

Secrets to Individual Well-Being:

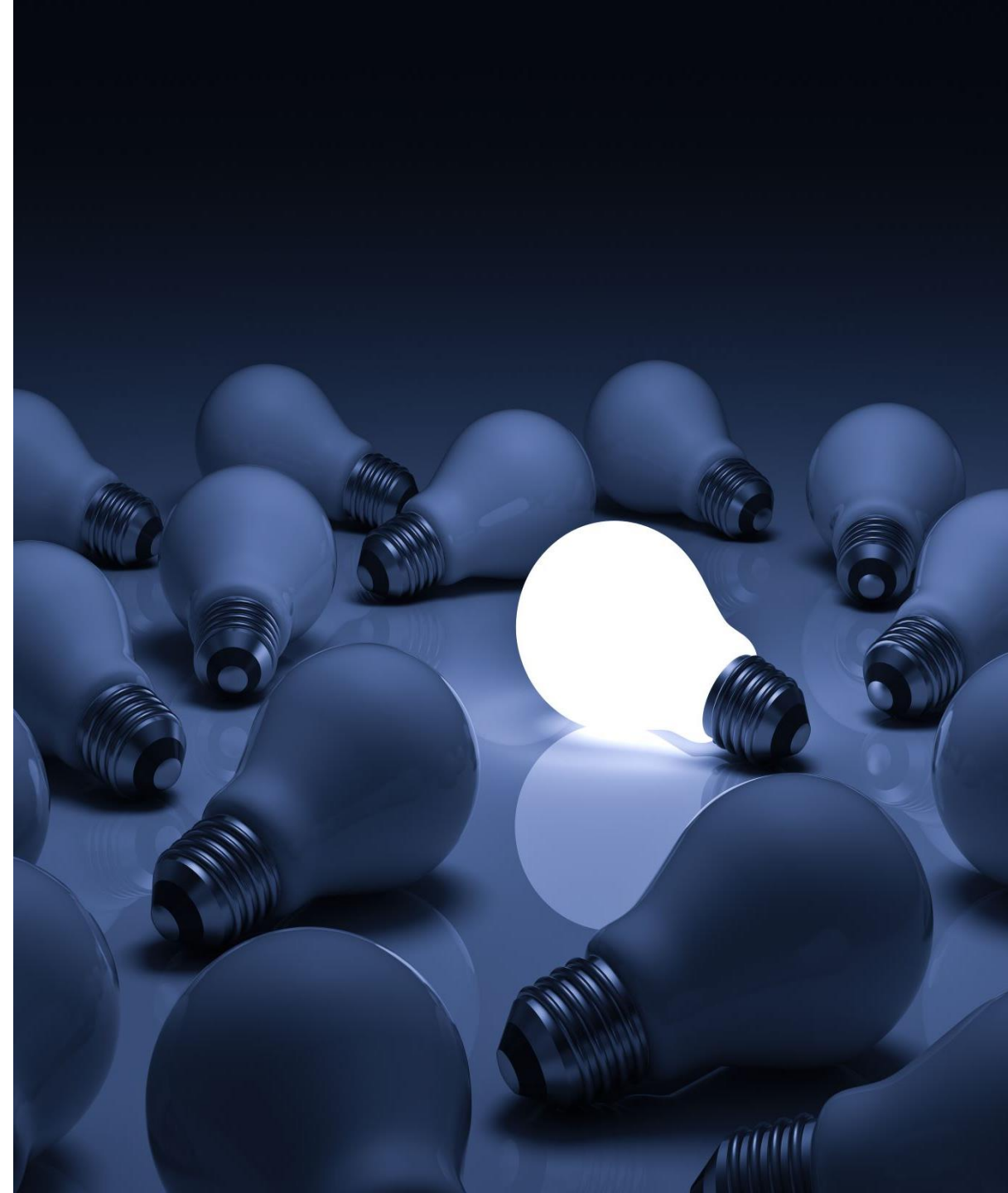
Discover meaningful work
& happier habits

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Disclosures

- I have no financial conflict of interest relevant to this activity.

