

WEBVTT

NOTE duration:"00:52:04"

NOTE recognizability:0.935

NOTE language:en-us

NOTE Confidence: 0.899694909230769

00:00:00.000 --> 00:00:00.980 Welcome to Janeway Society.

NOTE Confidence: 0.899694909230769

00:00:00.980 --> 00:00:03.160 I'm the Addy for any who don't know me.

NOTE Confidence: 0.899694909230769

00:00:03.160 --> 00:00:04.672 It's my pleasure to be able

NOTE Confidence: 0.899694909230769

00:00:04.672 --> 00:00:05.680 to introduce doctor Jeff.

NOTE Confidence: 0.899694909230769

00:00:05.680 --> 00:00:07.064 Jeff, Jeff, Jeff, Jeff,

NOTE Confidence: 0.899694909230769

00:00:07.064 --> 00:00:08.794 we'll go Jeff I made,

NOTE Confidence: 0.899694909230769

00:00:08.800 --> 00:00:10.600 I added Jeffrey for some reason.

NOTE Confidence: 0.899694909230769

00:00:10.600 --> 00:00:13.084 We'll stick with Jeff as it says on the

NOTE Confidence: 0.899694909230769

00:00:13.084 --> 00:00:14.438 paper, but good to see you all here.

NOTE Confidence: 0.899694909230769

00:00:14.440 --> 00:00:15.658 Good to know that some of

NOTE Confidence: 0.899694909230769

00:00:15.658 --> 00:00:16.760 you are online as well.

NOTE Confidence: 0.899694909230769

00:00:16.760 --> 00:00:18.956 And as you can see from the title slide

NOTE Confidence: 0.899694909230769

00:00:18.956 --> 00:00:20.712 he's going to be talking about wellbeing

NOTE Confidence: 0.899694909230769

00:00:20.712 --> 00:00:22.599 in the academic and academic medicine.

NOTE Confidence: 0.899694909230769

00:00:22.600 --> 00:00:24.208 I'll let him kind of give the description

NOTE Confidence: 0.899694909230769

00:00:24.208 --> 00:00:25.997 of the actual time we'll have together,

NOTE Confidence: 0.899694909230769

00:00:26.000 --> 00:00:28.114 but also wanted to give you all

NOTE Confidence: 0.899694909230769

00:00:28.114 --> 00:00:29.450 an introduce introduction to him.

NOTE Confidence: 0.899694909230769

00:00:29.450 --> 00:00:31.970 So Doctor Jeff Dewey is an MD and

NOTE Confidence: 0.899694909230769

00:00:31.970 --> 00:00:33.880 also has an MHS and is Assistant

NOTE Confidence: 0.899694909230769

00:00:33.880 --> 00:00:35.514 Professor of Neurology with a

NOTE Confidence: 0.899694909230769

00:00:35.514 --> 00:00:36.898 specialty and neuromuscular Medicine

NOTE Confidence: 0.899694909230769

00:00:36.898 --> 00:00:39.168 here at the Yale School of Medicine.

NOTE Confidence: 0.899694909230769

00:00:39.170 --> 00:00:40.952 He received his MD Kumlade from

NOTE Confidence: 0.899694909230769

00:00:40.952 --> 00:00:42.853 Boston University and a Masters of

NOTE Confidence: 0.899694909230769

00:00:42.853 --> 00:00:44.498 Health Science and Medical Education

NOTE Confidence: 0.899694909230769

00:00:44.498 --> 00:00:46.570 from the Yale School of Medicine,

NOTE Confidence: 0.899694909230769

00:00:46.570 --> 00:00:48.158 completed his preliminary internal

NOTE Confidence: 0.899694909230769

00:00:48.158 --> 00:00:50.143 medicine training at Beth Israel

NOTE Confidence: 0.899694909230769  
00:00:50.143 --> 00:00:51.887 Deaconess Medical Center in Boston,  
NOTE Confidence: 0.899694909230769  
00:00:51.890 --> 00:00:54.410 and a neurology residency and  
NOTE Confidence: 0.899694909230769  
00:00:54.410 --> 00:00:56.930 neuromuscular medicine fellowship at Yale  
NOTE Confidence: 0.899694909230769  
00:00:57.004 --> 00:01:00.124 New Haven Hospital Prior to joining in 2018.  
NOTE Confidence: 0.899694909230769  
00:01:00.130 --> 00:01:02.008 He serves as a Clerkship Director  
NOTE Confidence: 0.899694909230769  
00:01:02.008 --> 00:01:03.628 and Associate Program Director in  
NOTE Confidence: 0.899694909230769  
00:01:03.628 --> 00:01:05.193 Department Neurology and as the  
NOTE Confidence: 0.899694909230769  
00:01:05.193 --> 00:01:06.843 Director of Resident Wellness and  
NOTE Confidence: 0.899694909230769  
00:01:06.843 --> 00:01:08.558 Department of well-being and the  
NOTE Confidence: 0.899694909230769  
00:01:08.558 --> 00:01:09.930 Department of well-being Officer.  
NOTE Confidence: 0.899694909230769  
00:01:09.930 --> 00:01:11.690 He coordinates well-being initiatives  
NOTE Confidence: 0.899694909230769  
00:01:11.690 --> 00:01:13.450 within the residency program,  
NOTE Confidence: 0.899694909230769  
00:01:13.450 --> 00:01:15.498 and the department has a lot of different  
NOTE Confidence: 0.899694909230769  
00:01:15.498 --> 00:01:16.777 initiatives and roles he's been  
NOTE Confidence: 0.899694909230769  
00:01:16.777 --> 00:01:18.443 involved in which he may share about.  
NOTE Confidence: 0.899694909230769

00:01:18.450 --> 00:01:20.249 But I just also wanted to mention

NOTE Confidence: 0.899694909230769

00:01:20.249 --> 00:01:21.804 that his research centers around

NOTE Confidence: 0.899694909230769

00:01:21.804 --> 00:01:23.619 the promotion of thriving among

NOTE Confidence: 0.899694909230769

00:01:23.619 --> 00:01:25.201 graduate medical trainees through

NOTE Confidence: 0.899694909230769

00:01:25.201 --> 00:01:26.937 principles of appreciative inquiry.

NOTE Confidence: 0.899694909230769

00:01:26.940 --> 00:01:28.014 Positive psychology,

NOTE Confidence: 0.899694909230769

00:01:28.014 --> 00:01:29.625 change management and

NOTE Confidence: 0.899694909230769

00:01:29.625 --> 00:01:30.699 organizational leadership.

NOTE Confidence: 0.899694909230769

00:01:30.700 --> 00:01:31.830 So definitely the right person

NOTE Confidence: 0.899694909230769

00:01:31.830 --> 00:01:33.203 to leave the session today and

NOTE Confidence: 0.899694909230769

00:01:33.203 --> 00:01:34.213 we're grateful that you've taken

NOTE Confidence: 0.899694909230769

00:01:34.213 --> 00:01:35.580 time out to be here with us.

NOTE Confidence: 0.899694909230769

00:01:35.580 --> 00:01:36.138 Thanks so much.

NOTE Confidence: 0.938576366666667

00:01:38.380 --> 00:01:40.258 Yeah, thank you for having me.

NOTE Confidence: 0.938576366666667

00:01:40.260 --> 00:01:41.620 I'm excited to be here. I've,

NOTE Confidence: 0.938576366666667

00:01:41.620 --> 00:01:44.172 I've heard of this group and so it's

NOTE Confidence: 0.938576366666667

00:01:44.172 --> 00:01:45.820 really nice to see you all in person.

NOTE Confidence: 0.9603804

00:01:49.020 --> 00:01:50.700 I define academic medicine broadly.

NOTE Confidence: 0.9603804

00:01:50.700 --> 00:01:53.388 I recognize that we have both clinicians and

NOTE Confidence: 0.9603804

00:01:53.388 --> 00:01:55.547 nonclinicians in the audience and so we'll.

NOTE Confidence: 0.9603804

00:01:55.550 --> 00:01:58.460 Talk about data relevant to both

NOTE Confidence: 0.9603804

00:01:58.460 --> 00:01:59.790 populations and then we're going to,

NOTE Confidence: 0.9603804

00:01:59.790 --> 00:02:01.788 so we'll talk about some data,

NOTE Confidence: 0.9603804

00:02:01.790 --> 00:02:04.555 we'll do a little bit of self

NOTE Confidence: 0.9603804

00:02:04.555 --> 00:02:06.026 reflection in terms of imposter

NOTE Confidence: 0.9603804

00:02:06.026 --> 00:02:07.371 syndrome and then we're actually

NOTE Confidence: 0.9603804

00:02:07.371 --> 00:02:09.220 going to do an activity together to

NOTE Confidence: 0.9603804

00:02:09.220 --> 00:02:10.750 develop a personal mission statement.

NOTE Confidence: 0.9603804

00:02:10.750 --> 00:02:12.906 So this won't be all me talking,

NOTE Confidence: 0.9603804

00:02:12.910 --> 00:02:15.518 which is usually a good thing because you

NOTE Confidence: 0.9603804

00:02:15.518 --> 00:02:17.990 don't need to hear me talk for an hour.

NOTE Confidence: 0.9603804

00:02:17.990 --> 00:02:21.190 So let me see if I can advance my slides.  
NOTE Confidence: 0.9603804

00:02:21.190 --> 00:02:24.518 Just reflect for a second in your career,  
NOTE Confidence: 0.9603804

00:02:24.518 --> 00:02:25.910 in your life.  
NOTE Confidence: 0.9603804

00:02:25.910 --> 00:02:28.470 Are you thriving or are you just surviving?  
NOTE Confidence: 0.9603804

00:02:28.470 --> 00:02:30.510 Are you just getting by and you  
NOTE Confidence: 0.9603804

00:02:30.510 --> 00:02:32.190 don't have to answer this out loud,  
NOTE Confidence: 0.9603804

00:02:32.190 --> 00:02:34.098 but I just want you to ponder it for  
NOTE Confidence: 0.9603804

00:02:34.098 --> 00:02:36.150 a second and think about where you  
NOTE Confidence: 0.9603804

00:02:36.150 --> 00:02:38.167 lie on that spectrum between just  
NOTE Confidence: 0.9603804

00:02:38.167 --> 00:02:40.429 getting by and really nailing it,  
NOTE Confidence: 0.9603804

00:02:40.430 --> 00:02:43.562 and where you would like to be  
NOTE Confidence: 0.9603804

00:02:43.562 --> 00:02:44.228 in what direction.  
NOTE Confidence: 0.9603804

00:02:44.230 --> 00:02:45.469 What move you would like to make  
NOTE Confidence: 0.933544666666667

00:02:48.070 --> 00:02:52.126 so burnout is a hot topic.  
NOTE Confidence: 0.933544666666667

00:02:52.130 --> 00:02:53.078 I'm a neurologist.  
NOTE Confidence: 0.933544666666667

00:02:53.078 --> 00:02:55.290 I can share that in neurology alone.

