



European Congress of Radiology 2021

*Surviving in Times of Chaos:
Creating A Personal Resilience / Well Being Plan*

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Burnout in Radiology 2021

INCIDENCE:

Diag. Radiology = 49% overall
 women = 54%
 men = 47%
 trainees = 55%

Diag. Radiology = 7th worst of 26 fields

Medscape Radiology, January 2020

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The Impact Of Burnout

- **Impaired Job Performance / Problems**
- **Job Loss / Reduced Work Hours**
- **Relationship Difficulties at Work / at Home**
- **Physical Illness**
- **Emotional Illness (esp. anxiety / depression)**
- **Increased**
- **Decreased**
- **Transitions out of Clinical Care**

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The Solution:

Have a Plan for Health, Balance, and Resilience!



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Components of MD Resilience

Sustain Your Personal Health
 Redefine and Live your Purpose
 Create better Work / Life Balance
 Manage your Time to your Values
 Manage your Wealth for Retirement
 Be more Resilient at Work

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Sustaining Your Personal Health

- Get an Annual Physical Exam
- Stay Physically Active 3-5x/wk x 60 min
- Get 8 hours of sleep nightly
- Eliminate Obesity
- Seek Self-Awareness & Life Balance
- Build Support, Connection & Intimacy
- Take More Time Off
- Put Fun & Laughter into your Schedule

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Planning Questions Sustaining Your Personal Health

- Review the Sustaining Health section.
- Which of the ideas do you want to adopt?
- Write down each as an action step.
- Make each action step “SMART.”
(Specific, Measureable, Appropriate, Reasonable, Timeline)

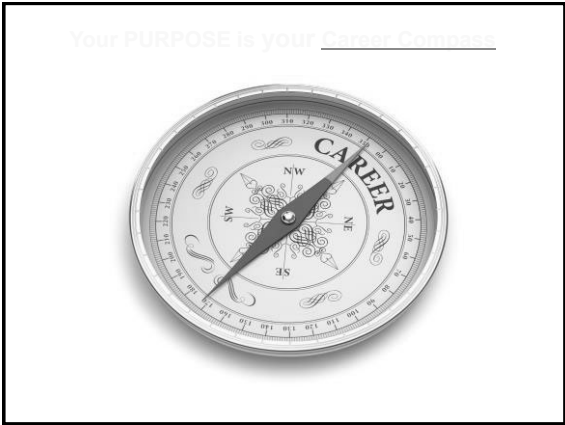
Specify a start date and accountability.

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Planning Notes

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Purpose Checklist

1. Put a check mark in the 1st Sort Column of those items that are really important to you or are becoming more important to you. (Do NOT include "Shoulds"! There are spaces to write in your own item.)
2. Review the checked items and see if there are any themes.
3. Check only the priority items in the 2nd Sort Column.
4. Check the top 10 items (or less) in the Top 10 Column.

Top 10	2nd Sort	1st Sort	PURPOSE	Top 10	2nd Sort	1st Sort	PURPOSE
			Work Satisfaction				More Freedom for Me
			Reach Goals				Nurture Myself
			Use My Skills and Abilities				Have Alone Time
			New Training and Learning				Stay Healthy
			Network and Explore				Regular Exercise
			Take More Risks				Deepen My Committed Relationship
			Reach the Top				Parent with Love and Wisdom
			Start My Own Venture				Be a Close Family
			More Recognition				Create A Home
			More Power and Influence				Be a Caring Sibling
			Simplify My Life				Be a Caring Child to My Parents
			More Balance in My Life				Have Close Friends
			Get Off the Fast Track				Care and Connect with Others
			Learn to Say No				Deepen My Spirituality
			Accept My Limitations				Become a Whole Person
			Freedom From Financial Burdens				Trust Beyond Myself
			Build Financial Wealth				Inner Peace
			More Self-Esteem				Inner Wisdom
			Have More Fun				Appreciate Beauty
			Adventure and Excitement				Feel My Life Counts
			New and Unique Experiences				Leave the World a Better Place
			Travel -- See the World				Community Service
			Enjoy My Hobbies				Mentor Others
			Use My Creativity				
			Create An Exciting Retirement				

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Your Purpose Statement

“The purpose of the next chapter of my life is:.....”

- _ No more than 4 sentences
- _ Write in PRESENT tense
- _ Include all 10 of your top choices
- _ Read out loud daily x30 days

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Write Your Purpose Statement

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Defining and Creating Work-Life Balance



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The Six Domains Of Balance

- Physical Balance
- Emotional Balance
- Spiritual Balance
- Relationship Balance
- Community Balance
- Work Balance

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Strategies for Physical Balance

- **Institute a personal wellness program directed by a physician other than you.**
- **Get an annual physical exam.**
- **Tap into previous sports passions and/or develop new physical skills.**
- **Explore hidden desires and take new physical risks. Both challenge personal growth.**

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Strategies for Emotional Balance

- **Develop a daily program for self awareness.**
- **Accept and Let Go of all beyond your control.**
- **Stay focused on the moment; let go of yesterday and forget about tomorrow.**
- **Develop and make use of a trustworthy support network.**

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Strategies for Spiritual Balance

- **Obtain a spiritual advisor. Start by devoting one hour per week to a spiritual practice of your choice.**
- **Learn to enjoy spontaneous fun.**
- **Listen to and act upon your inner voice.**
- **Accept emotional pain and fear as teachers and a normal part of life.**

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Strategies for Relationship Balance

- **Develop a relationship with yourself via self-awareness, spiritual practice and time alone.**
- **Set relationship goals yearly, get feedback.**
- **Assess all major relationships yearly. Are you giving and receiving in balance?**
- **Practice “listening to understand” (rather than listening to respond) in dialogue with others.**