How would you rate
your well-being?

Please rate from 1-10 with
1 being the lowest to 10 being
the highest!





Goal: Improving our well-being

1. Introduction
2. Discover the recipe and ingredients for meaningful work
3. Understand our mindset for stress and reduce stress by learning to take care of ourselves
4. Add happier habits

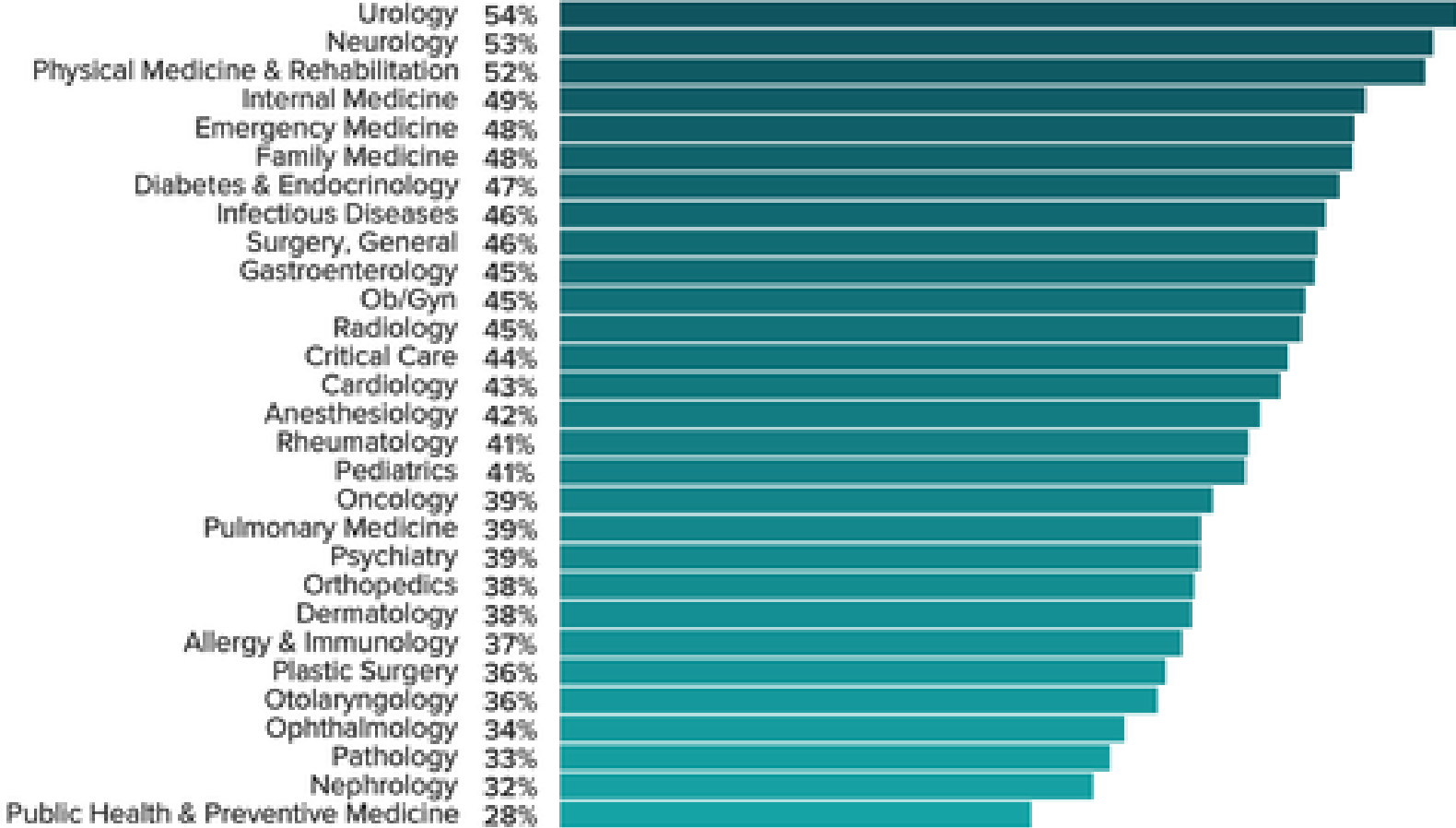
44% of Physicians Report Burnout Sx's

Medscape National Physician Burnout,
Depression & Suicide Report 2019



Medscape National Physician Burnout, Depression & Suicide Report 2019

Which Physicians Are Most Burned Out?



Consequences of Burnout

Personal

- Broken Relationships
- Substance Abuse
- Depression
- Suicide

Organizational

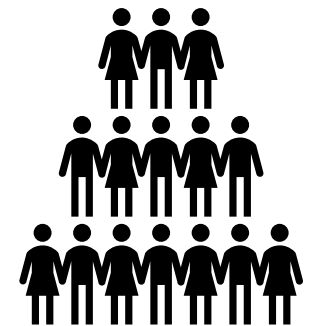
- Decreased Quality
- Decreased Productivity
- Decreased Satisfaction
- Increased Errors
- Increased Turnover

Wish: Highly engaged providers



Different Strategies:

1. Individuals
2. Organization
3. Healthcare systems



Aristotle: Essentialism

- Humans' purpose is to exercise our virtues to pursue the "Chief good", or Eudaimonia, for its own sake.
- What is eudaimonia?
- Do you see the relevance of it today?

"Happiness depends upon ourselves."

Aristotle: *Eudemian Ethics* and *Nicomachean Ethics*



What is the meaning of work?



HOW TO INCORPORATE
HAPPINESS?



WHAT IS THE SIGNIFICANCE
OF WORK?



Ingredients for Happier & Meaningful Work





What motivates us?

Motivation

- Extrinsic motivation: Engaging in a behavior to earn external rewards or avoid punishments
- Intrinsic motivation: Engaging in a behavior because you enjoy the activity itself
- Extrinsic motivation can undermine intrinsic motivation



Intrinsic Motivators (what & why?)

- Autonomy / Control
- Challenge
- Cooperation
- Curiosity
- Enjoyable / fun
- Interesting
- Mastery
- Purposeful: Causes bigger than yourself



Resilience

“I have not failed. I’ve just found 10,000 ways that won’t work.”

-Thomas Edison, American inventor

1. Need passion and perseverance
2. View a failure as a lesson to be learned and an opportunity for growth.
3. Envision a positive outlook with a positive image of the future

Strategic Mindset

Assess

Assess the current situation, know where you want to be (having goals) and figuring out an efficient route forward

