The Professional Health and Wellness of Women:
Define, Discover, Dream, Design, Destiny

Health and Wellness Portfolio

VUMC Women Physicians Wellness Retreat

Self-care and maintaining professional health is important throughout your career. This portfolio was developed to help you reflect on and document current practices that promote self-care and professional health and wellness while discovering, dreaming, designing, and developing your true destiny.

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“The medical academy’s primary ethical imperative may be to care for others, but this imperative is meaningless if it is divorced from the imperative to care for oneself. How can we hope to care for others, after all, if we ourselves, are crippled by ill health, burnout or resentment?”

“…medical academics must turn to an ethics that not only encourages, but even demands care of self.”

Conceptual Models

**Professional Health & Wellness**

- Work Environment
- Home Environment

**Maslow’s Hierarchy of Needs**

- Physiological: Food, water, air, sleep, temperature, shelter
- Safety: Security at work, at home, employment, resources, financial stability
- Love/Belonging: Family, friends, acceptance of love
- Esteem: Respect, recognition, achievement, status, respect from others
- Self-actualization: Actualization of potential, fulfillment of life’s purposes, acceptance of true self

**The Relationship-Centered Care Model**

1. Doctor-self
2. Doctor-patient
3. Doctor-colleague
4. Doctor-community
5. Doctor-family

**Professional Health & Wellness**

- Self
- Professional
- Profession

- Professional Culture
- Professional Health & Wellness
- Professional Competence
- Professional Practice
- Professional Ethics
- Professional Communication
- Professional Relationships
- Professional Conduct

**Two Systems Interact**

- The External System
- The Internal System

- Synchronization
- The Perfect Storm
- Organizational & Systemic
Priorities, Value and Meaning

“He [who] knows the "why" for his existence, will be able to bear almost any "how".”
~ Victor E. Frankl 1902-97

The Four P’s:

- Rank your four P’s: 1=most important and 4=least important.

- Personhood
- Partnering
- Parenting
- Profession

- Briefly describe your reasoning for this order.

The Four P’s

- Personhood
  - The healthy personhood – “…is not defined by absence of disease but by the presence of meaning…”

- Partnering
  - “…includes all our intimate relationships, from friends to marriage and family.”

- Parenting
  - “…all roles and activities that strengthen children and those not yet adults…”

- Profession
  - “…is about our work and sense of vocation. Includes vocation of being a mother and father or caregiver…”


Session 1: Discovery and Dreaming: Optimizing Wellness and Stress Management. Created by: Charlene M. Dewey, M.D., M.Ed., FACP - Center for Professional Health - Vanderbilt University Medical Center, 2017. © All rights reserved.
Value:

- What value do you give/get from being a physician?

- What value do you give/get from being in a relationship (spouse, family, parent, pet owner)?
Align your core values with what you do. Complete the chart.

**Core Values**

<table>
<thead>
<tr>
<th>Home Activities:</th>
<th>Work Activities:</th>
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From: Clipart Library at: http://clipart-library.com/clipart/361681.htm
Meaning

- Meaning: two purposes:
  1. Bedrock foundation: enables us to be resilient
  2. Sense of direction: enables goal setting and targets

- Meaning is essential to happiness

<table>
<thead>
<tr>
<th>Meaning</th>
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<tbody>
<tr>
<td><strong>P</strong></td>
</tr>
<tr>
<td><strong>U</strong></td>
</tr>
<tr>
<td><strong>R</strong></td>
</tr>
<tr>
<td><strong>E</strong></td>
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</tbody>
</table>

📚 When I look back, am I satisfied with the life I have lived? Circle Yes or No.

🔍 How can I live my meaning?

“Life is never made unbearable by circumstances, but only by lack of meaning and purpose.”

~ Viktor E. Frankl
Review the wellness spectrum below. Circle the letter that best represents where you feel you are at this time in your life. (A=optimal wellness and G=impairment with little to no wellness)
Wellness

Eight (8) Dimensions of Wellness
1. Emotional
2. Environmental
3. Financial
4. Intellectual
5. Occupational
6. Physical
7. Social
8. Spiritual

Primary Wellness Practices
1. Self-care
2. Meaning/value
3. Relationships/socialization
4. Positive approach to life
5. Spirituality
6. Resilience

Commit to a wellness plan:

Start with a wellness hour – weekly/monthly: When can you schedule a wellness hour?

