

Work-Life Balance: Prioritizing the Well-Being of the Clinician

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Disclosure Information

I have no relevant financial relationships to disclose.

I will not discuss off label use or investigational use in my presentation.

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Objectives

Recall


Recall burnout, work-family conflict, and compassion fatigue as contributors to work-life balance.

Relate

Relate to organizational/institutional factors contributing to employee work-life balance.

Apply

Apply self-care and coping strategies to improve one's work-life balance.



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What is Work-Life Balance (WLB)?

- WLB balance includes managing one's occupation and those personal activities and responsibilities important to one's wellbeing.
- Is it a balance, or is it a harmony?
- One area of life may need more attention.
- Demographic considerations (ex. marital status, parental status).
- Responsibility considerations (ex. caring for the elderly, medical conditions).

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Individual Contributing Factors

Burnout

- Decreased work quality
- Increased substance use
- Increased reporting of depressive symptoms
- Sadness
- Loss of interest

Work-Family Conflict

- Unfulfillment
- Guilt
- Missing of activities /responsibilities
- Bi-directional experiences

Compassion Fatigue

- Feelings of helplessness
- Loss of power
- Overwhelmed
- Exhaustion
- Resulting in loss of empathy and detachment.

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Overall Contributors

Individual

- Burnout
- WFC
- Compassion fatigue

Organizational

- Setting
- Responsibilities
- Travel/hours

Sociocultural


- Cultural norms
- Cultural expectations

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NOW WHAT?

Healthcare professionals are impacted by:


- Stress
- Burnout
- WFC
- Compassion Fatigue
- Marital/Family Responsibilities
- Workplace schedule/hours
- Organizational rules and policies
- Sociocultural factors




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Prevention

Allow yourself to be a priority.



Recognize how hard you work, and the need to recharge



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COPING STRATEGIES

Self-Care

- Mindfulness/Disengagement
- Physical Care
- Supportive Relationships
- Hobbies

Prioritization

- Communication
- Healthy Boundaries
- Self-Advocacy

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Self-Care Strategies

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Mindfulness/Disengagement

- Participation in yoga, meditation, listening to music, podcasts, and awareness.
- Disengage with work, or personal responsibilities within reason. Take time away from stressful activities.

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Physical Care

- Participation in exercise and physical activity (formal or informal).
- Healthy eating habits, hydration, and a healthy schedule.

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Self-Care Strategies Cont.

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Supportive Relationships

- Personal relationships
 - Spouse
 - Friends
 - Family
- Organizational relationships
 - Supervisor
 - Co-workers
 - In healthcare
 - Outside of healthcare

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Hobbies

- Reading
- Arts and Crafts
- Outdoor activities
- Recreational sports
- Cooking/baking
- Many, many others

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Mindful Self-Care Example

Mindful Self-Care Scale	Mean	SD
Mindful Self-Care	3.98	0.96
Q1: I did something today creative for fun (e.g., draw, played instrument, wrote creatively, read, organized).	2.47	1.07
Q2: I listened to relax (e.g., to music, a podcast, radio show, recorded sounds).	3.44	1.30
Q3: I sought out things to relax (e.g., art, film, window shopping, naps).	2.43	1.14
Q4: I sought out smells to relax (cottons, nature, candles/incense, smells of baking).	1.87	1.06
Physical Care	2.44	0.89
Q5: I ate a variety of nutritious foods (e.g., vegetables, protein, fruits, and grains).	3.37	1.03
Q6: I exercised at least 30-60 minutes.	1.75	1.02
Q7: I took part in sports, dance, or other scheduled physical activities (e.g., sports teams, dance classes).	1.75	1.04
Q8: I did sedentary activities instead of exercising (e.g., watched tv, worked on the computer, "zoned out" during work).	2.31	1.03
Q9: I exercised right at or after school/work (e.g., "Pee Run On, Tie On").	1.41	0.87
Self-Compassion and Purpose	2.62	0.88
Q10: I really and honestly enjoyed my work challenges and activities.	2.05	1.05
Q11: I engaged in supportive and comforting self talk (e.g., "My effort is valuable and meaningful").	2.07	0.87
Q12: I gave myself permission to feel my feelings (e.g., allowed myself to cry).	2.02	1.17
Q13: I expressed my needs and/or a need for support (e.g., therapy, support group).	2.00	1.13
Supportive Relationships	2.50	0.98
Q14: I spent time with people who are good to me (e.g., support, encourage, and believe in me).	2.50	1.05
Q15: I felt supported by people in my life.	2.97	0.72
Q16: I felt confident that people in my life would respect my choice if I said "no".	3.20	0.82
Q17: I felt that I had someone who would listen to me if I became upset (e.g., friend, counselor, group).	4.00	0.07
Supportive Structure	3.33	0.80
Q18: I maintained a manageable schedule.	3.31	1.11
Q19: I kept my work/school/work area organized to support my work/school tasks.	3.43	1.10
Q20: I maintained balance between the demands of school and what is important to me.	3.11	1.02
Q21: I maintained a comforting and pleasant living environment.	3.31	1.06
Mindful Awareness	3.58	0.89
Q22: I had a calm awareness of my feelings.	3.26	0.87
Q23: I had a calm awareness of my thoughts.	3.21	1.04
Q24: I had a calm awareness of my body.	3.26	0.86
Mindful Self-Care Total Score	18.08	2.04


The Development and Validation of the Mindful Self-Care Scale (MSCS): an Assessment of Practices that Support Positive Embodiment

Catherine P. Cook-Cottone & Wendy M. Guyker

Note: Study completed in athletic trainers who are employed in the collegiate setting.

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Prioritization

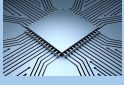


Communication

Awareness to your life and challenges

Shared life experiences

Collaboration




Healthy Boundaries

Difficult in healthcare

Respect other's boundaries

Utilization of fellow HCPs



Self-Advocacy


Share your thoughts

Feeling confident in saying NO

Time disengaging

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Where to Start?



ASSESS

Assess your well-being:


- Barriers
- Challenges



REFLECT

Reflect on your assessment:

- Barriers
- Challenges
- Solutions




ACT

Begin improvement strategies:

- Hobbies
- Physical care
- Relationships

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THANK YOU!

DON'T FORGET TO DO SOMETHING FOR YOURSELF EVERY SINGLE DAY.

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