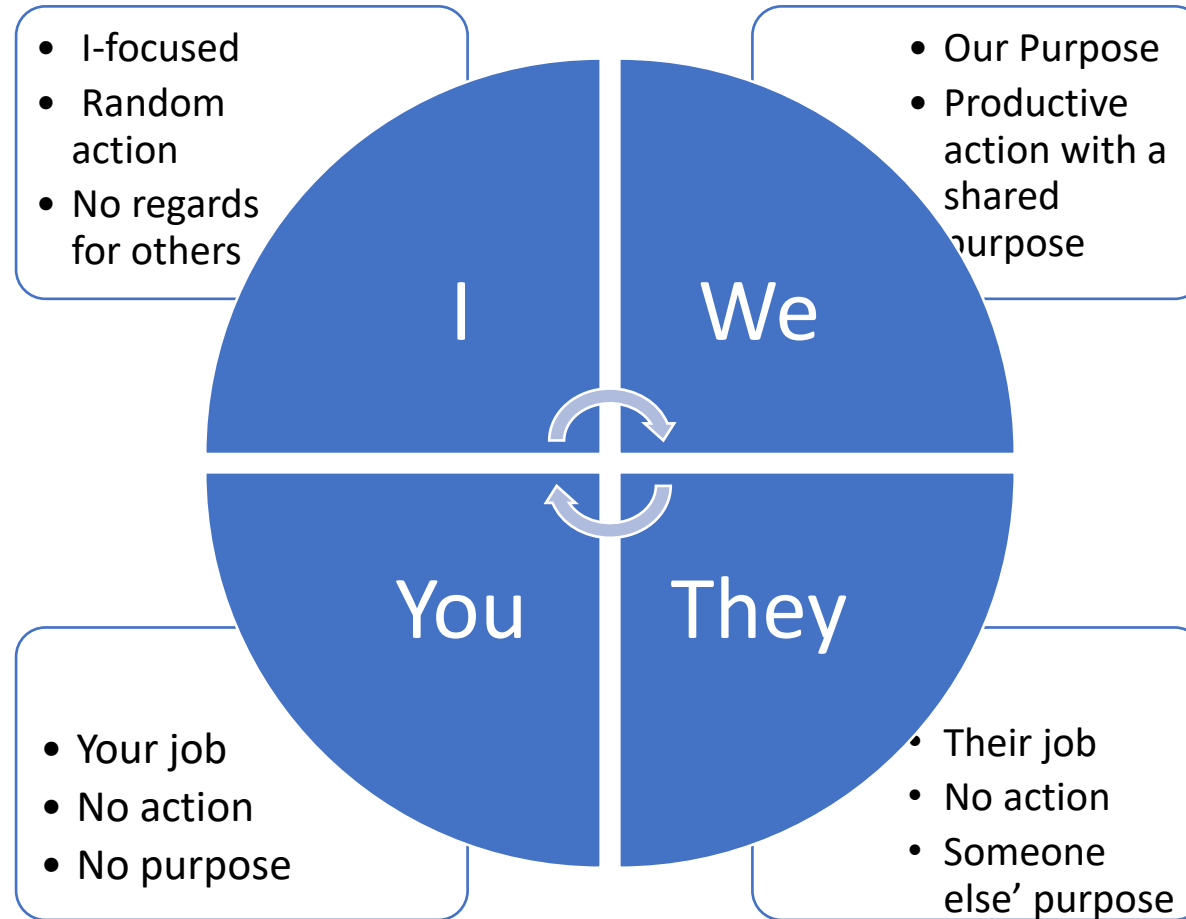
Aware

Being aware and understand our own thought processes and biases (metacognition)

Ask

Ask another possibility, another approach, and another potential outcome

We-Mindset Model



We-Mindset Model (Where are you now?)



For our work mindset, are we asking the right questions?

1. What are the opportunities, options, and possibilities?

2. Is there a fear of failure?

3. Am I paralyzed by whose work it is?

Recipe for Meaningful Work

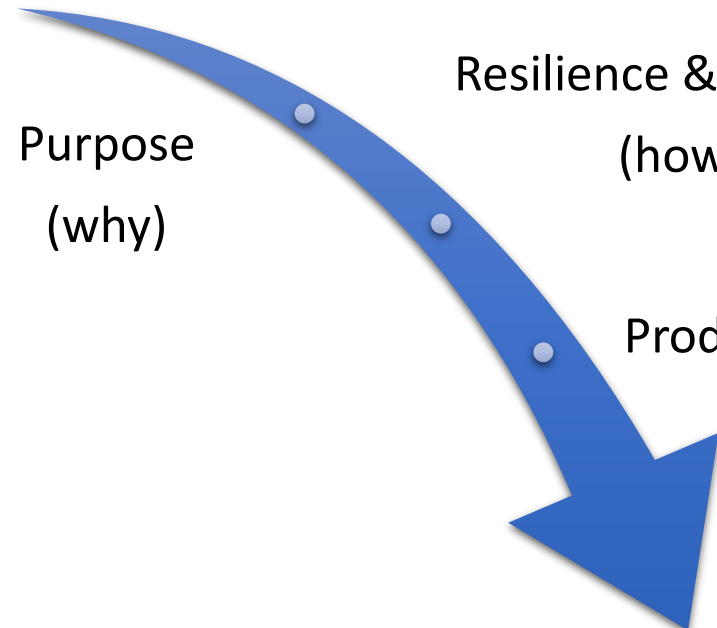
Motivators
(what)