Identify those items that promote your wellness that you wish to continue doing.

Identify your intent to change behavior. I will change the following: (Fill in.)
Stress and Stress Management

“Into everyone’s life, some stress must come.” ~ Charlene M. Dewey

Stress Triggers, Symptoms and Reactions:

 dez Stress triggers: What triggers your stress? (List them.)

 dez What do you feel when you are stressed? (Describe all symptoms.)

 dez Do you experience flooding? Complete the assessment on the next page and document your score.
SELF-TEST for FLOODING®

1. At times, when I get angry I feel confused. Yes  No
2. My discussions get far too heated. Yes  No
3. I have a hard time calming down when I discuss disagreements. Yes  No
4. I’m worried that I will say something I will regret. Yes  No
5. I get far more upset than is necessary. Yes  No
6. After a conflict I want to keep away or isolate for a while. Yes  No
7. There’s no need to raise my voice the way I do in a discussion. Yes  No
8. It really is overwhelming when a conflict gets going. Yes  No
9. I can’t think straight when I get so negative. Yes  No
10. I think, “Why can’t we talk things out logically?” Yes  No
11. My negative moods come out of nowhere. Yes  No
12. When my temper gets going there is no stopping it. Yes  No
13. I feel cold and empty after a conflict. Yes  No
14. When there is so much negativity I have difficulty focusing my thoughts. Yes  No
15. Small issues suddenly become big ones for no apparent reason. Yes  No
16. I can never seem to soothe myself after a conflict. Yes  No
17. Sometimes I think that my moods are just crazy. Yes  No
18. Things get out of hand quickly in discussions. Yes  No
19. My feelings are very easily hurt. Yes  No
20. When I get negative, stopping it is like trying to stop an oncoming truck. Yes  No
21. My negativity drags me down. Yes  No
22. I feel disorganized by all this negative emotion. Yes  No
23. I can never tell when a blowup is going to happen. Yes  No
24. When I have a conflict it takes a very long time before I feel at ease again. Yes  No

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Count your “Yes” answers. Total: _________
Scoring: If you answered “yes” to more than eight statements, this is a strong sign that you are prone to feeling flooded during conflict. Because this state can be harmful to you, it’s important to let others know how you are feeling. The antidote to flooding is to practice mindful activities/behaviors that can actually soothe and calm yourself during times of conflict.

There are four secrets of calming/soothing yourself: breathing, relaxation, heaviness, and warmth. The first secret is to get control of your breathing. When you are getting flooded, you will find yourself either holding your breath a lot or breathing shallowly. Change your breathing so it is even and you take deep regular breaths. Take your time inhaling and exhaling. The second secret is to find areas of tension in your body and first tense and then relax these muscle groups. First, examine your face, particularly your forehead and jaw, then your neck, shoulders, arms, and back. Let the tension flow out and start feeling heavy. The secret is to meditate, focusing your attention on one calming vision or idea. It can be a very specific place you go to that was once a very comforting place, like a forest or a beach. Imagine this place as vividly as you can as you calm yourself down. The fourth part is to imagine the body part becoming warm.

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Stress Management

- Self-awareness
- Recognize when others flood
- Remove yourself from the event
- Relaxation practices
  - Self-regulate, breathe, relax
  - Practice mindfulness techniques
    - Mindfulness
    - Deep breathing
    - Categories
    - CBT
- Things to do after you flood:
  - Reflect on event triggers, symptoms, behaviors
  - Seek coaching & mentoring

“Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.”

~ Viktor E. Frankl
Self-Awareness

Review your pre-session scores in your Wellness Report (front folder of your binder). Reflect on the following items:

1. Maslach Burnout Inventory©: Burnout is likely when there is a high depersonalization and emotional exhaustion.

2. Myers-Briggs Typology Inventory©: Estimates your preferences. How much do you agree or disagree with your typology results?

