

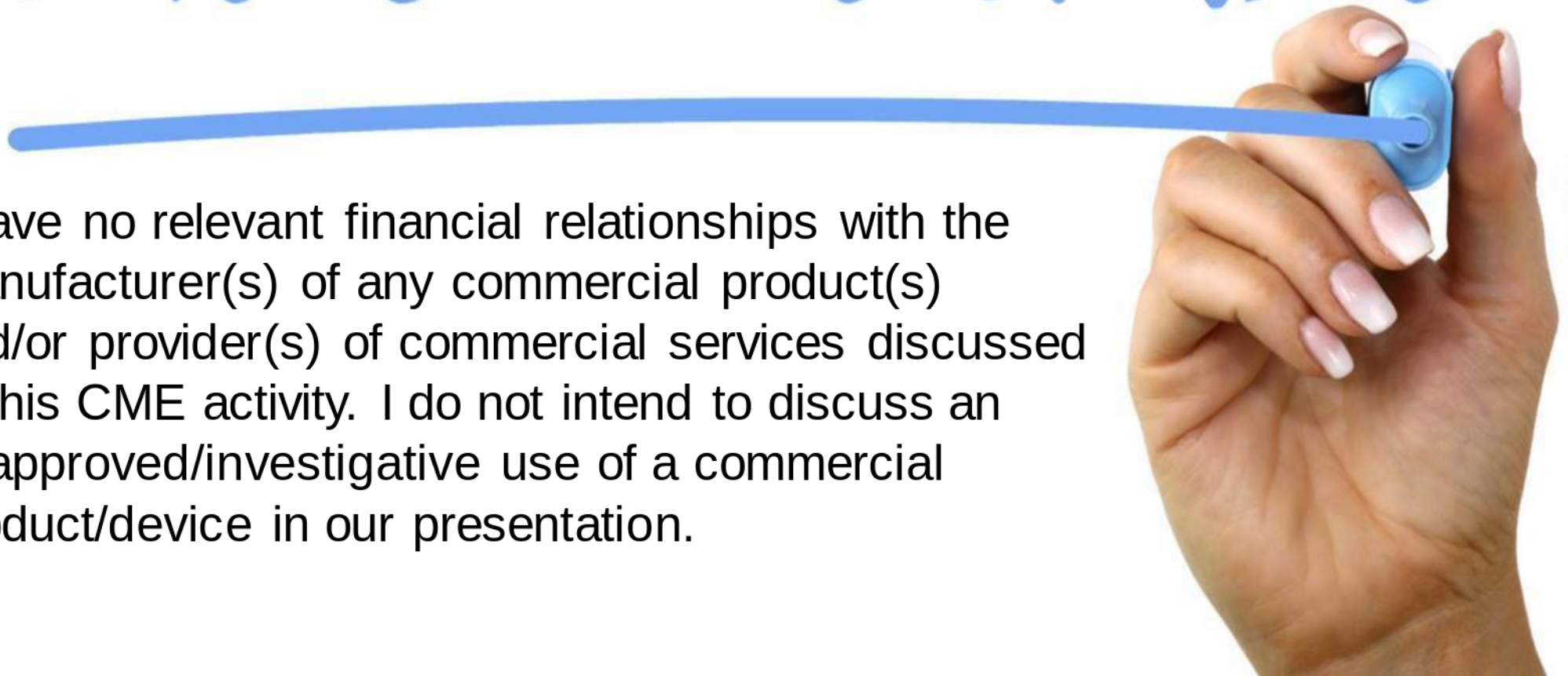
Balancing your work family and your REAL family

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AAP, President Elect 2022

DISCLOSURES



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Goals

- Identify your REAL family and your WORK Family
- Organizing your families
- How do you handle stress?
- Are you a workaholic?
- Helping with communication