Purpose
(why)

Resilience & Strategy
(how)

Productive & Effective
(integrate)

Meaningful Work
(celebration!)



Reducing Stress to Increase Well-Being!

“Give your stress wings and let it fly away.”

- Terri Guillemets

“You can’t always control what goes on
outside, but you can always control what goes
on inside.”

- Wayne Dyer

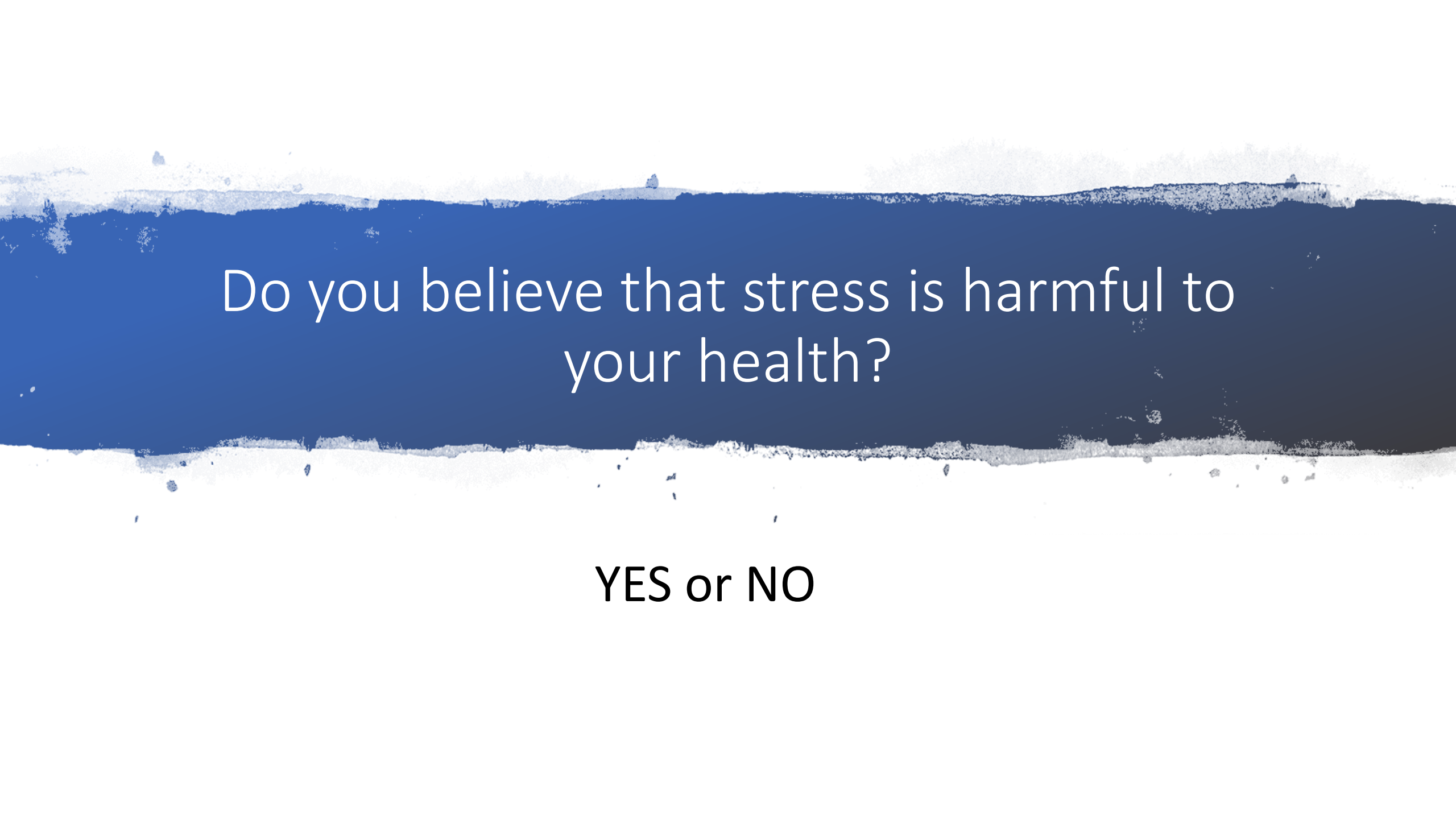


STRESS

Do you believe that stress is harmful to
your health?

How much stress do you have?

Keller A et al, Health Psychol. 2012 Sep: 677-684



Do you believe that stress is harmful to