NOTE Confidence: 0.933544666666667  
00:02:55.290 --> 00:02:57.186 In the past few years there's  
NOTE Confidence: 0.933544666666667  
00:02:57.186 --> 00:02:59.010 been many articles on burnout.  
NOTE Confidence: 0.933544666666667  
00:02:59.010 --> 00:03:01.746 And as a neurologist I know that about  
NOTE Confidence: 0.933544666666667  
00:03:01.746 --> 00:03:04.355 60% of our practicing faculty and  
NOTE Confidence: 0.933544666666667  
00:03:04.355 --> 00:03:06.320 about 75% of our residents experience  
NOTE Confidence: 0.933544666666667  
00:03:06.320 --> 00:03:08.330 at least one symptom of burnout.  
NOTE Confidence: 0.9805072  
00:03:11.330 --> 00:03:15.206 Medicine in general is prone to burnout.  
NOTE Confidence: 0.9805072  
00:03:15.210 --> 00:03:16.925 You can see here The  
NOTE Confidence: 0.9805072  
00:03:16.925 --> 00:03:18.640 writing's a little small but.  
NOTE Confidence: 0.9805072  
00:03:18.640 --> 00:03:20.840 There are lots of different  
NOTE Confidence: 0.9805072  
00:03:20.840 --> 00:03:22.868 specialties listed here and the  
NOTE Confidence: 0.9805072  
00:03:22.868 --> 00:03:24.284 percent reporting burnout range  
NOTE Confidence: 0.9805072  
00:03:24.284 --> 00:03:26.600 is anywhere from 30 to almost 70%.  
NOTE Confidence: 0.9805072  
00:03:26.600 --> 00:03:28.840 So that's quite the  
NOTE Confidence: 0.950317117272727  
00:03:31.400 --> 00:03:33.843 quite the range and also quite the  
NOTE Confidence: 0.950317117272727

00:03:33.843 --> 00:03:35.520 issue facing academic medicine.  
NOTE Confidence: 0.950317117272727

00:03:35.520 --> 00:03:37.837 I mean, we're having a physician shortage  
NOTE Confidence: 0.950317117272727

00:03:37.837 --> 00:03:40.771 and this is one of the reasons why if  
NOTE Confidence: 0.950317117272727

00:03:40.771 --> 00:03:44.200 you look at work life balance, again,  
NOTE Confidence: 0.950317117272727

00:03:44.200 --> 00:03:49.090 there's quite a range ranging anywhere from.  
NOTE Confidence: 0.950317117272727

00:03:49.090 --> 00:03:51.930 3839% satisfied to up to 60% satisfied,  
NOTE Confidence: 0.950317117272727

00:03:51.930 --> 00:03:55.258 but no one's batting 1000 and so in.  
NOTE Confidence: 0.950317117272727

00:03:55.258 --> 00:03:57.890 That maybe is not to be expected.  
NOTE Confidence: 0.950317117272727

00:03:57.890 --> 00:03:58.164 Unfortunately.  
NOTE Confidence: 0.950317117272727

00:03:58.164 --> 00:03:59.808 My specialty is toward the bottom,  
NOTE Confidence: 0.950317117272727

00:03:59.810 --> 00:04:01.246 as you can see.  
NOTE Confidence: 0.950317117272727

00:04:01.246 --> 00:04:03.970 But some specialties do better than others,  
NOTE Confidence: 0.950317117272727

00:04:03.970 --> 00:04:04.850 and if you've actually plot  
NOTE Confidence: 0.950317117272727

00:04:04.850 --> 00:04:05.730 them on a scatter plot,  
NOTE Confidence: 0.950317117272727

00:04:05.730 --> 00:04:08.238 you can see across specialties that  
NOTE Confidence: 0.950317117272727

00:04:08.238 --> 00:04:10.689 some specialties are in the green.

NOTE Confidence: 0.950317117272727  
00:04:10.690 --> 00:04:11.926 They're where you want to be.  
NOTE Confidence: 0.950317117272727  
00:04:11.930 --> 00:04:13.290 They have low burnout,  
NOTE Confidence: 0.950317117272727  
00:04:13.290 --> 00:04:14.876 high work, life satisfaction.  
NOTE Confidence: 0.950317117272727  
00:04:14.876 --> 00:04:17.594 Some specialties are at risk near  
NOTE Confidence: 0.950317117272727  
00:04:17.594 --> 00:04:19.690 these orange or yellow boxes,  
NOTE Confidence: 0.950317117272727  
00:04:19.690 --> 00:04:21.888 and some specialties are in dire straits.  
NOTE Confidence: 0.950317117272727  
00:04:21.890 --> 00:04:24.330 They're having high rates of burnout and low  
NOTE Confidence: 0.950317117272727  
00:04:24.330 --> 00:04:26.848 rates of personal work life satisfaction.  
NOTE Confidence: 0.950317117272727  
00:04:26.850 --> 00:04:28.474 And that's quite an issue that we  
NOTE Confidence: 0.950317117272727  
00:04:28.474 --> 00:04:31.122 need to face as an academic medicine  
NOTE Confidence: 0.950317117272727  
00:04:31.122 --> 00:04:34.730 center and certainly as a field.  
NOTE Confidence: 0.950317117272727  
00:04:34.730 --> 00:04:36.830 The the data is not that much  
NOTE Confidence: 0.950317117272727  
00:04:36.830 --> 00:04:39.170 better for for research scientists.  
NOTE Confidence: 0.950317117272727  
00:04:39.170 --> 00:04:41.305 So this is coming from a Nature  
NOTE Confidence: 0.950317117272727  
00:04:41.305 --> 00:04:43.252 study a couple years ago that  
NOTE Confidence: 0.950317117272727

00:04:43.252 --> 00:04:45.454 looked at a few thousand scientists.  
NOTE Confidence: 0.950317117272727

00:04:45.454 --> 00:04:48.350 And ask them about symptoms of burnout  
NOTE Confidence: 0.950317117272727

00:04:48.350 --> 00:04:49.710 and the box you want to focus on.  
NOTE Confidence: 0.950317117272727

00:04:49.710 --> 00:04:51.750 Are these orange boxes here.  
NOTE Confidence: 0.950317117272727

00:04:51.750 --> 00:04:54.105 So feeling less I'm achieving  
NOTE Confidence: 0.950317117272727

00:04:54.105 --> 00:04:55.989 less than I should.  
NOTE Confidence: 0.950317117272727

00:04:55.990 --> 00:04:58.303 Feeling that there is more work to do than  
NOTE Confidence: 0.950317117272727

00:04:58.303 --> 00:05:00.668 I practically have the ability to do.  
NOTE Confidence: 0.950317117272727

00:05:00.670 --> 00:05:02.224 Feeling as if I don't have enough  
NOTE Confidence: 0.950317117272727

00:05:02.224 --> 00:05:04.108 time to plan experiments or projects.  
NOTE Confidence: 0.950317117272727

00:05:04.110 --> 00:05:06.558 Feeling run down and drained of  
NOTE Confidence: 0.950317117272727

00:05:06.558 --> 00:05:08.190 physical or emotional energy.  
NOTE Confidence: 0.950317117272727

00:05:08.190 --> 00:05:09.974 Feeling that organizational politics  
NOTE Confidence: 0.950317117272727

00:05:09.974 --> 00:05:12.650 or bureaucracy frustrate my ability to  
NOTE Confidence: 0.950317117272727

00:05:12.716 --> 00:05:14.690 do a good job. Feeling that I want.  
NOTE Confidence: 0.950317117272727

00:05:14.690 --> 00:05:17.170 I am not getting what I want out of

NOTE Confidence: 0.950317117272727  
00:05:17.170 --> 00:05:19.580 my job and feeling under an unpleasant  
NOTE Confidence: 0.950317117272727  
00:05:19.580 --> 00:05:21.520 level of pressure to succeed.  
NOTE Confidence: 0.950317117272727  
00:05:21.520 --> 00:05:24.715 So anywhere from 30 to 45% of respondents  
NOTE Confidence: 0.950317117272727  
00:05:24.715 --> 00:05:27.040 feel this frequently or always.  
NOTE Confidence: 0.950317117272727  
00:05:27.040 --> 00:05:28.720 That's a pretty scary number.  
NOTE Confidence: 0.950317117272727  
00:05:28.720 --> 00:05:30.848 What's even scarier is when you add in  
NOTE Confidence: 0.950317117272727  
00:05:30.848 --> 00:05:33.116 those that feel it rarely or occasionally.  
NOTE Confidence: 0.950317117272727  
00:05:33.120 --> 00:05:35.976 That means the vast majority of research  
NOTE Confidence: 0.950317117272727  
00:05:35.976 --> 00:05:38.557 scientists are feeling this to some degree,  
NOTE Confidence: 0.950317117272727  
00:05:38.560 --> 00:05:39.800 any one of these symptoms.  
NOTE Confidence: 0.944750592857143  
00:05:44.960 --> 00:05:47.312 There's a little bit of a difference  
NOTE Confidence: 0.944750592857143  
00:05:47.312 --> 00:05:48.320 between academic scientists  
NOTE Confidence: 0.944750592857143  
00:05:48.380 --> 00:05:49.800 and scientists in industry.  
NOTE Confidence: 0.944750592857143  
00:05:49.800 --> 00:05:50.552 So if you look,  
NOTE Confidence: 0.944750592857143  
00:05:50.552 --> 00:05:51.680 this is from the same survey,  
NOTE Confidence: 0.944750592857143

00:05:51.680 --> 00:05:53.952 if you look at those who say their  
NOTE Confidence: 0.944750592857143

00:05:53.952 --> 00:05:55.945 their work life satisfaction or  
NOTE Confidence: 0.944750592857143

00:05:55.945 --> 00:05:58.200 their job satisfaction has improved,  
NOTE Confidence: 0.944750592857143

00:05:58.200 --> 00:06:01.800 it's about 21% in the past year in academia,  
NOTE Confidence: 0.944750592857143

00:06:01.800 --> 00:06:02.751 33% in industry.  
NOTE Confidence: 0.944750592857143

