

Personal - Professional Balance

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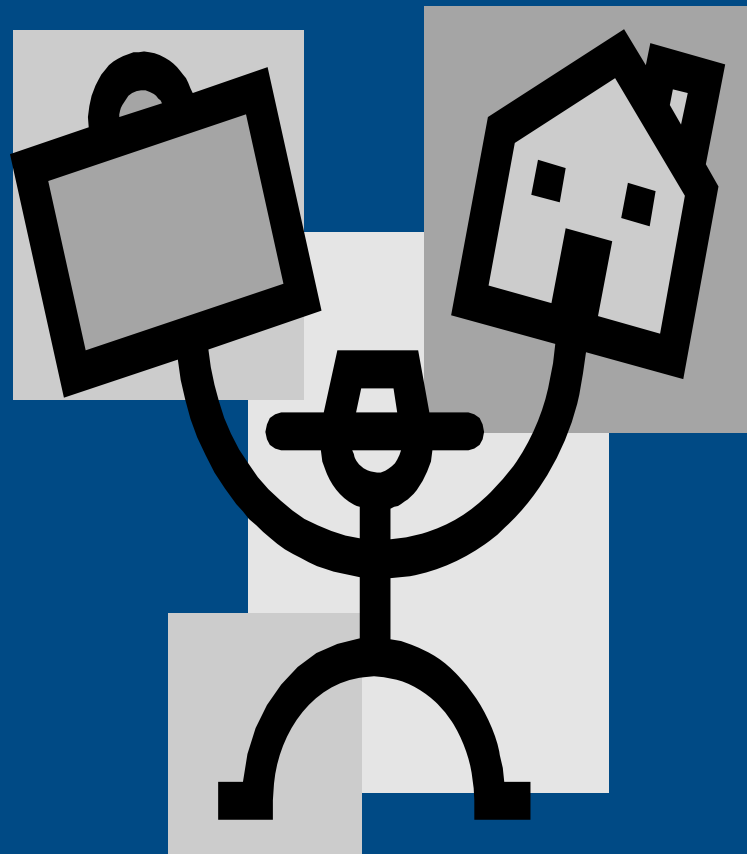


UNIVERSITY OF CALIFORNIA, SAN FRANCISCO
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Faculty Mentoring Program

What is your definition of personal - professional balance?



What is balance?



- “The successful balancing of professional responsibilities with personal priorities, including spouse or significant other, family, personal and spiritual growth, and physical health.”

Why is balance important?

- “The balance each of us strikes between our own enrichment and depletion is critical to our physical, emotional, and spiritual health.”

Suchman and Ramamurthy

Lack of Balance Leads to Burnout

- A syndrome consisting of:
 - Emotional exhaustion
 - Depersonalization (of relationships, patients and the work)
 - Reduced sense of accomplishment (negative self-evaluation)
- Associated with impaired job performance and poor health

Physician Burnout

- 46-80% report moderate levels of emotional exhaustion
- Up to 93% report moderate to high levels of depersonalization
- Up to 79% report low to moderate levels of personal achievement

S. Chopra et al, JAMA 2/2004

Strategies to Prevent Burnout

- Personal
 - Reflect on and clarify personal values and choices
 - Spending time with family and friends
 - Religious or spiritual activity
 - Self-care (nutrition, exercise)
 - A supportive spouse or partner

Mid-Career Burnout in Generalist and Specialist Physicians
Spickard A et al, JAMA 2002;288:1447-1450

Strategies to Prevent Burnout

- Work:
 - Control over environment: workload
 - Finding a meaning in work and settling limits
 - Having a mentor / being a mentor
 - Having adequate administrative support systems and learning to use them

Values and Choices

- Ask fundamental questions:
 - *Where am I most irreplaceable?*
 - *Why did I choose my profession?*
 - *Who am I mentoring?*
 - *What would I like my life to be like in 10 years?*
- Define your values:
- Make good choices:
 - *“There is one thing we can control: our choices. Making good choices in a world of mirages and uncertainty is far more important than control.”*

(L Clever, WJM 2001)

Management Matrix

	Important	Non-important
Urgent	I	III
Non-urgent	II	IV

List one or two personal priorities that should go in box II.

What are the barriers you face in allocating time and energy for these activities? How will you overcome them?

“The fool with all his other thoughts, has this also: He is always getting ready to live”

Epicurus (341 - 270 BC)



Mindfulness and Balance

“Mindfulness means paying attention, on purpose, to one’s own thoughts, feelings and judgements . . . It is the practice of being fully present in our attention to where we are, what we are doing, and what is happening at the moment.”

(Epstein, 2001)

Enhancing Mindfulness in Everyday Live



- Time in nature
- Art/music
- Washing the dishes
- Washing your hands

“Meaning is not something you stumble across, like the answer to a riddle or the prize in a treasure hunt. Meaning is something you build into your life. You build it out of your own past, out of your affections and loyalties . . . out of your own talent and understanding, out of the things you believe in, out of the things and people you love, out of the values for which you are willing to sacrifice something.”

John Gardner

