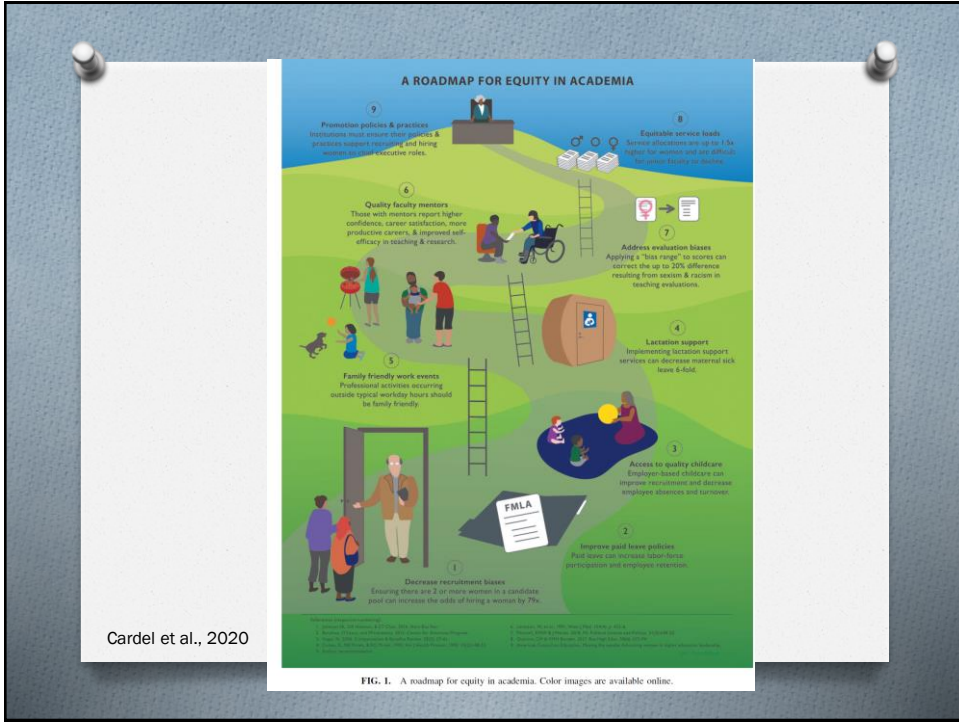
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- o 1. Approach organizational wellness initiatives within an improvement framework to lead change.
- o 2. Develop and communicate an organizational vision for well-being.
- o 3. Establish an organizational-level well-being champion to coordinate and align a network of wellness efforts across the organization.
- o 4. Embed well-being champions throughout the organization to coordinate efforts for specific audiences.
- o 5. Standardize the job characteristics of well-being champions and set clear expectations.
- o 6. Support the role of all well-being champions by introducing training, providing resources, and dedicating funding.
- o 7. Promote well-being as a core competency for all health professionals.
- o 8. Incorporate program evaluation when designing comprehensive wellness initiatives.
- o 9. Conduct ongoing assessments of individual well-being.
- o 10. Prioritize well-being as a professional development goal.