your health?

YES or NO

How much stress do you have?

1. A Little amount of stress
2. Moderate amount of stress
3. A Lot of stress

STRESS

“Do you believe that stress is harmful to your health?”

If yes, with a lot of stress, 43% increase in death in the 8 year follow up.

If no, with a lot of stress, no increased premature death rate.



Bottom line: How you think and respond to that stress matters!

View acute stresses as challenges that you can control to overcome.

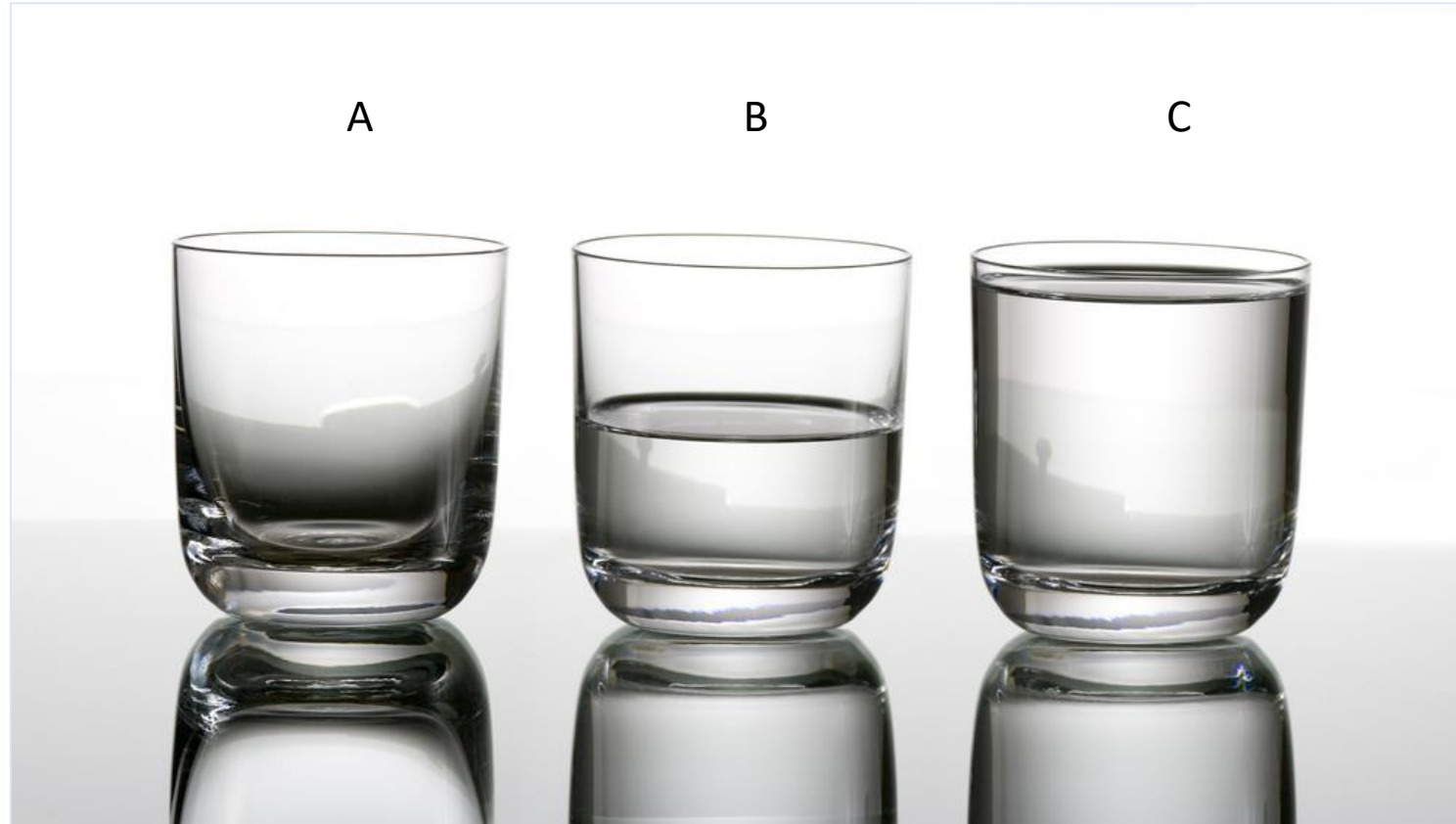
Not as threats or dangers that are insurmountable.