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#189762

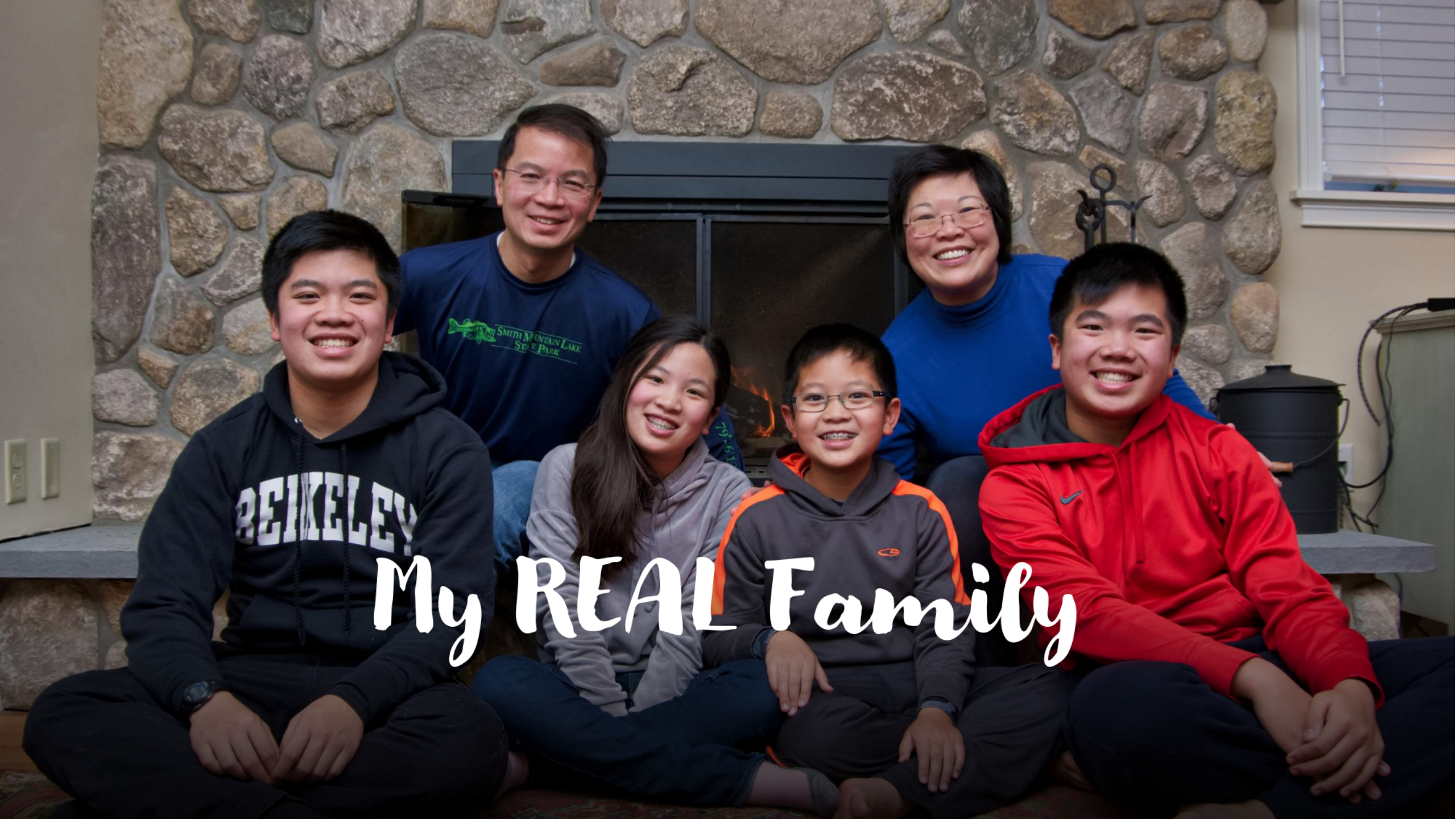
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Which is more stressful for you?