00:06:02.751 --> 00:06:04.653 And then that's reflected vice versa  
NOTE Confidence: 0.944750592857143

00:06:04.653 --> 00:06:06.840 in those who feel it have worsened.  
NOTE Confidence: 0.944750592857143

00:06:06.840 --> 00:06:09.140 So about 58% of academic  
NOTE Confidence: 0.944750592857143

00:06:09.140 --> 00:06:10.701 scientists felt their life,  
NOTE Confidence: 0.944750592857143

00:06:10.701 --> 00:06:12.536 their job satisfaction has worsened  
NOTE Confidence: 0.944750592857143

00:06:12.536 --> 00:06:13.959 in the past year.  
NOTE Confidence: 0.944750592857143

00:06:13.960 --> 00:06:17.190 As compared to 44% of of industry  
NOTE Confidence: 0.944750592857143

00:06:17.190 --> 00:06:18.960 and the numbers staying the same  
NOTE Confidence: 0.944750592857143

00:06:18.960 --> 00:06:20.598 are about equal across both.  
NOTE Confidence: 0.845595513157895

00:06:25.400 --> 00:06:27.738 Here we're seeing head to head a  
NOTE Confidence: 0.845595513157895

00:06:27.738 --> 00:06:30.044 comparison of burnouts and contributors in

NOTE Confidence: 0.845595513157895  
00:06:30.044 --> 00:06:32.516 biomedical scientists in the blue column,  
NOTE Confidence: 0.845595513157895  
00:06:32.520 --> 00:06:35.160 nurses in the orange column  
NOTE Confidence: 0.845595513157895  
00:06:35.160 --> 00:06:37.200 practicing physicians in the Gray  
NOTE Confidence: 0.845595513157895  
00:06:37.200 --> 00:06:39.240 and resident physicians in yellow.  
NOTE Confidence: 0.845595513157895  
00:06:39.240 --> 00:06:41.652 So pretty much a cross section  
NOTE Confidence: 0.845595513157895  
00:06:41.652 --> 00:06:43.870 of an academic Medical Center.  
NOTE Confidence: 0.845595513157895  
00:06:43.870 --> 00:06:45.254 Personal burnout was highest  
NOTE Confidence: 0.845595513157895  
00:06:45.254 --> 00:06:46.984 among the nurses and residents.  
NOTE Confidence: 0.845595513157895  
00:06:46.990 --> 00:06:49.110 Work related burnout was similar,  
NOTE Confidence: 0.845595513157895  
00:06:49.110 --> 00:06:51.049 but I thought was kind of interesting  
NOTE Confidence: 0.845595513157895  
00:06:51.049 --> 00:06:53.019 was that patient client burnout was  
NOTE Confidence: 0.845595513157895  
00:06:53.019 --> 00:06:54.459 highest among biomedical scientists  
NOTE Confidence: 0.845595513157895  
00:06:54.459 --> 00:06:56.670 and they define this kind of loosely.  
NOTE Confidence: 0.845595513157895  
00:06:56.670 --> 00:07:00.070 So clients could be funding sources,  
NOTE Confidence: 0.845595513157895  
00:07:00.070 --> 00:07:01.418 clients could be administrators,  
NOTE Confidence: 0.845595513157895

00:07:01.418 --> 00:07:02.812 clients could be PI's,  
NOTE Confidence: 0.845595513157895

00:07:02.812 --> 00:07:05.104 but some some person that the  
NOTE Confidence: 0.845595513157895

00:07:05.104 --> 00:07:07.549 scientist feels they have to answer to.  
NOTE Confidence: 0.845595513157895

00:07:07.550 --> 00:07:09.440 And in that case the burnout  
NOTE Confidence: 0.845595513157895

00:07:09.440 --> 00:07:11.255 was much higher for biomedical  
NOTE Confidence: 0.845595513157895

00:07:11.255 --> 00:07:13.199 scientists as compared to.  
NOTE Confidence: 0.845595513157895

00:07:13.200 --> 00:07:14.400 Clinicians and their patients,  
NOTE Confidence: 0.94729798

00:07:17.520 --> 00:07:21.076 if you look at contributing factors to  
NOTE Confidence: 0.94729798

00:07:21.076 --> 00:07:23.920 burnout stratified by risk of burnout,  
NOTE Confidence: 0.94729798

00:07:23.920 --> 00:07:26.560 those with the high burnout risk  
NOTE Confidence: 0.94729798

00:07:26.560 --> 00:07:29.056 seem to be most impacted by work life  
NOTE Confidence: 0.94729798

00:07:29.056 --> 00:07:30.960 interference and publication pressure.  
NOTE Confidence: 0.94729798

00:07:30.960 --> 00:07:33.144 Those with the sort of overextended or  
NOTE Confidence: 0.94729798

00:07:33.144 --> 00:07:35.077 medium risk risk were highly impacted  
NOTE Confidence: 0.94729798

00:07:35.077 --> 00:07:37.261 by work life interference and to a  
NOTE Confidence: 0.94729798

00:07:37.322 --> 00:07:39.477 lesser degree of publication pressure.

NOTE Confidence: 0.94729798

00:07:39.480 --> 00:07:41.520 Job insecurity plays a role.

NOTE Confidence: 0.94729798

00:07:41.520 --> 00:07:42.393 As does workload,

NOTE Confidence: 0.94729798

00:07:42.393 --> 00:07:44.139 but not as strongly in these

NOTE Confidence: 0.94729798

00:07:44.139 --> 00:07:45.758 higher risk of burnout groups.

NOTE Confidence: 0.951754628571429

00:07:47.960 --> 00:07:51.488 Conversely, if you look at protective

NOTE Confidence: 0.951754628571429

00:07:51.488 --> 00:07:53.400 factors in the high burnout group,

NOTE Confidence: 0.951754628571429

00:07:53.400 --> 00:07:54.660 meaningfulness is one of

NOTE Confidence: 0.951754628571429

00:07:54.660 --> 00:07:55.920 the most protective factors.

NOTE Confidence: 0.951754628571429

00:07:55.920 --> 00:07:58.116 So the ability to find meaning in one's work,

NOTE Confidence: 0.951754628571429

00:07:58.120 --> 00:07:59.962 and we'll talk a little bit

NOTE Confidence: 0.951754628571429

00:07:59.962 --> 00:08:02.240 about how you do that later on.

NOTE Confidence: 0.951754628571429

00:08:02.240 --> 00:08:03.840 Learning opportunities are protective,

NOTE Confidence: 0.951754628571429

00:08:03.840 --> 00:08:05.440 social support from colleagues

NOTE Confidence: 0.951754628571429

00:08:05.440 --> 00:08:06.999 and supervisors are protective,

NOTE Confidence: 0.951754628571429

00:08:07.000 --> 00:08:08.308 and job control,

NOTE Confidence: 0.951754628571429

00:08:08.308 --> 00:08:10.924 especially in the high burnout risk.  
NOTE Confidence: 0.951754628571429

00:08:10.930 --> 00:08:13.205 Could be quite protective and job control,  
NOTE Confidence: 0.951754628571429

00:08:13.210 --> 00:08:15.212 meaning the ability to tailor one's career  
NOTE Confidence: 0.951754628571429

00:08:15.212 --> 00:08:17.049 or what's sometimes called job crafting.  
NOTE Confidence: 0.935221828333333

00:08:22.050 --> 00:08:25.885 We actually did a study of the  
NOTE Confidence: 0.935221828333333

00:08:25.885 --> 00:08:27.860 academic community here at Yale  
NOTE Confidence: 0.935221828333333

00:08:27.860 --> 00:08:29.964 and we surveyed 588 providers,  
NOTE Confidence: 0.935221828333333

00:08:29.964 --> 00:08:33.163 looking at their burnout and their wellbeing,  
NOTE Confidence: 0.935221828333333

00:08:33.170 --> 00:08:34.358 but also what stand,  
NOTE Confidence: 0.935221828333333

00:08:34.358 --> 00:08:36.140 what pressures are they facing in  
NOTE Confidence: 0.935221828333333

00:08:36.204 --> 00:08:37.969 terms of their academic careers?  
NOTE Confidence: 0.935221828333333

00:08:37.970 --> 00:08:40.175 And we looked at 7 pressure points.  
NOTE Confidence: 0.935221828333333

00:08:40.180 --> 00:08:42.340 The standards for academic promotion.  
NOTE Confidence: 0.935221828333333

00:08:42.340 --> 00:08:43.980 The standards for clinical productivity,  
NOTE Confidence: 0.935221828333333

00:08:43.980 --> 00:08:45.755 which of course only applies  
NOTE Confidence: 0.935221828333333

00:08:45.755 --> 00:08:46.820 to the physicians.

NOTE Confidence: 0.935221828333333  
00:08:46.820 --> 00:08:48.938 Protecting time for research and innovation.  
NOTE Confidence: 0.935221828333333  
00:08:48.940 --> 00:08:51.658 Protecting time for education and mentorship.  
NOTE Confidence: 0.935221828333333  
00:08:51.660 --> 00:08:53.436 Protecting time for  
NOTE Confidence: 0.935221828333333  
00:08:53.436 --> 00:08:54.620 leadership responsibilities.  
NOTE Confidence: 0.935221828333333  
00:08:54.620 --> 00:08:56.440 Procuring grants or funding  
NOTE Confidence: 0.935221828333333  
00:08:56.440 --> 00:08:58.260 support for scholarly work,  
NOTE Confidence: 0.935221828333333  
00:08:58.260 --> 00:09:00.692 and procuring access to data or  
NOTE Confidence: 0.935221828333333  
00:09:00.692 --> 00:09:02.580 support for statistical analysis.  
NOTE Confidence: 0.935221828333333  
00:09:02.580 --> 00:09:04.710 And we had people rank these on a 5 point  
NOTE Confidence: 0.935221828333333  
00:09:04.770 --> 00:09:06.696 Likert scale and we dichotomize them.  
NOTE Confidence: 0.935221828333333  
00:09:06.700 --> 00:09:08.730 So if you were one through 3.  
NOTE Confidence: 0.935221828333333  
00:09:08.730 --> 00:09:12.087 We felt this to be a low prevalence stressor.  
NOTE Confidence: 0.935221828333333  
00:09:12.090 --> 00:09:13.170 If you were four or five,  
NOTE Confidence: 0.935221828333333  
00:09:13.170 --> 00:09:14.535 we felt this to be a high  
NOTE Confidence: 0.935221828333333  
00:09:14.535 --> 00:09:14.925 prevalence stressor.  
NOTE Confidence: 0.931867433333333