3. GRIT: Focuses on goal completions and stick-to-it-ness. Reflect on your GRIT score. Do you feel it is accurate?

We will review other assessments in sessions 2-4.

IMPORTANT REMINDER: If you need immediate assistance, the Faculty Physician Wellness Program offers 24 hour/7 days/week assistance. It is confidential and free to all VUMC physicians. 615-936-1327 https://healthandwellness.vanderbilt.edu/work-life/eap/

Journaling Activity

Use your WPWR Journal. Complete activities 1 and 2. Define you at your best/optimal well-being and what you discovered about yourself. (Do not complete the rest of the journal. We will do those in sessions 2-4.)

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B-A-SMARTER Goal and Objective Writer

Evidence shows that writing down goals increases the likelihood of fulfilling them. Review this framework and the example below, as we will use this or similar techniques during the session.

B - Barriers
Identify major barriers or challenges to executing or maintaining your new personal goals and objectives.

A - Accountability
Select someone to serve as an advocate and hold you accountable to the tasks.

S – Specific
Make sure your objective is specific.

M – Measurable
Make sure your objective has a measurable outcome to define success.

A – Appropriate
Make sure your objective is appropriate, something that is attainable – in this lifetime.

R – Relevant & Reward
Make sure your objective is relevant to you – personally. Select someone to help hold you accountable for completing your goal. Reward progress weekly.

T – Timely
Make sure your objective is timely – list as either short-term (1-2 weeks), intermediate (2-4 weeks), or long-term (1-12 months).

E – Evaluate
Identify a time to evaluate your goal & objective on a short-term, intermediate, and long-term basis.

R – Re-evaluate
Re-evaluate your goals/objectives and carry over those that worked well, re-adjust those that need modifying, and set new goals to build on the old ones.

Example: I intend to change my physical wellness

<table>
<thead>
<tr>
<th>Check List:</th>
<th>Goal: I intend to improve my personal health and wellness over the next 12 months.</th>
</tr>
</thead>
<tbody>
<tr>
<td>☑ B - Barriers</td>
<td>Objective: I will start eating three servings of fish weekly and eat one vegetarian meal a day and increase my physical activity (climbing all stairs I encounter and walk or work out for 20 min/ 3-4 times a week) starting January 4th.</td>
</tr>
<tr>
<td>☑ A – Accountability</td>
<td></td>
</tr>
<tr>
<td>☑ S – Specific</td>
<td>Accountability: My husband will be my advocate/accountability partner.</td>
</tr>
<tr>
<td>☑ M – Measurable</td>
<td>Specifics:</td>
</tr>
<tr>
<td>☑ A – Appropriate</td>
<td>1. Eat 2-3 fish servings weekly and eat vegetarian meal/day</td>
</tr>
<tr>
<td>☑ R – Relevant &amp; Reward</td>
<td>2. Exercise at least three-four times a week including:</td>
</tr>
<tr>
<td>☑ T – Timely</td>
<td>~ Flexibility (Monday - yoga and stretching)</td>
</tr>
<tr>
<td>☑ E – Evaluate</td>
<td>~ Strengthening (Wednesdays - upper body and Fridays - lower body)</td>
</tr>
<tr>
<td>☑ R – Re-evaluate</td>
<td>~ Cardiovascular endurance (Saturday mornings and walk stairs daily)</td>
</tr>
<tr>
<td></td>
<td>• Measures: Will measure by checkmarks on calendar and set phone alarm to 5:30 daily</td>
</tr>
<tr>
<td></td>
<td>• Appropriate: Yes – improves my health and fitness</td>
</tr>
<tr>
<td></td>
<td>• Relevant: Important at middle age and weekly reward $5.00 in a jar</td>
</tr>
<tr>
<td></td>
<td>• Timely: Short term - Start now</td>
</tr>
<tr>
<td></td>
<td>• Evaluate: Self-assessments at baseline vs. 3 months vs. 6 months vs. 12 months</td>
</tr>
<tr>
<td></td>
<td>• Re-evaluate: At the year mark - assess fitness testing and overall satisfaction with weight, muscle tone, and cardiovascular stamina</td>
</tr>
</tbody>
</table>
Write a B-A-SMARTER goal/objective for one behavior or activity you plan to do to improve your professional health and wellness at work and at home.