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Strategies for Community Balance

- **Adopt a community, preferably one outside healthcare, and spend time with them regularly.**
- **Volunteer your time for special projects.**
- **Share your thoughts, emotions, successes and failures with your community. Use them to support you.**

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Strategies for Work/Career Balance

- **Accept that careers are cyclical not linear.**
- **Only you are responsible for your success and happiness. No one else is to blame.**
- **Take risks and accept new challenges at work to sustain career resilience.**
- **Join or start a physician support group.**
- **Learn how to “re-invent” yourself.**

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Planning Questions Work-Life Balance

- Look back thru the W- L Balance Section.
- Which Domain(s) do you want to improve?
- Write down 1-2 goals for each Domain chosen.
- Make each goal “SMART.”
- Specify a start date and accountability.

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Planning Notes

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Managing Your Time



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The Time Management Matrix

	Urgent	Not Urgent
Important	I ACTIVITIES: Crises Pressing problems Deadline-driven projects	II ACTIVITIES: Prevention, PC activities* Relationship building Recognizing new opportunities Planning, recreation
Not Important	III ACTIVITIES: Interruptions, some calls Some mail, some reports Some meetings Proximate, pressing matters Popular activities	IV ACTIVITIES: Trivia, busy work Some mail Some phone calls Time wasters Pleasant activities

[S. Covey: The Seven Habits of Highly Effective People]

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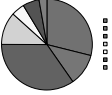
Time Management Exercise

*You have *168 hours a week*. Knowing that time is one of your most precious resources, analyze how you spend you time in a typical week and how you want to invest your time in the future. Please note *maintenance activities* can span all roles and include activities which seem necessary but which do not add value to those roles; some examples: bill paying, house maintenance, etc.

- Identify how many hours you *currently spend* a week on the following:
 - Sleep
 - Maintenance
 - Personal Activities
 - Couple Activities
 - Family Activities
 - Friends Activities
 - Work/Career Activities
 - Community Activities

For simplicity,
1 Hour - 0.6% of the Week.

Current Commitments



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Planning Questions Your Values About Time

- Do you know where and how all of your 168 hours per week are spent? _____
- Are you happy with your time allocation? _____
- Do you spend your time in good alignment with your values? _____
- If you could change two things about your time allocation, what would they be? _____

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Planning Notes

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Managing Your Wealth A Few Suggestions

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Investing for Retirement

- Have a fee-only CFP design your Plan.
- Invest in a ***broadly*** diversified portfolio.
- Re-balance your account ***regularly*** (2-3x/yr).
- Don't get overly conservative in retirement; you need income ***and*** capital growth.
- Use a trusted manager for your retirement account; you don't have the time to do it well.

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Your Retirement Portfolio: How Much is Enough?

- The amount needed depends on many factors, including your lifestyle in retirement, your return on investments, inflation, unexpected expenses.
- General guideline:
 - Need 80% of pre-retirement annual income X 30 yrs
 - My opinion: Plan on 100% of annual income X 30 yrs

(USA Retirement: Plan on needing at least \$3 million in 2021 dollars)

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Diversify Your Investments

- Buy stocks, bonds, other stable instruments, gold, real estate and keep at least 5% in cash.
- Buy both domestic & foreign investments.
- Index funds are cheaper and safer than indiv. stocks
- Use a broad asset allocation: lge cap, mid cap, sm cap, emerging mks, (growth + value)
- The balance of securities / fixed income will change with your age and your risk tolerance.

e.g. 80% stocks / 20% bonds -- 30's & 40's
60% / 40% -- 50's & 60's
50% / 50% -- 65 +

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Have a Retirement Income Plan

- Work with a fee-only Certified Financial Planner
--Insist on a "Monte Carlo Analysis"
- Determine your monthly income needs
- Plan on 90% to 100% of current income replacement
- Determine the cost of your retirement lifestyle
- Make assumptions r.e. inflation, investment IRR
- USA: Can't plan on Social Security payments being there
- Plan to live to at least 90 years old
- Plan to withdraw no more than 4%/yr from your portfolio
- Protect your estate with Wills / Trust(s) as necessary

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Planning Questions Managing Your Wealth

- Look back through the Wealth Section.
- What steps do you need to take?
- Write down each step.
- Make each step "SMART."
- Start date? Who will hold you accountable?

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Planning Notes

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Resilience At Work

A Few Suggestions

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Your Reading Room

- Your time: = Finite
- Demands on Your time: = Infinite
- Answer the Phone as little as possible.
- Hire a RR asst. to answer the phone.
- Take a break q 45 min to stretch.
- Use ergonomic chairs/desks
- Eat lunch daily, OUT OF THE DEPT.
- Eat healthy snack(s) and stay hydrated.

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Planning Questions Resilience at Work

- Look back thru the Resilience at Work Section.
- Which of the ideas do you want to adopt?
- Write down each of the ideas to adopt.
- Make each goal "SMART."
- Begin one new change within 7 days!

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Planning Notes

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Creating Your Resilience Plan

- Look back through your planning notes.
- Which of your goals do you want to add to your resilience plan?
- Write each goal into your resilience plan.
- Make your goals "SMART."
- Start on one of your goals within 7 days!

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My Personal Resilience Plan

- Action Step 1: Action, Start Date, Support Needed
- Action Step 2: Action, Start Date, Support Needed
- Action Step 3: Action, Start Date, Support Needed
- Action Step 4: Action, Start Date, Support Needed
- Action Step 5: Action, Start Date, Support Needed

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