00:09:17.850 --> 00:09:19.850 This is a scale that you may want  
NOTE Confidence: 0.9318674333333333

00:09:19.850 --> 00:09:21.450 to take on your own at some point.  
NOTE Confidence: 0.9318674333333333

00:09:21.450 --> 00:09:22.702 It's called the professional  
NOTE Confidence: 0.9318674333333333

00:09:22.702 --> 00:09:23.328 fulfillment index.  
NOTE Confidence: 0.9318674333333333

00:09:23.330 --> 00:09:24.970 It was developed at Stanford.  
NOTE Confidence: 0.9318674333333333

00:09:24.970 --> 00:09:28.126 It's been validated in academic clinicians,  
NOTE Confidence: 0.9318674333333333

00:09:28.130 --> 00:09:30.326 but I think is equally applicable  
NOTE Confidence: 0.9318674333333333

00:09:30.326 --> 00:09:32.170 to research scientists as well.  
NOTE Confidence: 0.9318674333333333

00:09:32.170 --> 00:09:34.530 And they asked you a couple of questions.  
NOTE Confidence: 0.9318674333333333

00:09:34.530 --> 00:09:38.044 So one, one question is related to.  
NOTE Confidence: 0.9318674333333333

00:09:38.050 --> 00:09:39.566 A sense of dread.  
NOTE Confidence: 0.9318674333333333

00:09:39.566 --> 00:09:41.840 They ask you about physical exhaustion  
NOTE Confidence: 0.9318674333333333

00:09:41.908 --> 00:09:43.962 at work, Loss of enthusiasm,  
NOTE Confidence: 0.9318674333333333

00:09:43.962 --> 00:09:44.970 emotional exhaustion.  
NOTE Confidence: 0.9318674333333333

00:09:44.970 --> 00:09:47.022 These are some of the defining  
NOTE Confidence: 0.9318674333333333

00:09:47.022 --> 00:09:48.048 features of burnout.

NOTE Confidence: 0.9318674333333333  
00:09:48.050 --> 00:09:49.730 They also ask you about empathy.  
NOTE Confidence: 0.9318674333333333  
00:09:49.730 --> 00:09:50.778 Empathy with your patients,  
NOTE Confidence: 0.9318674333333333  
00:09:50.778 --> 00:09:51.564 with your colleagues,  
NOTE Confidence: 0.9318674333333333  
00:09:51.570 --> 00:09:53.110 sensitivity to others emotions,  
NOTE Confidence: 0.9318674333333333  
00:09:53.110 --> 00:09:55.916 interest in talking with patients or feeling  
NOTE Confidence: 0.9318674333333333  
00:09:55.916 --> 00:09:58.086 connected with patients or colleagues.  
NOTE Confidence: 0.9318674333333333  
00:09:58.090 --> 00:10:01.795 So this was how we measured  
NOTE Confidence: 0.9318674333333333  
00:10:01.795 --> 00:10:03.447 burnout and job fulfillment.  
NOTE Confidence: 0.9318674333333333  
00:10:03.450 --> 00:10:06.173 And then we looked at how the  
NOTE Confidence: 0.9318674333333333  
00:10:06.173 --> 00:10:07.810 stressors related to this.  
NOTE Confidence: 0.9318674333333333  
00:10:07.810 --> 00:10:09.568 So if you look at the  
NOTE Confidence: 0.9318674333333333  
00:10:09.568 --> 00:10:10.447 prevalence of stressors,  
NOTE Confidence: 0.9318674333333333  
00:10:10.450 --> 00:10:11.890 the highest prevalence was  
NOTE Confidence: 0.9318674333333333  
00:10:11.890 --> 00:10:13.330 protecting time for research,  
NOTE Confidence: 0.9318674333333333  
00:10:13.330 --> 00:10:15.580 actually followed by protect by  
NOTE Confidence: 0.9318674333333333

00:10:15.580 --> 00:10:17.830 clinical demands for so demands  
NOTE Confidence: 0.9318674333333333

00:10:17.910 --> 00:10:19.770 for clinical productivity,  
NOTE Confidence: 0.9318674333333333

00:10:19.770 --> 00:10:22.206 protecting time for leadership and education,  
NOTE Confidence: 0.9318674333333333

00:10:22.210 --> 00:10:23.702 securing funding support and  
NOTE Confidence: 0.9318674333333333

00:10:23.702 --> 00:10:25.567 then to a lesser degree,  
NOTE Confidence: 0.9318674333333333

00:10:25.570 --> 00:10:29.050 promotion standards and statistics.  
NOTE Confidence: 0.9318674333333333

00:10:29.050 --> 00:10:31.248 If you break this down by gender,  
NOTE Confidence: 0.9318674333333333

00:10:31.250 --> 00:10:33.370 those identifying as women that  
NOTE Confidence: 0.9318674333333333

00:10:33.370 --> 00:10:35.066 experience this much higher  
NOTE Confidence: 0.9318674333333333

00:10:35.066 --> 00:10:37.218 than those identifying as men.  
NOTE Confidence: 0.9318674333333333

00:10:37.220 --> 00:10:38.672 That's not a huge surprise based  
NOTE Confidence: 0.9318674333333333

00:10:38.672 --> 00:10:40.399 on what we know about burnout  
NOTE Confidence: 0.9318674333333333

00:10:40.399 --> 00:10:41.458 in academic medicine.  
NOTE Confidence: 0.9230491705555556

00:10:43.660 --> 00:10:45.592 Similarly, those who identify as nonwhite  
NOTE Confidence: 0.9230491705555556

00:10:45.592 --> 00:10:47.624 experience to a higher degree these  
NOTE Confidence: 0.9230491705555556

00:10:47.624 --> 00:10:49.700 stressors than those identifying as white,

NOTE Confidence: 0.923049170555556  
00:10:49.700 --> 00:10:52.658 with the exception of statistical support.  
NOTE Confidence: 0.94088250125  
00:10:54.940 --> 00:10:56.916 What gets interesting is when you start to  
NOTE Confidence: 0.94088250125  
00:10:56.916 --> 00:10:58.820 break this down by age and career stage.  
NOTE Confidence: 0.94088250125  
00:10:58.820 --> 00:11:01.372 So if you look at the prevalence of  
NOTE Confidence: 0.94088250125  
00:11:01.372 --> 00:11:03.149 all stressors by age, they tend to  
NOTE Confidence: 0.94088250125  
00:11:03.149 --> 00:11:04.940 be highest in the 40 to 49 group,  
NOTE Confidence: 0.94088250125  
00:11:04.940 --> 00:11:07.108 and these are sort of the mid career.  
NOTE Confidence: 0.94088250125  
00:11:07.110 --> 00:11:11.514 Positions or scientists to a lesser degree,  
NOTE Confidence: 0.94088250125  
00:11:11.514 --> 00:11:14.616 the later career 50 to 59 group and  
NOTE Confidence: 0.94088250125  
00:11:14.616 --> 00:11:17.064 then if you break it down by position,  
NOTE Confidence: 0.94088250125  
00:11:17.070 --> 00:11:19.998 there was a clear risk profile  
NOTE Confidence: 0.94088250125  
00:11:19.998 --> 00:11:21.462 for associate professors.  
NOTE Confidence: 0.94088250125  
00:11:21.470 --> 00:11:23.594 So those in the associate professor  
NOTE Confidence: 0.94088250125  
00:11:23.594 --> 00:11:25.977 position have across the board a higher  
NOTE Confidence: 0.94088250125  
00:11:25.977 --> 00:11:28.540 level of these stressors and then to a  
NOTE Confidence: 0.94088250125

00:11:28.540 --> 00:11:30.505 lesser degree the assistant professor.  
NOTE Confidence: 0.94088250125

00:11:30.510 --> 00:11:31.994 Good news is once you make professor  
NOTE Confidence: 0.94088250125

00:11:31.994 --> 00:11:33.390 a lot of this drops off.  
NOTE Confidence: 0.94088250125

00:11:33.390 --> 00:11:35.868 So just keep going I guess.  
NOTE Confidence: 0.94088250125

00:11:35.870 --> 00:11:36.308 I don't know.  
NOTE Confidence: 0.944279069

00:11:38.960 --> 00:11:40.945 So again, these associate professors  
NOTE Confidence: 0.944279069

00:11:40.945 --> 00:11:43.714 and those in the mid career middle  
NOTE Confidence: 0.944279069

00:11:43.714 --> 00:11:46.554 age ranges tend to be at highest risk  
NOTE Confidence: 0.944279069

00:11:46.560 --> 00:11:48.396 if you map this against burnout.  
NOTE Confidence: 0.944279069

00:11:48.400 --> 00:11:50.440 So the prevalence of burnout,  
NOTE Confidence: 0.944279069

00:11:50.440 --> 00:11:52.736 the those in whom a stressor is  
NOTE Confidence: 0.944279069

00:11:52.736 --> 00:11:54.056 present were significantly more  
NOTE Confidence: 0.944279069

00:11:54.056 --> 00:11:55.718 likely to be burned out across  
NOTE Confidence: 0.944279069

00:11:55.718 --> 00:11:57.400 almost all of the stressors.  
NOTE Confidence: 0.944279069

00:11:57.400 --> 00:11:59.704 So each one of these can be an  
NOTE Confidence: 0.944279069

00:11:59.704 --> 00:12:00.960 individual predictor of burnout.