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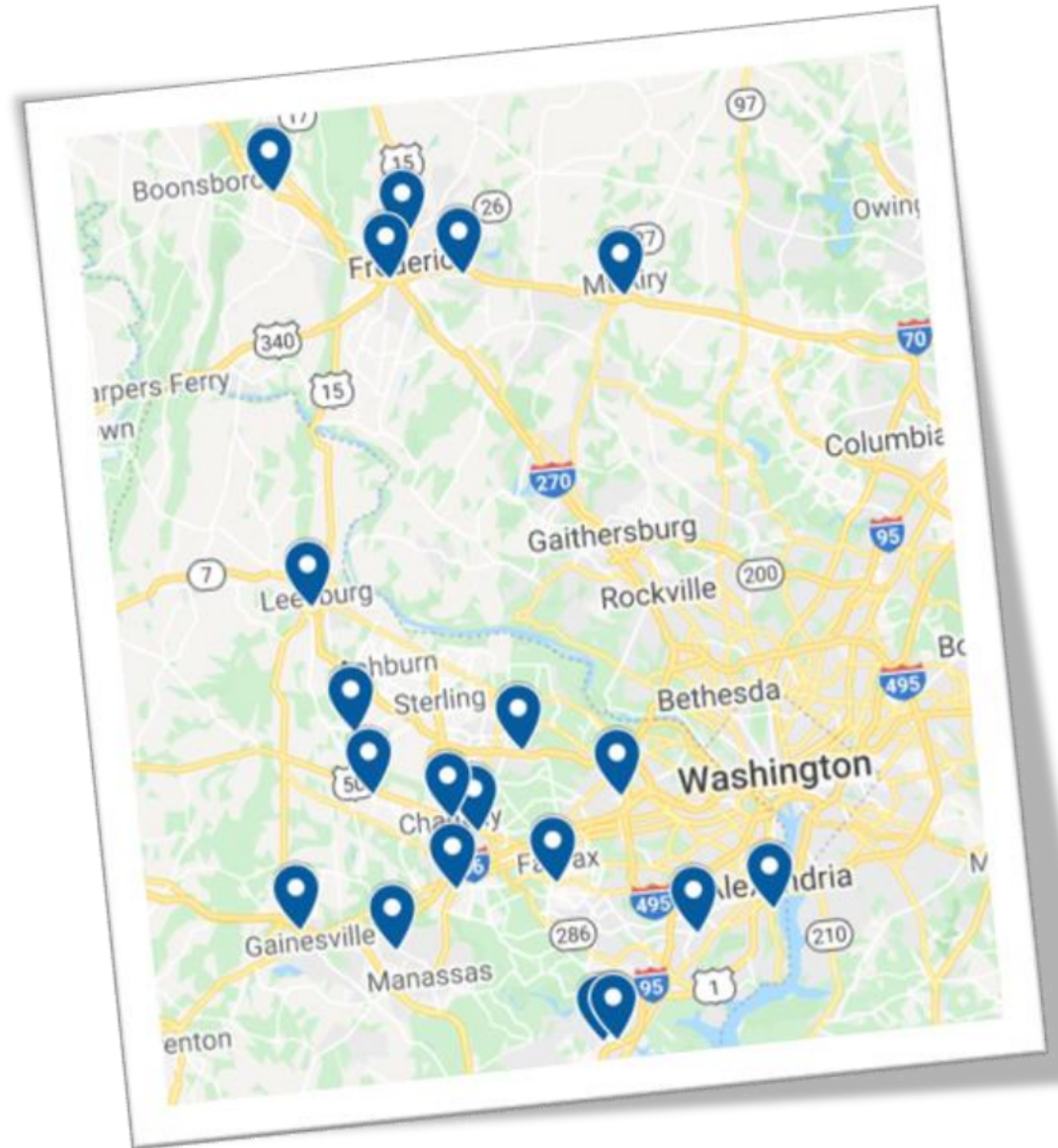
My REAL Family



Trusted Doctors

- 22 locations in Virginia and Maryland
- 9 Divisions (legacy practices)
- 400+ employees

o (Group without





Fairfax
Pedi
Asso

Celebrating 50 Years
Pediatric Excellence

Part of my Work Family

More of my work family





EXIT

And more of my work family!



We are givers...

- Pediatricians care about others
- Pediatricians spend their lives helping others
- Pediatricians have multiple hats to wear
- Pediatrician families – at home and at work – need us
- Pediatricians have needs, too



How big
is your
heart?

A woman with long, wavy brown hair is looking directly at the camera with a wide-eyed, surprised expression. She is wearing a dark jacket over a light-colored shirt. The background is a dramatic sky with dark, swirling clouds and a bright, horizontal band of white light. Numerous small, dark, confetti-like particles are falling from the top of the frame.

How big is your brain?