How full is your cup?

Are we aware of
our cup?

Spillover Syndrome:



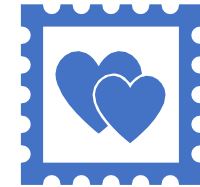


How do we empty our cups? Unwind, Relax, & Recharge!

- Exercise
- Mindfulness
- Meditation
- Yoga
- Spa / Bath
- Sleep
- Listen to or play music
- Niksen (Doing Nothing)
- Fika (Take a break)

Are there happier habits?

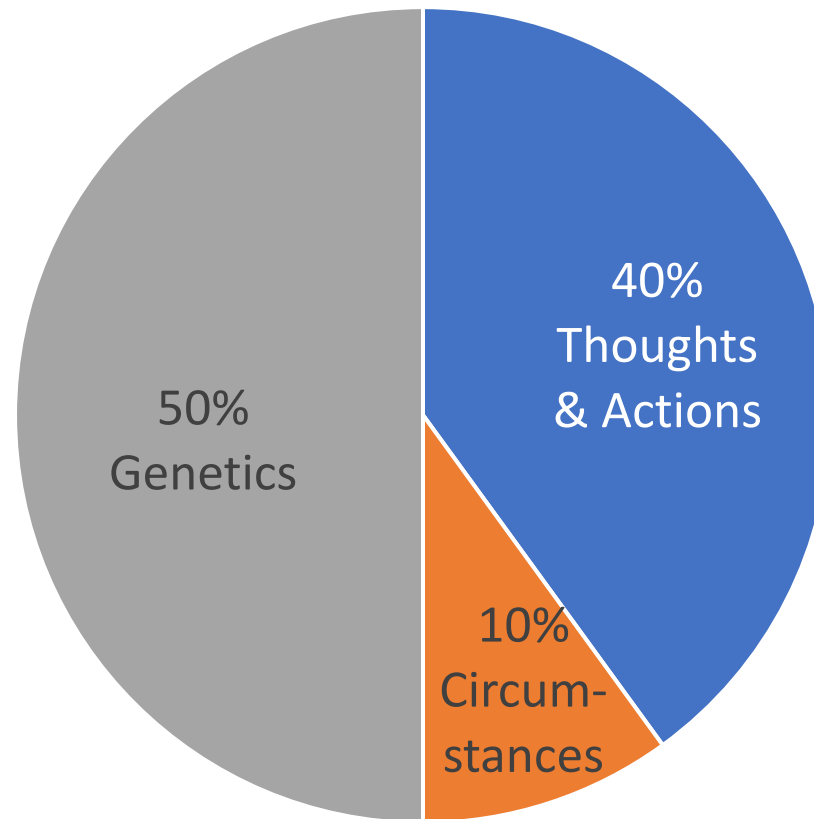
- Gratitude
- Kindness
- Savoring
- Experiences
- Time Affluence