NOTE Confidence: 0.927498303076923  
00:12:04.190 --> 00:12:06.115 Similarly, they convert some pretty high odds  
NOTE Confidence: 0.927498303076923  
00:12:06.115 --> 00:12:07.990 ratios of burnout when they're prevalent.  
NOTE Confidence: 0.927498303076923  
00:12:07.990 --> 00:12:10.110 So this is these are patients who answered  
NOTE Confidence: 0.927498303076923  
00:12:10.110 --> 00:12:12.052 or or sorry respondents who answered  
NOTE Confidence: 0.927498303076923  
00:12:12.052 --> 00:12:15.190 four or five on their their Likert scale,  
NOTE Confidence: 0.927498303076923  
00:12:15.190 --> 00:12:16.398 the highest being clinical  
NOTE Confidence: 0.927498303076923  
00:12:16.398 --> 00:12:18.210 demands less relevant for the non  
NOTE Confidence: 0.927498303076923  
00:12:18.268 --> 00:12:19.628 clinicians in the audience.  
NOTE Confidence: 0.927498303076923  
00:12:19.630 --> 00:12:21.354 However, pressure for education  
NOTE Confidence: 0.927498303076923  
00:12:21.354 --> 00:12:23.078 and leadership also conferred  
NOTE Confidence: 0.927498303076923  
00:12:23.078 --> 00:12:24.981 significantly high odds ratios as  
NOTE Confidence: 0.927498303076923  
00:12:24.981 --> 00:12:26.621 did the standards for promotion  
NOTE Confidence: 0.927498303076923  
00:12:26.621 --> 00:12:28.309 and protecting time for research.  
NOTE Confidence: 0.948639715  
00:12:31.710 --> 00:12:35.988 So. We know that academic physicians,  
NOTE Confidence: 0.948639715  
00:12:35.990 --> 00:12:37.020 academic scientists,  
NOTE Confidence: 0.948639715

00:12:37.020 --> 00:12:40.110 have a fairly high stress profile.  
NOTE Confidence: 0.948639715

00:12:40.110 --> 00:12:42.510 We know what some of those stressors are.  
NOTE Confidence: 0.948639715

00:12:42.510 --> 00:12:46.024 Mitigating them is a little bit different.  
NOTE Confidence: 0.948639715

00:12:46.030 --> 00:12:48.106 There are other contributors to wellbeing,  
NOTE Confidence: 0.948639715

00:12:48.110 --> 00:12:49.550 however, so we talked a little  
NOTE Confidence: 0.948639715

00:12:49.550 --> 00:12:50.950 bit about work life Balance.  
NOTE Confidence: 0.948639715

00:12:50.950 --> 00:12:53.491 We know that work life balance is  
NOTE Confidence: 0.948639715

00:12:53.491 --> 00:12:56.110 poor across many medical specialties.  
NOTE Confidence: 0.948639715

00:12:56.110 --> 00:12:58.158 I don't have any data on work life  
NOTE Confidence: 0.948639715

00:12:58.158 --> 00:12:59.950 balance and biomedical scientists.  
NOTE Confidence: 0.948639715

00:12:59.950 --> 00:13:00.744 However, anecdotally,  
NOTE Confidence: 0.948639715

00:13:00.744 --> 00:13:03.126 I know that it's not great.  
NOTE Confidence: 0.948639715

00:13:03.130 --> 00:13:05.510 I've heard a lot of them telling me I work  
NOTE Confidence: 0.948639715

00:13:05.568 --> 00:13:07.830 2 full time jobs for the price of 1, right?  
NOTE Confidence: 0.948639715

00:13:07.830 --> 00:13:08.930 Because you have your research,  
NOTE Confidence: 0.948639715

00:13:08.930 --> 00:13:10.490 but then you have committees,

NOTE Confidence: 0.948639715

00:13:10.490 --> 00:13:12.142 you have thesis reviews,

NOTE Confidence: 0.948639715

00:13:12.142 --> 00:13:14.207 you have other reviewing duties.

NOTE Confidence: 0.948639715

00:13:14.210 --> 00:13:17.522 So there really is a lot of risk

NOTE Confidence: 0.948639715

00:13:17.522 --> 00:13:20.609 factors for poor work life balance.

NOTE Confidence: 0.948639715

00:13:20.610 --> 00:13:21.858 The other thing we're going to

NOTE Confidence: 0.948639715

00:13:21.858 --> 00:13:23.090 talk about is imposter syndrome.

NOTE Confidence: 0.948639715

00:13:23.090 --> 00:13:25.450 So I'm not going to ask for a show of hands,

NOTE Confidence: 0.948639715

00:13:25.450 --> 00:13:28.303 but what I am going to do is actually give

NOTE Confidence: 0.948639715

00:13:28.303 --> 00:13:30.649 you a chance to participate anonymously.

NOTE Confidence: 0.948639715

00:13:30.650 --> 00:13:32.198 So grab your phones if you

NOTE Confidence: 0.948639715

00:13:32.198 --> 00:13:33.760 don't have it out already.

NOTE Confidence: 0.948639715

00:13:33.760 --> 00:13:36.357 You can either scan the QR code

NOTE Confidence: 0.948639715

00:13:36.360 --> 00:13:38.452 or you can go to [mentee.com](https://mentee.com) and

NOTE Confidence: 0.948639715

00:13:38.452 --> 00:13:40.408 enter this code and we're going

NOTE Confidence: 0.948639715

00:13:40.408 --> 00:13:42.640 to take a little imposterism quiz

NOTE Confidence: 0.948639715

00:13:42.640 --> 00:13:44.236 and we'll see how you do.  
NOTE Confidence: 0.948639715

00:13:44.240 --> 00:13:45.640 So I'll give you a second to pull it up.  
NOTE Confidence: 0.9201268

00:13:47.760 --> 00:13:47.870 So  
NOTE Confidence: 0.937885741176471

00:14:00.400 --> 00:14:01.968 the instructions are still at the top of  
NOTE Confidence: 0.937885741176471

00:14:01.968 --> 00:14:03.638 the screen if you haven't pulled it up yet,  
NOTE Confidence: 0.937885741176471

00:14:03.640 --> 00:14:05.240 but go ahead and just answer these questions.  
NOTE Confidence: 0.937885741176471

00:14:05.240 --> 00:14:07.060 This is totally anonymous,  
NOTE Confidence: 0.937885741176471

00:14:07.060 --> 00:14:09.790 but I think it's it's helpful  
NOTE Confidence: 0.937885741176471

00:14:09.877 --> 00:14:11.248 to see how we're doing.  
NOTE Confidence: 0.937885741176471

00:14:11.248 --> 00:14:12.758 So the first question is,  
NOTE Confidence: 0.937885741176471

00:14:12.760 --> 00:14:15.035 I can give the impression that I'm  
NOTE Confidence: 0.937885741176471

00:14:15.035 --> 00:14:16.799 more competent than I really am.  
NOTE Confidence: 0.937885741176471

00:14:16.800 --> 00:14:18.508 The next one is when people praise  
NOTE Confidence: 0.937885741176471

00:14:18.508 --> 00:14:20.160 me for something I've accomplished,  
NOTE Confidence: 0.937885741176471

00:14:20.160 --> 00:14:22.440 I'm afraid I won't be able to live up to  
NOTE Confidence: 0.937885741176471

00:14:22.497 --> 00:14:24.716 their expectations of me in the future.

NOTE Confidence: 0.937885741176471  
00:14:24.720 --> 00:14:27.164 And then the last is I'm afraid people  
NOTE Confidence: 0.937885741176471  
00:14:27.164 --> 00:14:29.436 important to me may find out that I'm  
NOTE Confidence: 0.937885741176471  
00:14:29.436 --> 00:14:31.554 not as capable as they think I am.  
NOTE Confidence: 0.937885741176471  
00:14:31.560 --> 00:14:34.449 These are taken from an item or a tool  
NOTE Confidence: 0.937885741176471  
00:14:34.449 --> 00:14:36.838 called the Clans Imposterism scale.  
NOTE Confidence: 0.937885741176471  
00:14:36.840 --> 00:14:38.480 So clans developed this scale.  
NOTE Confidence: 0.937885741176471  
00:14:38.480 --> 00:14:40.516 She was a researcher.  
NOTE Confidence: 0.937885741176471  
00:14:40.516 --> 00:14:42.552 Researching women in leadership  
NOTE Confidence: 0.937885741176471  
00:14:42.552 --> 00:14:44.410 positions and companies,  
NOTE Confidence: 0.937885741176471  
00:14:44.410 --> 00:14:46.858 and this is where imposter syndrome  
NOTE Confidence: 0.937885741176471  
00:14:46.858 --> 00:14:48.082 was first defined.  
NOTE Confidence: 0.937885741176471  
00:14:48.090 --> 00:14:49.980 But she's since developed the scale that  
NOTE Confidence: 0.937885741176471  
00:14:49.980 --> 00:14:52.168 can be applied to anybody in any position,  
NOTE Confidence: 0.938995675  
00:14:54.970 --> 00:14:59.210 so we have some imposters in the group.  
NOTE Confidence: 0.938995675  
00:14:59.210 --> 00:15:02.665 That's Okay. Imposter syndrome is  
NOTE Confidence: 0.938995675

00:15:02.665 --> 00:15:05.290 extremely common in biomedical science,  
NOTE Confidence: 0.938995675

00:15:05.290 --> 00:15:07.050 extremely common in academic medicine.  
NOTE Confidence: 0.932117266

00:15:09.200 --> 00:15:11.120 Let's look at a couple more  
NOTE Confidence: 0.932117266

00:15:11.120 --> 00:15:12.400 questions from the scale.  
NOTE Confidence: 0.932117266

00:15:12.400 --> 00:15:14.098 It's hard for me to accept  
NOTE Confidence: 0.932117266

00:15:14.098 --> 00:15:15.715 accomplishments or praise about my  
NOTE Confidence: 0.932117266

00:15:15.715 --> 00:15:16.999 intelligence or accomplishments.  
NOTE Confidence: 0.932117266

00:15:17.000 --> 00:15:19.238 Sorry, accept compliments.  
NOTE Confidence: 0.932117266

00:15:19.240 --> 00:15:21.184 At times I feel success has  
NOTE Confidence: 0.932117266

00:15:21.184 --> 00:15:23.518 been due to some kind of luck,  
NOTE Confidence: 0.932117266

00:15:23.520 --> 00:15:24.995 and sometimes I'm afraid others  
NOTE Confidence: 0.932117266

00:15:24.995 --> 00:15:26.470 will discover how much knowledge  
NOTE Confidence: 0.932117266

00:15:26.524 --> 00:15:27.679 or ability I really lack.  
NOTE Confidence: 0.936383061538462

00:15:38.210 --> 00:15:39.302 This is about what I usually  
NOTE Confidence: 0.936383061538462

00:15:39.302 --> 00:15:40.808 see when I do this with groups.  
NOTE Confidence: 0.936383061538462