	SUN 18	MON 19	TUE 20	WED 21	THU 22	FRI 23	SAT 24
GMT-04		restaurant closing date See patients	ADMIN	See patients/ADMIN	OFF	OFF	
4 AM							
5 AM							
6 AM							
7 AM							
8 AM	Anthem Event 8am - 4:30pm		Send Water closing docs, 8:30	call henrico water 8 - 9am	PHN 8am - 2pm		
9 AM		REACH: Future Lead Faculty 9am, https://us02web.zoom.us		See patients 9:30am - 12pm			Joint PAAC and COCHF Meeting 9am - 1pm
10 AM		See patients 10am - 1pm	Cigna call - IFP 10 - 11am		Data Protection Discussion 10am, https://childrensnation.com	PP2PI Clinical workgroup rub 10am, https://us02web.zoom.us	
11 AM			set up Zoom questions for p 11:30am - 12:30pm			PHN IT Committee Meeting 11am, https://childrensnation.com	
12 PM				Children's Cab 12 - 1:30pm https://doe-virginia.zoom.us	Virginia COVID-19 Testing a 12pm, https://global.gotom.com		
1 PM			FPA Tuesday Meeting - recur 1pm, https://us02web.zoom.us	Trusted 12 - 1:30pm https://us02web.zoom.us	Cognoa Care Pathway Mox 12pm - 1:30pm	DocuSign meeting 12:30 - 1:30pm	
2 PM		pick up RBMS band shirt 1:30 - 2:30pm	Mgmt Team meeting 2 - 4pm	Trusted Doctor Meeting 2 - 4pm 13135 Lee Jackson Memorial Hwy, Suite	DocuSign demo 2:30 - 3:30pm	Drive to LH 1:30 - 3:30pm	pick up Sarah's cake 1 - 2pm
3 PM						see lake house 2:30 - 3:30pm	COCHF Agenda Book and Attachments-Saturday Meeting 2 - 6pm Virtual meeting
4 PM			TD Management Meeting (ne 4pm, https://us02web.zoom.us		MSVF+Sandy Catchup 4 - 5pm	Interview Sylvia Yao - Person 4 - 5pm	
5 PM		PP2PI Clinical Workgroup me 5pm, https://us02web.zoom.us			talk with Mack Hassoun - loa 5 - 6pm		
6 PM			VMAP Education Workgroup 5:30pm, https://us02web.zoom.us			Interview Xiaoman Shi - Pers 6 - 7pm	
7 PM		Email closing docs water 6:30 - 7:30pm	FPA preplanning 7 - 9pm https://us02web.zoom.us	FPA Partner Meeting 6:30 - 8:30pm https://us02web.zoom.us/j/85008438543?pwd=ckNLVzYwSOx4RUhQd0pvU1RkZ0h			Do moca Peds 6:45 - 7:45pm
8 PM							
9 PM		Learning time Introduction to Public 8:30 - 10pm	Learning time - Introduction to Public Speaking 8:30 - 10pm	Learning time - Introduction to Public Speaking 8:30 - 10pm	Learning time - Introduction to Public Speaking 8:30 - 10pm	Learning time - Introduction to Public Speaking 8:30 - 10pm	
10 PM							

Organizing your families

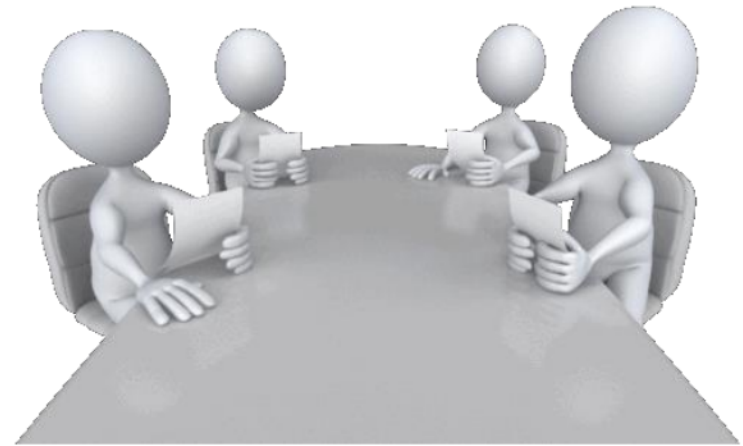
My kids have their own calendar...

- We each have methods that we prefer
- "I don't know HOW you do it ALL!"
- Organization is key

	MON18	TUE19	WED20	THU21	FRI22	SAT23
ALEX	OFF PAY KAREN Sarah Hour Roll 6pm	Adm AU Day	Adm AU Off Day	Adm AU Day	Adm AU Day Sarah Violin recital Noetic Fall 7:15am	Work Sat
SARAH	Chinese 9:30 & 11:30 PAY			Field Trip Folger Theater		TJMO
RYAN		BB 4:15-6 12BMS	PFHS Aux BB 4:15-6	BB 4:15-6 12BMS	BB 4:15-6 12BMS	BB PFHS 10-12
	Math Team MOEMS #1 12:30-2	4:30 Violin (CTV) 6pm Hour Roll Assembly	Band 7 Winter Concert 6pm Be there 5:00pm	5pm piano	Noetic Fall 7:15am Violin recital 6:00pm	TJMO
		BB practices 4pm ortho	AOPS 7:30-9	6pm Hour Roll Assembly	4:30 piano BB 8:15-9:15 Lower Island	TJMO
	MOEMS #1				Noetic Fall 7:15am Sarah Violin recital	TJMO
		2-8pm	2-8pm	2-8pm	2-8pm	2-8pm

How do you
organize your
different
families'
needs?

Share via Slido



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What helps you to organize your life (1-2 words)?

