Well-Being and Resilience: Chasing the Elusive Work/Life Balance

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Work/Life Connections-EAP
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Work/Life Connections-EAP
Faculty and Physician Wellness Program

Resources
Faculty and Physician Wellness Program
Continuum of Services

- Assessment
- Problems and Needs
- Plan for Care
  - Skill Development
  - Performance Coaching
  - Solution-Focused Counseling
  - Treatment Initiation
  - Referrals to Community Providers
General Personality Characteristics

Physicians/Scientists

- High expectations of self
- Driven
- Focused
- Confident, Caring, Compassionate
- Measure success by outcome
- Ability to defer gratification
- Strong achievement ethic
- ????????
- ?????
Who here is “Balance Challenged”
What is Work/Life Balance?
BALANCE

It’s important to maintain a balance between your work life and your family life. There are 24 hours in a day. Why aren’t you working 12 hours every day?

... You Probably Are
Vanderbilt Credo

“I will strive to maintain personal well-being and balance of work and personal life.”
The priorities we have in the allotment of our time and energy divided between two imaginary chunks of time

- "work" (career and profession)
- "life" (health, pleasure, leisure, family, self, community, and purpose)
Is there a right balance?
Allocating Our Personal Resources

- Time
- Attention
- Money
- Energy
What does your life balance look like?
Or is it more like this?

True Daily Time Distribution?

- Work
- Family
- Spouse
- Kids
- Sleep
- Personal time (Mom)
Life Balance
Budgeting & Allocating Resources

- Constant push & pull of expectations, desires and responsibilities.
- Not easy because life isn’t easy
- Dynamic: Requires adjustments and re-alignments
- Work can suck the life out of You... if you let it...
Seeking Balance

Balance is about give and take
Determine Life Priorities

- **Work Requirements**
  - What is necessary to do your job?
  - What is necessary to meet your standards?
  - How central is career vs other life choices
  - What are your career ladder goals?

- **Family Responsibilities**
  - Developmental Phase in Family Life
  - Relationships / Marriage
  - Children/Pets
  - Eldercare Responsibilities
Work/Life Fit

- Intentional actions
- Doing what matters to you
- Investing in meaningful relationships
- Healthy lifestyle practices
- Personal and professional boundaries
- Vacations
- Time to recharge
work+life fit

It’s a modern skill set we all need...

...but few have

- Shift from work-life balance to work-life fit
- Meet life needs and maintain high standard of performance
- Flex arrangements based on a person's needs
- Results-based performance enables choice
Work/Life Fit: The time/energy we have to fit in things that are important to us
How do you want to fit in the things that are important to you?
Set Priorities
Priorities

- Are You Happy Now?

- Looking back, what will you say about how you spent your time, energy, and focus?

- At the end of your time, who's life will you have lived, yours, or someone else's?
So what do we do?

- Build your life around those things that are important for you
- Learn and Practice Stress Resilience
- Maintain personal and professional boundaries
- Seek professional help if needed
Resilience

Bouncing Back from Challenges
Foundation for Resilience.
We are stretched pretty thin.
Stress is all around

- **Workplace stress**
  - Heavy Demands
  - Dealing with Loss
  - Limited control

- **Personal stresses**
  - Depression
  - Anxiety
  - Family pressures
  - Relationship conflicts
  - Addiction
  - Loss
  - Other significant problems like everyone else.
Changing Perspective with New Information
Perception
What color is this dress?
Half Full? Half Empty?

Regardless, it is the amount of water that we have.
Embrace an Optimistic Outlook

The more optimistic outlook one has on life, the less likely he/she is to perceive being under much stress or burned out.
Become Change Proficient
Stress: Change and Transition

- Learn to be flexible
- Accept that there will be change; adapt or become extinct
Find Purpose

YOU LOVE IT
PASSION

YOU ARE GREAT AT IT
PROFESSION

THE WORLD NEEDS IT
vocation

YOU ARE PAID FOR IT
-Purpose

Identify Purpose and Meaning in your Work?

- What motivates you?
  - Intrinsic
  - Extrinsic
- What is your passion about your profession?
- What about your work gives you energy?
Nurture Social Connections

Seek the support of friends, family, and co-workers.
Nurture Social Connections

Seek the support of friends, family, and co-workers.

Remember, workgroup is not a family.
Keep Your Sense of Humor
Cultivate an Attitude of Gratitude

Regularly give and receive affection.

Foster an attitude of gratitude:

- Let those around you know that you appreciate them
- Say thank you
- Take in the good

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Accept Help

Work/Life Connections-EAP

... like a travel agent for ‘psychological support ’ services
Work/Life Connections-EAP
“... like a travel agent for psychological support services”

- Assessment
- Brief Counseling
- Performance Coaching
- Referrals for Community Resources

- Stress
- Depression
- Workplace Issues
- Addictions
- Financial Problems
- Relationship Concerns
- Eldercare
- Parenting
Resilience Skill-Set

Communication Skills

Listening

Master

Effective

Body

Non-verbal

Business

Language

Well

Good

Message

Active

Empathic

Cultural

Listen
Learn to Communicate Effectively with Compassion and Empathy
Mindfulness

Learn to be in the moment
Quiet Time is Protective

The more quiet time you take, the less likely you are to perceive that you are under much stress or burned out.

VUMC Faculty and Physician Stress Survey of Work/Life Connections-EAP 2003
Focus on **Solving** Problems
Self-Awareness

Emotional Intelligence

Motivation/Passion

Social Skills

Self-Regulation/Management

Empathy
Healthy Lifestyle

Being resilient requires mental and physical energy
Exercise...30 minutes daily
...and strive to have a healthy diet

Eat healthy snacks

5 a Day...CDC
Get Sufficient Sleep

Aim for 7-8 hours daily
Resilience Toolkit:
Resources designed to help you "spring back" from life’s challenges

http://healthandwellness.vanderbilt.edu/ql/resilience-toolkit.php
Work/Life Connections-EAP
615-936-1327
Wellness: Quality of Life

- Physical
- Occupational
- Emotional
- Social
- Financial
- Spiritual

QOL