00:15:40.810 --> 00:15:42.965 So don't feel that you're

NOTE Confidence: 0.936383061538462  
00:15:42.965 --> 00:15:44.689 particularly bad at this.  
NOTE Confidence: 0.936383061538462  
00:15:44.690 --> 00:15:45.970 And really, there is no good or bad.  
NOTE Confidence: 0.936383061538462  
00:15:45.970 --> 00:15:46.897 There just is.  
NOTE Confidence: 0.936383061538462  
00:15:46.897 --> 00:15:48.751 We'll talk a little bit about  
NOTE Confidence: 0.936383061538462  
00:15:48.751 --> 00:15:50.570 combating imposturism in a second. All  
NOTE Confidence: 0.950317  
00:15:54.770 --> 00:15:58.180 right, great. Let me switch  
NOTE Confidence: 0.950317  
00:15:58.180 --> 00:15:59.130 back to my slides here.  
NOTE Confidence: 0.9179426875  
00:16:03.390 --> 00:16:04.430 The phenomenon of imposter  
NOTE Confidence: 0.9179426875  
00:16:04.430 --> 00:16:05.470 syndrome has been recognized.  
NOTE Confidence: 0.9179426875  
00:16:05.470 --> 00:16:06.670 If you haven't read this article,  
NOTE Confidence: 0.9179426875  
00:16:06.670 --> 00:16:08.028 this is where a lot of the  
NOTE Confidence: 0.9179426875  
00:16:08.028 --> 00:16:09.176 data I've shared on scientists  
NOTE Confidence: 0.9179426875  
00:16:09.176 --> 00:16:10.466 and burnout has come from.  
NOTE Confidence: 0.9179426875  
00:16:10.470 --> 00:16:12.728 It was a Nature article in 2021,  
NOTE Confidence: 0.9179426875  
00:16:12.728 --> 00:16:14.996 but they made the case that  
NOTE Confidence: 0.9179426875

00:16:14.996 --> 00:16:16.984 imposterism is really a blight  
NOTE Confidence: 0.9179426875

00:16:16.984 --> 00:16:18.944 on academic science in general,  
NOTE Confidence: 0.9179426875

00:16:18.950 --> 00:16:21.270 and it's held back a lot of careers.  
NOTE Confidence: 0.93773775

00:16:25.230 --> 00:16:28.968 I would argue that in some instances,  
NOTE Confidence: 0.93773775

00:16:28.968 --> 00:16:30.786 imposterism is appropriate.  
NOTE Confidence: 0.93773775

00:16:30.790 --> 00:16:33.094 I talked to my residents a lot about.  
NOTE Confidence: 0.93773775

00:16:33.100 --> 00:16:35.148 Their first time down in the emergency room  
NOTE Confidence: 0.93773775

00:16:35.148 --> 00:16:37.136 seeing a patient with an acute stroke.  
NOTE Confidence: 0.93773775

00:16:37.140 --> 00:16:39.060 If they don't feel like a bit of  
NOTE Confidence: 0.93773775

00:16:39.060 --> 00:16:40.578 an impostor in that situation,  
NOTE Confidence: 0.93773775

00:16:40.580 --> 00:16:41.700 I would be a little bit worried.  
NOTE Confidence: 0.93773775

00:16:41.700 --> 00:16:43.620 It's their first time doing  
NOTE Confidence: 0.93773775

00:16:43.620 --> 00:16:45.540 something new and something scary.  
NOTE Confidence: 0.93773775

00:16:45.540 --> 00:16:48.580 However, when it causes distress,  
NOTE Confidence: 0.93773775

00:16:48.580 --> 00:16:50.820 when it causes you to not seize  
NOTE Confidence: 0.93773775

00:16:50.820 --> 00:16:52.703 opportunities or to turn down

NOTE Confidence: 0.93773775

00:16:52.703 --> 00:16:54.419 chances for career advancement,

NOTE Confidence: 0.93773775

00:16:54.420 --> 00:16:56.540 when it impacts the quality of your work,

NOTE Confidence: 0.93773775

00:16:56.540 --> 00:16:59.280 then it becomes a syndrome

NOTE Confidence: 0.93773775

00:16:59.280 --> 00:17:00.924 and becomes pathologic.

NOTE Confidence: 0.93773775

00:17:00.930 --> 00:17:01.340 Of course,

NOTE Confidence: 0.93773775

00:17:01.340 --> 00:17:02.570 we have to acknowledge that there

NOTE Confidence: 0.93773775

00:17:02.570 --> 00:17:04.008 are other contributors to wellbeing,

NOTE Confidence: 0.93773775

00:17:04.010 --> 00:17:05.898 systemic racism and sexism

NOTE Confidence: 0.93773775

00:17:05.898 --> 00:17:08.850 being very prominence.

NOTE Confidence: 0.93019015

00:17:11.770 --> 00:17:12.930 So what can be done?

NOTE Confidence: 0.93019015

00:17:12.930 --> 00:17:16.280 I think I've maybe shared with you the scope

NOTE Confidence: 0.93019015

00:17:16.280 --> 00:17:18.248 of the problem and nauseam at this point.

NOTE Confidence: 0.93019015

00:17:18.250 --> 00:17:19.288 We have a problem with burnout.

NOTE Confidence: 0.93019015

00:17:19.290 --> 00:17:21.048 We have a problem with imposterism.

NOTE Confidence: 0.93019015

00:17:21.050 --> 00:17:22.210 So what can be done?

NOTE Confidence: 0.93019015

00:17:22.210 --> 00:17:25.420 Well, first, I think we can work to combat  
NOTE Confidence: 0.93019015

00:17:25.420 --> 00:17:27.570 or perhaps even embrace imposterism.  
NOTE Confidence: 0.93019015

00:17:27.570 --> 00:17:29.824 So thinking about it as a normal.  
NOTE Confidence: 0.93019015

00:17:29.830 --> 00:17:33.386 Phenomenon of someone who's not a narcissist,  
NOTE Confidence: 0.93019015

00:17:33.386 --> 00:17:34.898 essentially because that would  
NOTE Confidence: 0.93019015

00:17:34.898 --> 00:17:36.920 be someone who didn't experience  
NOTE Confidence: 0.93019015

00:17:36.920 --> 00:17:38.708 imposterism in any scenario.  
NOTE Confidence: 0.93019015

00:17:38.710 --> 00:17:39.990 Maybe it's something we  
NOTE Confidence: 0.93019015

00:17:39.990 --> 00:17:41.270 can welcome and befriend.  
NOTE Confidence: 0.93019015

00:17:41.270 --> 00:17:43.664 However, there are ways to combat it as well.  
NOTE Confidence: 0.93019015

00:17:43.670 --> 00:17:46.496 So we've done a study with some medical  
NOTE Confidence: 0.93019015

00:17:46.496 --> 00:17:49.961 interns and looked at how they approach  
NOTE Confidence: 0.93019015

00:17:49.961 --> 00:17:52.463 imposterism and how it affects them.  
NOTE Confidence: 0.93019015

00:17:52.470 --> 00:17:54.420 And the way to think about  
NOTE Confidence: 0.93019015

00:17:54.420 --> 00:17:55.970 imposterism is a refractive error.  
NOTE Confidence: 0.93019015

00:17:55.970 --> 00:17:57.980 So if you think about, you're the

NOTE Confidence: 0.93019015

00:17:57.980 --> 00:17:59.765 lens through which you view the world.

NOTE Confidence: 0.93019015

00:17:59.770 --> 00:18:02.230 Imposterism leads to a different

NOTE Confidence: 0.93019015

00:18:02.230 --> 00:18:05.370 perceived outcome than the actual outcome.

NOTE Confidence: 0.93019015

00:18:05.370 --> 00:18:07.164 In other words, you see something

NOTE Confidence: 0.93019015

00:18:07.164 --> 00:18:09.090 as different than it actually is.

NOTE Confidence: 0.93019015

00:18:09.090 --> 00:18:11.386 And there are some ways that this happens

NOTE Confidence: 0.93019015

00:18:11.386 --> 00:18:13.607 through what we call cognitive distortions.

NOTE Confidence: 0.93019015

00:18:13.610 --> 00:18:15.865 So here are some popular

NOTE Confidence: 0.93019015

00:18:15.865 --> 00:18:16.767 cognitive distortions.

NOTE Confidence: 0.93019015

00:18:16.770 --> 00:18:18.648 One is all or nothing thinking.

NOTE Confidence: 0.93019015

00:18:18.650 --> 00:18:19.174 For instance,

NOTE Confidence: 0.93019015

00:18:19.174 --> 00:18:20.484 I know nothing about statistics,

NOTE Confidence: 0.93019015

00:18:20.490 --> 00:18:23.804 their form of bad scientist tunnel vision,

NOTE Confidence: 0.93019015

00:18:23.804 --> 00:18:25.789 focusing on the one negative

NOTE Confidence: 0.93019015

00:18:25.789 --> 00:18:28.639 aspect of a much bigger situation.

NOTE Confidence: 0.93019015

00:18:28.640 --> 00:18:30.838 I really struggled to answer that question.

NOTE Confidence: 0.93019015

00:18:30.840 --> 00:18:32.760 This whole presentation was bad.

NOTE Confidence: 0.93019015

00:18:32.760 --> 00:18:34.098 They're going to think less of

NOTE Confidence: 0.93019015

00:18:34.098 --> 00:18:35.480 me for having given this talk.

NOTE Confidence: 0.93019015

00:18:35.480 --> 00:18:37.560 I worry about that today.

NOTE Confidence: 0.93019015

00:18:37.560 --> 00:18:37.944 Catastrophizing.

NOTE Confidence: 0.93019015

00:18:37.944 --> 00:18:39.480 If this experiment fails,

NOTE Confidence: 0.93019015

00:18:39.480 --> 00:18:41.115 my research career is screwed, right.

NOTE Confidence: 0.93019015

00:18:41.115 --> 00:18:43.490 Everything depends on this one

NOTE Confidence: 0.93019015

00:18:43.490 --> 00:18:44.915 project or experiment.

NOTE Confidence: 0.93019015

00:18:44.920 --> 00:18:45.856 And then attribution,

NOTE Confidence: 0.93019015

00:18:45.856 --> 00:18:48.369 error where you see the good things as

NOTE Confidence: 0.93019015

00:18:48.369 --> 00:18:50.553 luck and the bad things as being deserved.

NOTE Confidence: 0.93019015

00:18:50.560 --> 00:18:52.336 So I really got lucky that

NOTE Confidence: 0.93019015

00:18:52.336 --> 00:18:53.520 this experiment worked out.

NOTE Confidence: 0.93019015

00:18:53.520 --> 00:18:56.076 I really got lucky that this talk went well.

NOTE Confidence: 0.93019015

00:18:56.080 --> 00:18:57.448 Not I prepared.

NOTE Confidence: 0.93019015

00:18:57.448 --> 00:18:58.360 For this,

NOTE Confidence: 0.93019015

00:18:58.360 --> 00:19:02.960 and I executed it in a good fashion.