 Start presenting to display the poll results on this slide.



*Work-Life Balance
Is a Cycle, Not an
Achievement*

Stress and Anxiety

We lose energy when we experience events as stressful

Listening to negative stories, whether on the TV or from another person, puts us in fight or flight mode



Anxiety and Anger

Stress activates the amygdala and prefrontal cortex

Similar physiological patterns (rapid breathing, heart racing, pupils dilating etc.)

Fight or anger response may be activated as a form of protection

BEHAVIORS AS A RESULT...

- “Chandeliering”
- Lack of focus
- Defiance
- Avoidance
- Overplanning
- Gravitating towards negativity



Stress and its physiologic impact

Toxic stress –

- continuous stress hormones (such as cortisol)
- pro- and anti-inflammatory cytokines (such as IL-6)



NERVOUS SYSTEM

Disruption to the developing brain, including changes to the hippocampus, prefrontal cortex and amygdala, may lead to an increase in risk of cognitive impairment, attention deficits, learning disabilities, hyperactivity, self-regulation, memory and attention, and anxiety.



CARDIOVASCULAR SYSTEM

Toxic stress can increase a person's risk of developing high blood pressure, elevating levels of inflammation that can damage the arteries. These conditions can lead to heart disease, stroke and other serious health issues later in life.



IMMUNE SYSTEM

Higher risk of infection and autoimmune disease may occur due to chronic inflammation and other factors, which cause changes in the body's natural immune defense responses.



ENDOCRINE SYSTEM

Toxic stress can impact growth and development. It can also lead to obesity and changes in the timing of puberty, as well as other issues.

Accept what you can't control

There are many situations in life that simply are out of our control

Failure to recognize such situations will create stress for you

Learn to distinguish between those instances in which you can have an impact and those in which you cannot



A woman with brown hair tied in a bun, wearing a yellow sweater, is shown from the chest up, looking upwards with her eyes closed. Her hands are resting on her shoulders. The background is a bright, overexposed sky with blurred green foliage on the left and right sides.

Dealing with Stress

- Relaxation and mindfulness
- Journal writing
- Cognitive restructuring
- Gradual exposure
- Roleplay to practice skills
- Experimenting to see if fears come true

