

Promoting Faculty Well-Being and Engagement

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We should be happy and engaged

- A career in Pediatrics:
 - Service
 - Meaningful connections with patients and families
 - **Joy, gratitude, nourishment and reward**

Challenges of our work

- High intensity situations
- Negative emotions of patients/parents
- Uncertainty
- Medical errors
- Patient deaths
- **Stress, fatigue and burnout**

Our own characteristics

- Perfectionism
- Long hours
- Sleep deprivation
- Lack of coping skills
- Personal habits
- Lack of control



Positive Traits or Risk Factors?

Positive Trait	In Exaggerated Form
Altruism	Loss of sense of self, martyr
Compassion	Compassion fatigue, loss of empathy, depression
Perfectionism	Compulsiveness, self doubt, imposter syndrome
Competitiveness	Isolation, alienation of peers
Resiliency	Sense of invincibility, unsustainable pace, exhaustion
High Achievers	Workaholic, burnout

How do we renew
ourselves to maintain
the joy and meaning in
our work?

“The secret of the care of the patient is caring for oneself while caring for the patient.”

~ Candib, 1995

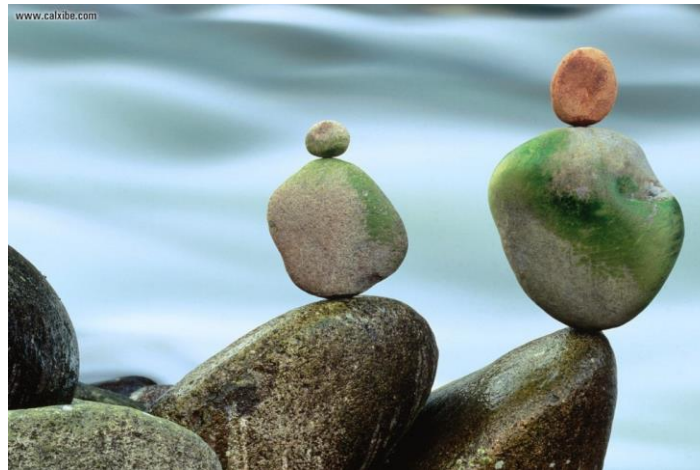


Promoting well-being

- Individual and group strategies
 - In the moment
 - Long term
- Organizational

Strategies to Promote Well Being

- One size does not fit all
- Individual and personal journey
- Each of us must find strategies that work for us



In the Moment Strategies

- Center yourself
 - deep breaths, brief prayer, silent commitment to your patients
- Develop self insight into your triggers and how you respond
- How do you respond to strong emotions of anger, grief, disappointment?
- Take time to understand other's triggers

Long Term Strategies

- Occupational Strategies
- Approaches to life
- Emotional/cognitive strategies
- Relationships with others
- Spirituality
- Promotion of self care



SOMEBODY HAS TO DO SOMETHING,
AND IT'S JUST INCREDIBLY
PATHETIC THAT IT HAS TO BE US.

- JERRY GARCIA

Organizational strategies

- What can we do to promote a healthy environment at work?