NOTE Confidence: 0.93019015

00:19:02.960 --> 00:19:05.120 So if you can recognize your

NOTE Confidence: 0.93019015

00:19:05.120 --> 00:19:05.840 cognitive distortions,

NOTE Confidence: 0.93019015

00:19:05.840 --> 00:19:07.784 then you can use a little bit of

NOTE Confidence: 0.93019015

00:19:07.784 --> 00:19:08.907 cognitive behavioral therapy on

NOTE Confidence: 0.93019015

00:19:08.907 --> 00:19:10.300 yourself and actually dispute them.

NOTE Confidence: 0.93019015

00:19:10.300 --> 00:19:12.680 So the first key is to notice them,

NOTE Confidence: 0.93019015

00:19:12.680 --> 00:19:15.235 notice the distortion, try and figure out,

NOTE Confidence: 0.93019015

00:19:15.240 --> 00:19:16.476 do a little bit of introspection.

NOTE Confidence: 0.93019015

00:19:16.480 --> 00:19:18.718 What am I thinking that's causing

NOTE Confidence: 0.93019015

00:19:18.718 --> 00:19:21.200 me to feel like an imposter?

NOTE Confidence: 0.93019015

00:19:21.200 --> 00:19:22.873 The next is to label the distortion

NOTE Confidence: 0.93019015

00:19:22.873 --> 00:19:23.800 for what it is.

NOTE Confidence: 0.93019015

00:19:23.800 --> 00:19:25.882 And this is straight out of  
NOTE Confidence: 0.93019015

00:19:25.882 --> 00:19:26.923 cognitive behavioral therapy.  
NOTE Confidence: 0.93019015

00:19:26.930 --> 00:19:28.242 And then dispute it.  
NOTE Confidence: 0.93019015

00:19:28.242 --> 00:19:30.116 So if you're thinking about all  
NOTE Confidence: 0.93019015

00:19:30.116 --> 00:19:31.246 or nothing thinking, I know,  
NOTE Confidence: 0.93019015

00:19:31.250 --> 00:19:32.570 I know nothing about statistics,  
NOTE Confidence: 0.93019015

00:19:32.570 --> 00:19:34.050 well, maybe that's not true.  
NOTE Confidence: 0.93019015

00:19:34.050 --> 00:19:35.544 Maybe I just don't really know  
NOTE Confidence: 0.93019015

00:19:35.544 --> 00:19:37.529 how to do an ANOVA very well.  
NOTE Confidence: 0.932202772

00:19:39.970 --> 00:19:41.164 So if you can notice, label,  
NOTE Confidence: 0.932202772

00:19:41.164 --> 00:19:43.134 and dispute, you can actually  
NOTE Confidence: 0.932202772

00:19:43.134 --> 00:19:45.210 combat imposterism and tone it down  
NOTE Confidence: 0.932202772

00:19:45.210 --> 00:19:46.730 other ways to combat imposterism.  
NOTE Confidence: 0.932202772

00:19:46.730 --> 00:19:48.644 Or to have a mentor, someone who  
NOTE Confidence: 0.932202772

00:19:48.644 --> 00:19:51.003 can reassure you when you need it.  
NOTE Confidence: 0.932202772

00:19:51.010 --> 00:19:52.482 Talk to colleagues. Share.

NOTE Confidence: 0.932202772

00:19:52.482 --> 00:19:54.322 Be open about your imposterism.

NOTE Confidence: 0.932202772

00:19:54.330 --> 00:19:55.050 We learn from.

NOTE Confidence: 0.932202772

00:19:55.050 --> 00:19:56.730 Our little survey that a lot of

NOTE Confidence: 0.932202772

00:19:56.790 --> 00:19:58.045 people feel these things and

NOTE Confidence: 0.932202772

00:19:58.045 --> 00:19:59.913 so the more we talk about them

NOTE Confidence: 0.932202772

00:19:59.913 --> 00:20:01.230 the more we normalize them.

NOTE Confidence: 0.9100634

00:20:04.950 --> 00:20:06.450 I recommend being an ally and

NOTE Confidence: 0.9100634

00:20:06.450 --> 00:20:07.870 I recommend finding an ally

NOTE Confidence: 0.930497662068965

00:20:07.926 --> 00:20:09.622 And this is this is this applies to

NOTE Confidence: 0.930497662068965

00:20:09.622 --> 00:20:11.455 a lot of the different contributors

NOTE Confidence: 0.930497662068965

00:20:11.455 --> 00:20:13.150 to wellbeing we talked about.

NOTE Confidence: 0.930497662068965

00:20:13.150 --> 00:20:16.350 But allyship behaviors are numerous

NOTE Confidence: 0.930497662068965

00:20:16.350 --> 00:20:19.230 and you can employ any of these today.

NOTE Confidence: 0.930497662068965

00:20:19.230 --> 00:20:21.864 So having a willingness to learn

NOTE Confidence: 0.930497662068965

00:20:21.864 --> 00:20:24.230 more and explore personal biases.

NOTE Confidence: 0.930497662068965

00:20:24.230 --> 00:20:25.890 Speaking out about and against  
NOTE Confidence: 0.930497662068965

00:20:25.890 --> 00:20:27.550 prejudice when you see it.  
NOTE Confidence: 0.930497662068965

00:20:27.550 --> 00:20:29.989 Being an upstander.  
NOTE Confidence: 0.930497662068965

00:20:29.990 --> 00:20:31.246 Creating an environment in  
NOTE Confidence: 0.930497662068965

00:20:31.246 --> 00:20:32.502 which individuals from oppressed  
NOTE Confidence: 0.930497662068965

00:20:32.502 --> 00:20:33.470 or marginalized groups,  
NOTE Confidence: 0.930497662068965

00:20:33.470 --> 00:20:36.550 voices are heard and valued.  
NOTE Confidence: 0.930497662068965

00:20:36.550 --> 00:20:37.714 Fostering psychological safety  
NOTE Confidence: 0.930497662068965

00:20:37.714 --> 00:20:39.266 in your learning environments.  
NOTE Confidence: 0.93892935

00:20:41.390 --> 00:20:43.694 Offering sustained and appropriate  
NOTE Confidence: 0.93892935

00:20:43.694 --> 00:20:45.422 mentorship to individuals  
NOTE Confidence: 0.93892935

00:20:45.422 --> 00:20:47.150 of marginalized backgrounds.  
NOTE Confidence: 0.93892935

00:20:47.150 --> 00:20:49.658 Elevating the voices and work of  
NOTE Confidence: 0.93892935

00:20:49.658 --> 00:20:51.330 people from marginalized groups.  
NOTE Confidence: 0.93892935

00:20:51.330 --> 00:20:52.910 And encouraging creativity and flexibility  
NOTE Confidence: 0.93892935

00:20:52.910 --> 00:20:55.090 to move away from the status quo.

NOTE Confidence: 0.93892935

00:20:55.090 --> 00:20:56.630 Any of these behaviors are

NOTE Confidence: 0.93892935

00:20:56.630 --> 00:20:58.170 the behaviors of good allies.

NOTE Confidence: 0.93892935

00:20:58.170 --> 00:20:59.770 So if you want to be an ally,

NOTE Confidence: 0.93892935

00:20:59.770 --> 00:21:00.848 these are the things you can do.

NOTE Confidence: 0.93892935

00:21:00.850 --> 00:21:02.369 If you want to find an ally,

NOTE Confidence: 0.93892935

00:21:02.370 --> 00:21:04.568 look for those who are doing these

NOTE Confidence: 0.93892935

00:21:04.568 --> 00:21:06.136 behaviors and make them your

NOTE Confidence: 0.93892935

00:21:06.136 --> 00:21:07.766 mentors and your your advocates.

NOTE Confidence: 0.929692975454546

00:21:12.690 --> 00:21:13.936 The next thing you can do is

NOTE Confidence: 0.929692975454546

00:21:13.936 --> 00:21:14.850 seek what's called eustress.

NOTE Confidence: 0.929692975454546

00:21:14.850 --> 00:21:16.650 So eustres is a phenomenon that

NOTE Confidence: 0.929692975454546

00:21:16.650 --> 00:21:18.130 we've explored a little bit.

NOTE Confidence: 0.929692975454546

00:21:18.130 --> 00:21:21.466 We did a interview study of.

NOTE Confidence: 0.929692975454546

00:21:21.470 --> 00:21:23.552 Neurology residents, and we asked them

NOTE Confidence: 0.929692975454546

00:21:23.552 --> 00:21:25.709 about peak experiences in their career.

NOTE Confidence: 0.929692975454546

00:21:25.710 --> 00:21:28.349 So when were they at their best?  
NOTE Confidence: 0.929692975454546

00:21:28.350 --> 00:21:29.550 What were their peak moments?  
NOTE Confidence: 0.929692975454546

00:21:29.550 --> 00:21:31.082 When were they thriving?  
NOTE Confidence: 0.929692975454546

00:21:31.082 --> 00:21:33.910 And they gave us some interesting quotes.  
NOTE Confidence: 0.929692975454546

00:21:33.910 --> 00:21:35.989 This was one quote that I got.  
NOTE Confidence: 0.929692975454546

00:21:35.990 --> 00:21:37.198 They were talking about  
NOTE Confidence: 0.929692975454546

00:21:37.198 --> 00:21:38.708 their rotation in the Ed.  
NOTE Confidence: 0.929692975454546

00:21:38.710 --> 00:21:40.303 They said, I honestly feel like it was hard.  
NOTE Confidence: 0.929692975454546

00:21:40.310 --> 00:21:41.086 It was super hard.  
NOTE Confidence: 0.929692975454546

00:21:41.086 --> 00:21:42.387 It was busy. It was hard.  
NOTE Confidence: 0.929692975454546

00:21:42.387 --> 00:21:44.390 It was also exciting and it was like,  
NOTE Confidence: 0.929692975454546

00:21:44.390 --> 00:21:45.925 you're doing neurology for the  
NOTE Confidence: 0.929692975454546

00:21:45.925 --> 00:21:47.990 first time and this is awesome.  
NOTE Confidence: 0.929692975454546

00:21:47.990 --> 00:21:49.202 And I really was.  
NOTE Confidence: 0.929692975454546

00:21:49.202 --> 00:21:50.717 Interested in the sort of  
NOTE Confidence: 0.929692975454546

00:21:50.717 --> 00:21:52.626 a contrast in this quote.