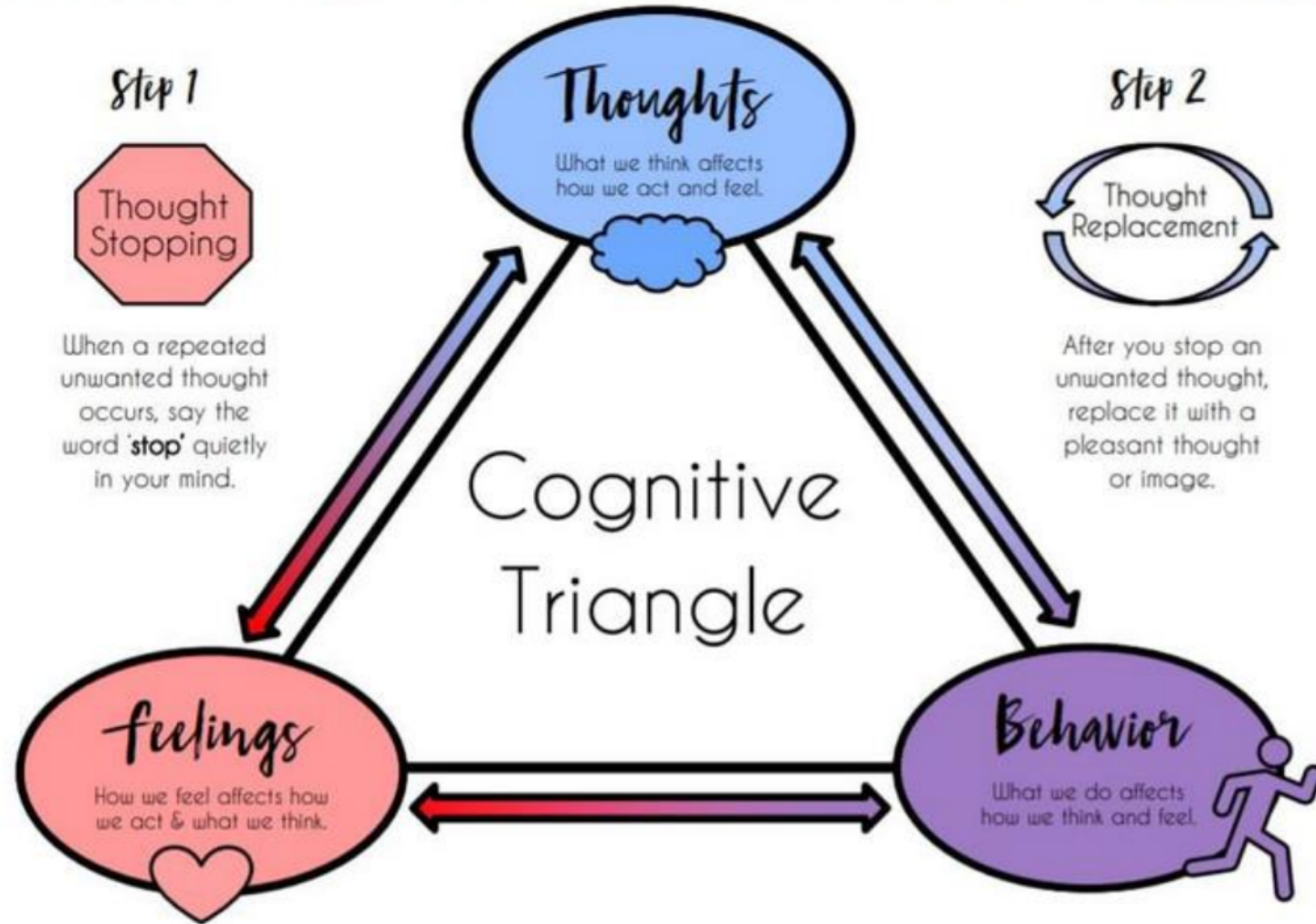
Take charge of your mindset

No one can make you think or feel anything. Only you can do that, so maintain the mindset you prefer.



REMINDER THAT
WINNIE THE POOH
WORE A CROP TOP
WITH NO PANTS &
ATE HIS FAVE FOOD
& LOVED HIMSELF
SO YOU CAN TOO

STOPPING UNWANTED THOUGHTS



Thoughts Feelings Actions

What happened?

My friend Emma hasn't spoken to me as much as usual over the past week.



My Thoughts

I thought: "Emma hasn't talked to me much this week. She must be mad at me."



Because I was upset I ignored Emma and avoided her at school.



My Actions



I felt sad and hurt.



My Feelings



Just because you have a thought doesn't mean it's true. Your thoughts are guesses about why something happened, or about something that might happen. Coming up with new thoughts will help you see a situation differently.



New Thoughts



New Feelings



New Actions

1	"Emma might be upset with me, but maybe not. I don't know."	Concerned that Emma <i>might</i> be upset, but I'm not as sad as I was.	Ask Emma if she is mad at me, or if she has another problem.
2	"Emma has probably been busy with school or something else."	Disappointed I haven't talked to Emma, but understanding.	I'll stay friendly with Emma, as usual. I'll be sure to say "hi" anyway.
3	"Maybe Emma is upset about something unrelated to me."	Worried about how Emma is feeling.	Ask Emma what's going on, and if she needs help.

A photograph showing a dark-colored car partially submerged in a body of water. The car is tilted, with its front end lower than the back. A small, light-colored motorboat with a person on board is positioned in the upper left background. The water is dark blue with some ripples. The text "Expect the unexpected" is overlaid in a white, cursive font across the lower half of the image.

Expect the unexpected



My example

- My Original Thought....
- “What is happening????!?”
- Shock
- Then feeling stupid and embarrassed
- Unable to move

Alternate Thoughts

"It's a good thing no one was hurt."

"Cars are just things. Things can be replaced."

"Glad I have insurance!"

Your Turn

- Identify a situation with a person in your real or work family that recently caused you stress
- Write down your current thought about what that person did
- Then write down your current feeling about the situation
- And your current behavior
- Now write down 3 alternate thoughts ->feelings -> behavior



Feeling guilty?

- **Forgive yourself.**
 - Letting go of guilt has to start with a commitment to stop beating yourself up over your choices and circumstances.
 - Guilt gone awry turns into shame, and it is emotionally painful to constantly feel like you are a bad mom, a bad employee, or a bad friend. Instead, remember the reasons behind your choices.
 - Every time you think to yourself, “I feel bad about ___” replace that with, “I made that decision because ____” and then move forward.



How not to feel as guilty

- Revisit your values.
- Setting boundaries
- Ask for help
- Be “good enough” at home.
- Unfollow those that bring you down.