### Home

I intend to change the following:

<table>
<thead>
<tr>
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<td>R – Relevant &amp; Reward</td>
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<td>• Timely:</td>
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<tr>
<td>E – Evaluate</td>
<td>• Evaluate:</td>
</tr>
<tr>
<td>R – Re-evaluate</td>
<td>• Re-evaluate:</td>
</tr>
</tbody>
</table>
Home

I intend to change the following:

**Check List:**

- B - Barriers
- A – Accountability
- S – Specific
- M – Measurable
- A – Appropriate
- R – Relevant & Reward
- T – Timely
- E – Evaluate
- R – Re-evaluate

**Objective:**

- Barriers:
- Accountability:
- Specifics:
- Measures:
- Appropriate:
- Relevant & Reward:
- Timely:
- Evaluate:
- Re-evaluate:
Work

I intend to change the following:

Check List:  
- B - Barriers  
- A – Accountability  
- S – Specific  
- M – Measurable  
- A – Appropriate  
- R – Relevant & Reward  
- T – Timely  
- E – Evaluate  
- R – Re-evaluate

Objective:

- Barriers:
  - Accountability:
  - Specifics:
  - Measures:
  - Appropriate:
  - Relevant & Reward:
  - Timely:
  - Evaluate:
  - Re-evaluate:
## Work

I intend to change the following:

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<tr>
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<td>□ Evaluate:</td>
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<tr>
<td>R – Re-evaluate</td>
<td>□ Re-evaluate:</td>
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</tbody>
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Wellness Resources

- Vanderbilt Resources:
  - Vanderbilt Faculty Physician Wellness Program/Work-Life Connections: https://healthandwellness.vanderbilt.edu/work-life/eap/
  - Vanderbilt Center for Professional Health & Faculty Wellness Committee – Educational Resources: http://ww2.mc.vanderbilt.edu/cph
  - Vanderbilt Center for Integrative Health: http://www.vanderbilthealth.com/integrativehealth/
  - Vanderbilt Center for Patient & Professional Advocacy (CPPA): http://www.mc.vanderbilt.edu/centers/cppa
  - Vanderbilt Comprehensive Assessment Program for Professionals (VCAP): http://www.mc.vanderbilt.edu/root/vcap

- Primary Care Provider

- TN Resources:
  - State or Federation of State Physician Health Programs: http://www.fsphp.org/
  - TN State Board of Medical Examiners: http://www.tn.gov/health/article/ME-licensure
  - TN State Physicians Health Program – TN Medical Foundation: https://www.e-tmf.org/

- Private Counseling or Coaching Services:
  - Personal coaching services and local counselors
  - Other professional coaching organizations

- Substance Use Services:
  - Substance Abuse and Mental Health Services Administration: http://www.samhsa.gov/
  - Alcoholics Anonymous®: http://www.aa.org/
  - Nicotine Anonymous: http://www.nicotine-anonymous.org/

- National Suicide Prevention Hotline: 1-800-273-TALK or visit: http://www.suicidepreventionlifeline.org/
Web-based Resources:

Other Community Resources:
- YMCA/YWCA, day salons, personal trainer, etc.

National Medical Organizations:

Other: (Fill in.)_____________________________
Articles & Books Referenced:


2. Figure - Maslow’s Hierarchy of Needs: By J. Finkelstein (I created this work using Inkscape.) [GFDL (http://www.gnu.org/copyleft/fdl.html) or CC-BY-SA-3.0 (http://creativecommons.org/licenses/by-sa/3.0/)], via Wikimedia Commons


4. Center for Professional Health:


9. Assessments:
   c. Brief Strengths, GRIT, and PERMA from University of Pennsylvania Positive Psychology Center at: https://ppc.sas.upenn.edu/