How much
control do
we have over
our
happiness?



Genes & Circumstances don't matter as much as you think!



Gratitude

- Make a list
 - Write and deliver a thank you note
 - Take a photo of what you appreciate
-
- Seligman et al. (2005). Positive Psychology Progress: Empirical Validation of Interventions. *Am. Psychologist*, 60(5), 410-21.
 - Emmons et al. (2003). Counting Blessings vs. Burdens: An Experimental Investigation of Gratitude and Subjective Well-Being in Daily Life. *J of Personality and Social Psychology*, 84(2), 377-389.



Kindness

- Perform one random act of kindness every day
 - Think about the kind acts
 - Strengthen social connections
-
- Otake et al. (2006). Happy People Become Happier through Kindness: A Counting Kindnesses Intervention. *J. of Happiness Studies*, 7(3), 361-375.
 - Lyubomirsky (2005). Pursuing Happiness: The Architecture of Sustainable Change. *Review of General Psychology*, 9(2), 111-131.
 - Dunn (2014). *Happy Money: The Science of Happier Spending*. New York, NY: Simon & Schuster.





Savoring

- An act of stepping out of your experience, to review, and to appreciate while it is happening
 - Think about a positive experience that made you happy
 - Take a photo
-
- Jose et al. (2012). Does Savoring Increase Happiness? A Daily Diary Study. *J. of Positive Psychology*. 7(3), 176-187.
 - Lyubomirsky et al. (2006). The Costs and Benefits of Writing, Talking, and Thinking about Life's Triumphs and Defeats. *J. of Personality and Social Psychology*, 90(4), 692-708.

Experiences vs. Things



- Experiences make people happier than material possessions
- An experiential purchase added more positive feelings, open to more positive interpretations, and more enduring happiness
- Boven & Gilovich (2003). To Do or to Have? That is the Question. *J. of Personality and Social Psychology*, 85(6), 1193-1202.
- Kumar et al. (2014). Waiting for Merlot: Anticipatory Consumption of Experiential and Material Purchases. *Psychological Science*, 25(10), 1924-1931.



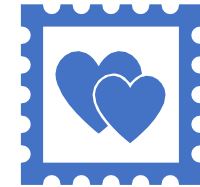
Time Affluence vs. Money

- People who valued time over money was happier
- Time to do what you really want to do or do nothing and just enjoy
- Don't ever feel like you are strapped for time
- Think about all the times that you could have more time

- Whillans et al. (2016). Valuing time over money is associated with greater happiness. *Social Psychological and Personality Science*, 7(3), 213-222.
- Hershfield et al.(2016). People who choose time over money are happier. *Social Psychological and Personality Science*, 7(7), 697-706.
- Moligner (2010). The pursuit of happiness: Time, money, and social connection. *Psychological Science*, *Psychological Science* 21(9) 1348-1354.

Incorporate happier practices!

- Gratitude
- Kindness
- Savoring
- Experiences
- Time Affluence





Summary

1. Remember the recipe for meaningful work
2. Learn to take care of ourselves and reduce our stress
3. Add happier habits

Do you feel that
you can improve
your well-being?

Please rate 1-10 with 1 being
the lowest and 10 being the
highest!





Be Happy! Enjoy Life!
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