Reducing Your To Do List

- Having an overflowing brain list almost invariably leads to stress.
- Don't take on too many projects or commitments at once.
- Learn to prioritize and say "no."
- "Brain dump" – write it down and pick 2-3 things that are priority for right now



Progress Principle – make your goal to make progress in just ONE thing each day

5 signs you might be a workaholic

1. You work longer than your colleagues
2. You can't turn off
3. Your body feels unwell
4. Your relationships are strained
5. You tie your worth to your work success

Forbes, Oct 2014



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Are you a workaholic?

ⓘ Start presenting to display the poll results on this slide.

Workaholism vs Working long hours



People who work long hours in a healthy manner:

- Can “switch off” work and not obsess about work
- Are not at increased risk for metabolic syndrome (CV disease, diabetes)
- Have less cynicism, less emotional exhaustion, less depression
- Sleep well
- Do not feel compelled to work constantly
- Do not feel guilty when not working

Stress and its physiologic impact

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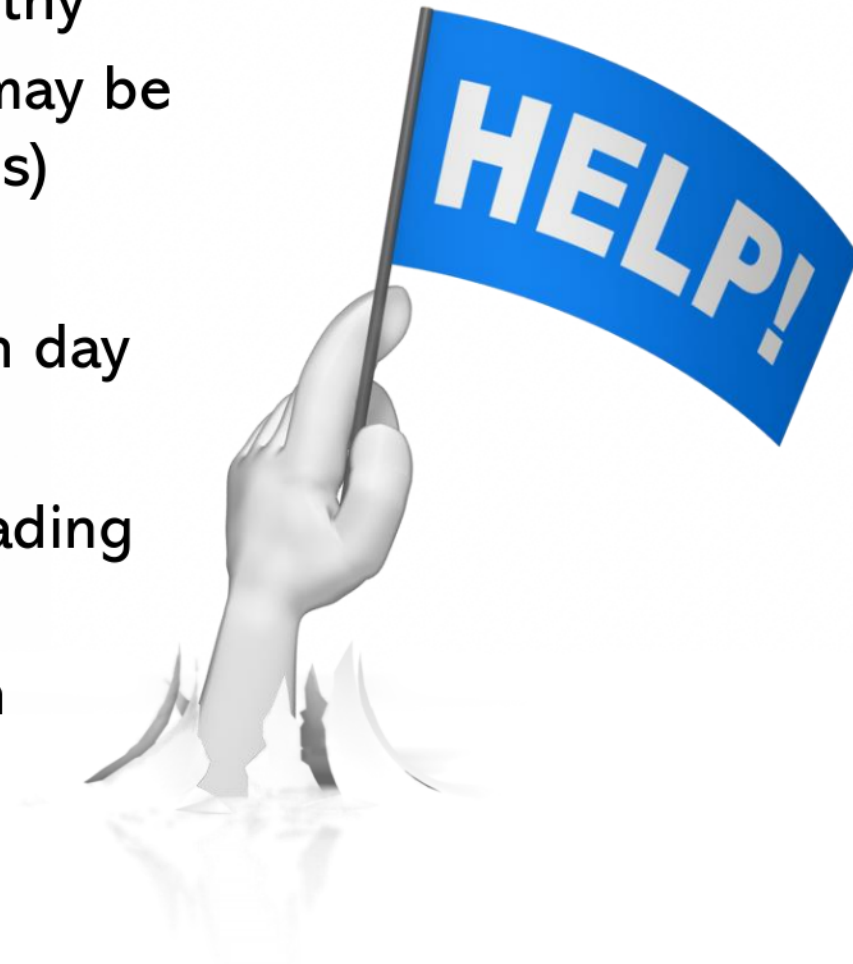