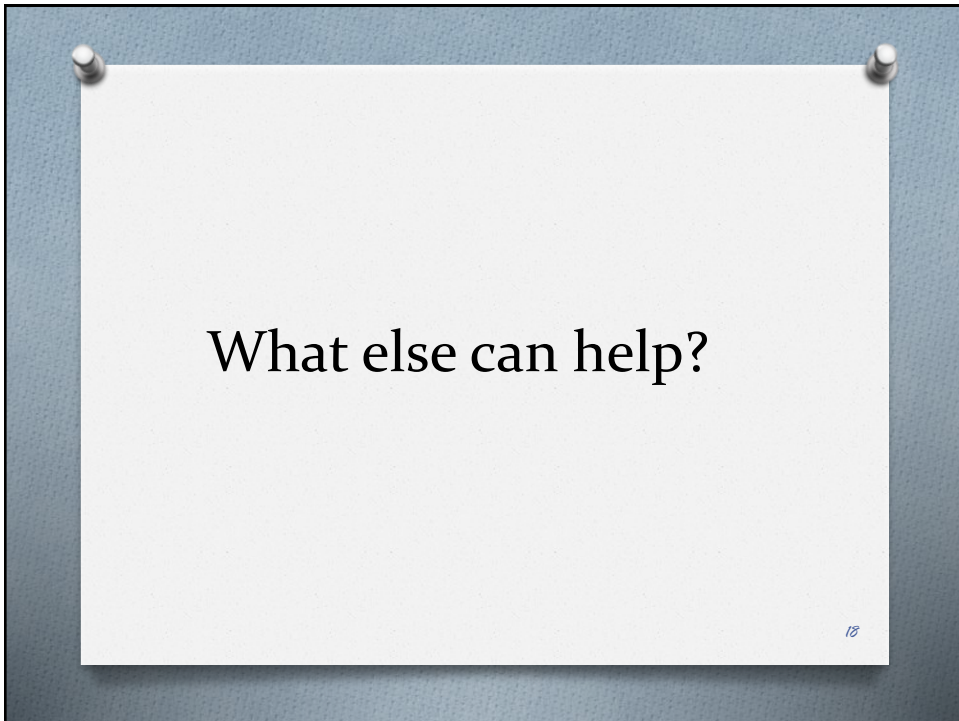
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18

## Some starting points

### o **Mentorship!**

- o Mentoring reduces burnout and increases professional fulfillment by enhancing professional relationships and providing opportunities for learning from others.
- o Mentoring can offer ways to learn and be inspired by sharing experiences that increase connectedness, meaning, and purpose in professional endeavors.

19

19

## Some starting points

### o **Professional/Executive Coaching**

- o Receiving targeted coaching to maximize your professional potential
- o Examples topics: Leadership, negotiation, setting professional boundaries
- o Check with your professional societies for reputable professional/executive coaching firms (Can use your CME for this)

20

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## Some starting points

◦ Values-Based Action Plan!

21

21

## Workability & Willingness

*“Has what you’ve been doing helped you get to where you want to be according to your values? (short term vs. long term effects)”*

*“Are you willing to try something different?”*



22

22

## “The Choice Point”



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## Values!

- o “Direction in life”
- o Not a goal
- o What’s important to you in how you live your life?



24

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## Graduation/Retirement Party Worksheet

### Instructions:

For each of the four life areas listed below, please describe your core **values**. For example, if you were at your own graduation/retirement party, what would you like to hear other people say about what you “stood for”, the mark you had left . . . generally, what your behavior over the years demonstrated about your personal beliefs.

1. **Studying/Practicing Medicine:**
2. **Relationships with Colleagues:**
3. **Relationships with Family/Friends:**
4. **Personal Health & Well-being:**

25

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Name: \_\_\_\_\_

### Professional/Personal Values Assessment

**Bulls-Eye Worksheet**

My work life is totally consistent with my values

My work life is totally inconsistent with my values

Studying/Practicing Medicine

Relationships with colleagues

Relationships with Family & Friends

Personal Health & Well Being

Instructions: Place an “X” in each of the four quadrants above to represent the degree to which you are currently living according to the values you’ve just described.

26

26

## What's Your Action Plan?

- o 1) Post it!
- o 2) Values: Notice value consistent behavior at the end of each day
- o 3) Practice! Review and revise your action plan as needed

27

27

*Psychological flexibility: How love turns pain into purpose: Dr. Steven Hayes*

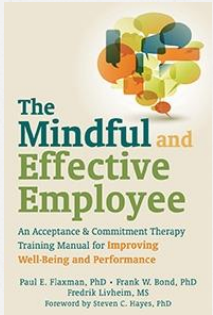


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## ACT Resources

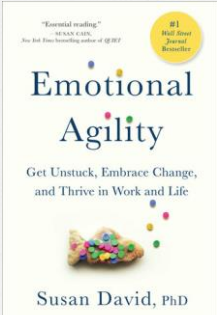
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29

## Questions???



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30

References available upon request

30