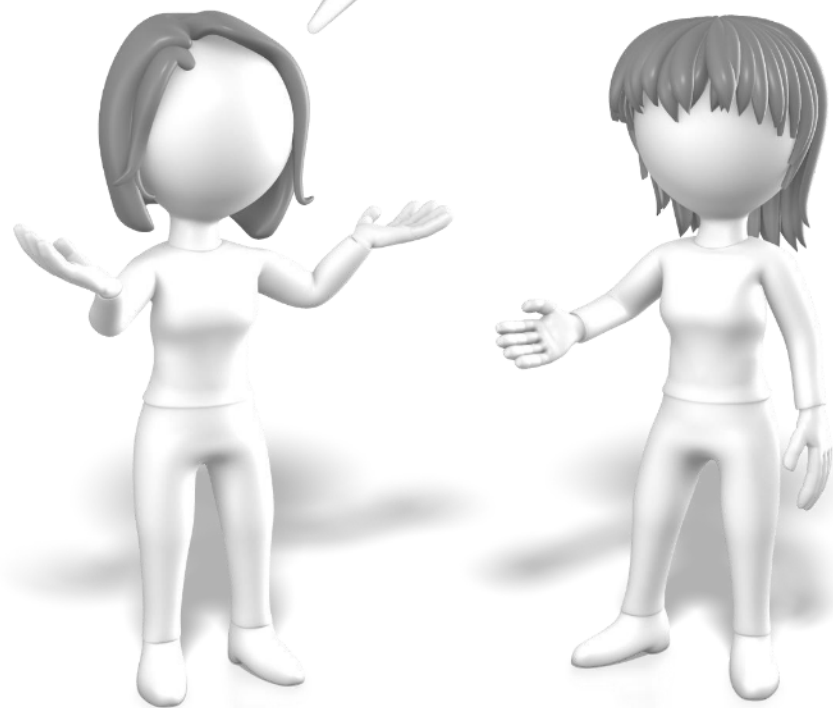
ENDOCRINE SYSTEM

Toxic stress can impact growth and development. It can also lead to obesity and changes in the timing of puberty, as well as other issues.

What to do if you are a workaholic?

- Acknowledge that your relationship to work is unhealthy
- Seek treatment or counseling to determine why you may be working compulsively (intrinsic vs extrinsic motivations)
- Get additional supports at home and at work
- Set clear rules for how many hours you will work each day
- End work at least 2-3 hours before bedtime
- Find enjoyable non-work activities (seeing friends, reading a book, gardening, puzzles, learning a new skill)
- Loving your job seems to mitigate some of the health impacts for workaholics





**Making
Communication
Easier**

IT'S **NOT**
ABOUT
THE
NAIL



Three Kinds Of Listening

- Half listening
 - Paying attention some, focusing on your reaction, waiting to break in, distracted, doodling
- Sound listening
 - Hearing words not meaning, missing significance of message, responding with logic only
- Active listening

Active Listening: What's Involved

- Ignoring distractions
- Ignoring delivery quirks
- Making eye contact
- Being aware of body language
- Asking clarifying questions
- Recognizing speaker's intent
- Acknowledging emotion involved
- Responding appropriately
- Remaining engaged



Active Listening: The Bottom Line

- Keep an open mind and pay attention
 - Focus on speaker's ideas, not delivery; listen for significance of message; hear before evaluating; control your emotions
- Ignore distractions
 - Be present; turn phone OFF; close/turn off computer; find the right location for the conversation
- PARTICIPATE
 - Make eye contact; be aware of your body language; nod; ask questions; acknowledge emotion involved; allow silence; paraphrase; summarize

Constructive Feedback

You are an expert on

- Other people's behavior
- Your feelings

You are not an expert on

- Your behavior
- Other people's feelings

{ FEED • BACK }
helpful information or criticism that is given to someone to say what can be done to improve a performance.

“

Giving Constructive Feedback

- | | | |
|----|--------------------------|---|
| 1. | “When you . . .” | Start with a “When you...” statement that describes the behavior without judgment, exaggeration, labeling, attribution, or motives. Just state the facts as specifically as possible. |
| 2. | “I feel . . .” | Tell how their behavior affects you. If you need more than a word or two to describe the feeling, it’s probably just some variation of joy, sorrow, anger, concern or fear. |
| 3. | “Because I . . .” | Now say why you are affected that way. Describe the connection between the facts you observed and the feelings they provoke in you. |



Giving Constructive Feedback

- | | | |
|----|---------------------------------|--|
| 4. | Pause for discussion | Let the other person respond. |
| 5. | “I would like ...” | Describe the change you want the other person to consider... |
| 6. | “Because ...” | ...and why you think the change will alleviate the problem. |
| 7. | “What do you think? ...” | Listen to the other person’s response. Be prepared to discuss options and reach consensus on a solution. |



Example: Giving Constructive Feedback

1. **“When you...”** “When you are late for team meetings,
2. **“I feel...”** I get angry...
3. **“Because I...”** ... because I think it is wasting the time of all the other team members and we are never able to get through all of the agenda items.”
4. **(Pause for discussion)**
5. **“I would like...”** “I would like you to consider finding some way of planning your schedule that lets you get to these team meetings on time.”
6. **“Because...”** “Because that way we can be more productive at the team meetings, and we can all keep to our tight schedules.”
7. **“What do you think?...”**

Create a personal space

Infuse your home with calm

- integrate natural elements such as stone, wood and plants
- walls be painted in cool, calming colors such as light greens and soft blues
- soothing lighting by using lamps with dimmer switches.



11 gorgeous
Hard to Kill Houseplants
delineateyourdwelling.com



Sandy Chung, MD

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