NOTE Confidence: 0.929692975454546  
00:21:52.626 --> 00:21:54.950 They use the word hard a lot  
NOTE Confidence: 0.929692975454546  
00:21:54.950 --> 00:21:57.127 and they use the word busy and  
NOTE Confidence: 0.929692975454546  
00:21:57.127 --> 00:21:59.321 these things are thought to be  
NOTE Confidence: 0.929692975454546  
00:21:59.321 --> 00:22:01.306 negative aspects of an experience.  
NOTE Confidence: 0.929692975454546  
00:22:01.310 --> 00:22:02.724 But they also were excited and they  
NOTE Confidence: 0.929692975454546  
00:22:02.724 --> 00:22:04.291 felt that it was an awesome experience  
NOTE Confidence: 0.929692975454546  
00:22:04.291 --> 00:22:05.870 despite how hard and busy it was.  
NOTE Confidence: 0.929692975454546  
00:22:05.870 --> 00:22:08.131 So this kind of contrast I thought  
NOTE Confidence: 0.929692975454546  
00:22:08.131 --> 00:22:10.452 was interesting and it really got me  
NOTE Confidence: 0.929692975454546  
00:22:10.452 --> 00:22:12.390 interested in this topic of eustress.  
NOTE Confidence: 0.929692975454546  
00:22:12.390 --> 00:22:15.910 So eustress is a is a physiologic phenomenon.  
NOTE Confidence: 0.929692975454546  
00:22:15.910 --> 00:22:19.284 Actually it was defined many years ago.  
NOTE Confidence: 0.929692975454546  
00:22:19.290 --> 00:22:21.510 But it's since been adapted  
NOTE Confidence: 0.929692975454546  
00:22:21.510 --> 00:22:23.286 as a psychological phenomenon,  
NOTE Confidence: 0.929692975454546  
00:22:23.290 --> 00:22:25.450 So as a physiologic phenomenon,  
NOTE Confidence: 0.929692975454546

00:22:25.450 --> 00:22:27.850 it is cellular stress that induces  
NOTE Confidence: 0.929692975454546

00:22:27.850 --> 00:22:30.530 a growth or adaptive response.  
NOTE Confidence: 0.929692975454546

00:22:30.530 --> 00:22:32.810 As a psychological phenomenon,  
NOTE Confidence: 0.929692975454546

00:22:32.810 --> 00:22:35.762 it's stress that induces an adaptive  
NOTE Confidence: 0.929692975454546

00:22:35.762 --> 00:22:37.730 change or psychological growth.  
NOTE Confidence: 0.929692975454546

00:22:37.730 --> 00:22:39.284 And this is as opposed to distress,  
NOTE Confidence: 0.929692975454546

00:22:39.290 --> 00:22:41.026 which can be destructive.  
NOTE Confidence: 0.929692975454546

00:22:41.026 --> 00:22:42.328 Eustress is productive.  
NOTE Confidence: 0.929692975454546

00:22:42.330 --> 00:22:44.382 So if you look at this curve here on  
NOTE Confidence: 0.929692975454546

00:22:44.382 --> 00:22:48.280 the right, in any task or situation.  
NOTE Confidence: 0.929692975454546

00:22:48.280 --> 00:22:51.255 You can sort of range anywhere from  
NOTE Confidence: 0.929692975454546

00:22:51.255 --> 00:22:55.670 bored to burnt out and somewhere in the  
NOTE Confidence: 0.929692975454546

00:22:55.670 --> 00:22:58.076 middle is this optimal range of performance.  
NOTE Confidence: 0.929692975454546

00:22:58.080 --> 00:23:01.118 So if things are not stressful enough,  
NOTE Confidence: 0.929692975454546

00:23:01.120 --> 00:23:04.652 you actually can be too bored.  
NOTE Confidence: 0.929692975454546

00:23:04.652 --> 00:23:05.636 You can be calm,

NOTE Confidence: 0.929692975454546  
00:23:05.640 --> 00:23:07.216 you can be stagnant,  
NOTE Confidence: 0.929692975454546  
00:23:07.216 --> 00:23:08.398 you don't grow.  
NOTE Confidence: 0.929692975454546  
00:23:08.400 --> 00:23:10.400 If things are too stressful,  
NOTE Confidence: 0.929692975454546  
00:23:10.400 --> 00:23:11.459 you break down,  
NOTE Confidence: 0.929692975454546  
00:23:11.459 --> 00:23:12.518 you become ill,  
NOTE Confidence: 0.929692975454546  
00:23:12.520 --> 00:23:14.120 you have bad psychological reactions,  
NOTE Confidence: 0.929692975454546  
00:23:14.120 --> 00:23:16.320 and you burn out.  
NOTE Confidence: 0.929692975454546  
00:23:16.320 --> 00:23:18.483 Right in the middle is where you  
NOTE Confidence: 0.929692975454546  
00:23:18.483 --> 00:23:20.074 feel energized and focused and  
NOTE Confidence: 0.929692975454546  
00:23:20.074 --> 00:23:22.153 optimum and so you want to find  
NOTE Confidence: 0.929692975454546  
00:23:22.153 --> 00:23:24.158 tasks and schedule your your life  
NOTE Confidence: 0.929692975454546  
00:23:24.158 --> 00:23:26.250 and and your your workload in a  
NOTE Confidence: 0.929692975454546  
00:23:26.250 --> 00:23:27.825 way that puts you in this optimal  
NOTE Confidence: 0.929692975454546  
00:23:27.825 --> 00:23:28.958 performance if you're a mentor.  
NOTE Confidence: 0.929692975454546  
00:23:28.960 --> 00:23:31.225 Similarly you want to help  
NOTE Confidence: 0.929692975454546

00:23:31.225 --> 00:23:33.490 your mentees find this eustress  
NOTE Confidence: 0.929692975454546

00:23:33.573 --> 00:23:35.835 point in their in their work.  
NOTE Confidence: 0.929692975454546

00:23:35.840 --> 00:23:37.580 This has actually been investigated  
NOTE Confidence: 0.929692975454546

00:23:37.580 --> 00:23:39.536 in nurses and it was positively  
NOTE Confidence: 0.929692975454546

00:23:39.536 --> 00:23:40.478 correlated with engagement.  
NOTE Confidence: 0.929692975454546

00:23:40.480 --> 00:23:42.594 So the more you stressed they were,  
NOTE Confidence: 0.929692975454546

00:23:42.600 --> 00:23:44.380 the more engaged they were.  
NOTE Confidence: 0.929692975454546

00:23:44.380 --> 00:23:46.116 What was interesting is they felt just  
NOTE Confidence: 0.929692975454546

00:23:46.116 --> 00:23:47.775 like that quote that we saw positive  
NOTE Confidence: 0.929692975454546

00:23:47.775 --> 00:23:50.260 and negative emotions at the same time.  
NOTE Confidence: 0.929692975454546

00:23:50.260 --> 00:23:52.708 So it's not necessarily a positive  
NOTE Confidence: 0.929692975454546

00:23:52.708 --> 00:23:55.659 experience in the moment you feel stressed,  
NOTE Confidence: 0.929692975454546

00:23:55.660 --> 00:23:58.096 but you can also be excited,  
NOTE Confidence: 0.929692975454546

00:23:58.100 --> 00:23:59.954 it can be uncomfortable and it  
NOTE Confidence: 0.929692975454546

00:23:59.954 --> 00:24:02.060 may not be apparent in real time.  
NOTE Confidence: 0.929692975454546

00:24:02.060 --> 00:24:03.734 So the other thing I recommend that you do,

NOTE Confidence: 0.929692975454546  
00:24:03.740 --> 00:24:05.100 especially if you have mentees,  
NOTE Confidence: 0.936228132  
00:24:05.100 --> 00:24:07.100 is to review with them some  
NOTE Confidence: 0.936228132  
00:24:07.100 --> 00:24:08.700 of their experiences in a  
NOTE Confidence: 0.936228132  
00:24:08.700 --> 00:24:10.744 reflective way and say you know,  
NOTE Confidence: 0.936228132  
00:24:10.744 --> 00:24:12.148 how are you feeling.  
NOTE Confidence: 0.936228132  
00:24:12.150 --> 00:24:13.390 Did you feel this eustress?  
NOTE Confidence: 0.936228132  
00:24:13.390 --> 00:24:14.806 Were you excited?  
NOTE Confidence: 0.936228132  
00:24:14.806 --> 00:24:17.750 Was it a growth experience for you?  
NOTE Confidence: 0.936228132  
00:24:17.750 --> 00:24:18.893 Growth experiences usually  
NOTE Confidence: 0.936228132  
00:24:18.893 --> 00:24:20.417 only become growth experiences  
NOTE Confidence: 0.936228132  
00:24:20.417 --> 00:24:22.030 when we reflect on them,  
NOTE Confidence: 0.936228132  
00:24:22.030 --> 00:24:23.590 so having this reflection is critical.  
NOTE Confidence: 0.9006398633333333  
00:24:26.270 --> 00:24:27.978 The next thing I'd recommend is how  
NOTE Confidence: 0.9006398633333333  
00:24:27.978 --> 00:24:30.067 to how to find your place of flow.  
NOTE Confidence: 0.9006398633333333  
00:24:30.070 --> 00:24:33.006 Who's heard of flow before? Of hands?  
NOTE Confidence: 0.9006398633333333

00:24:33.006 --> 00:24:36.461 Yeah, so flow is a pretty popular phenomenon.

NOTE Confidence: 0.9006398633333333

00:24:36.461 --> 00:24:38.327 This also came to me based

NOTE Confidence: 0.9006398633333333

00:24:38.327 --> 00:24:40.349 on a quote from a resident.

NOTE Confidence: 0.9006398633333333

00:24:40.350 --> 00:24:41.750 So this resident was talking

NOTE Confidence: 0.9006398633333333

00:24:41.750 --> 00:24:43.150 about being on night flow.

NOTE Confidence: 0.9006398633333333

00:24:43.150 --> 00:24:44.296 They said when you're the only

NOTE Confidence: 0.9006398633333333

00:24:44.296 --> 00:24:45.390 one responsible for a patient,

NOTE Confidence: 0.9006398633333333

00:24:45.390 --> 00:24:47.893 you feel this incredible burden or you just

NOTE Confidence: 0.9006398633333333

00:24:47.893 --> 00:24:49.670 kind of have to you go into this like,

NOTE Confidence: 0.9006398633333333

00:24:49.670 --> 00:24:51.206 I don't know,

NOTE Confidence: 0.9006398633333333

00:24:51.206 --> 00:24:53.455 the superpower and you do things you

NOTE Confidence: 0.9006398633333333

00:24:53.455 --> 00:24:54.870 never thought you could actually do.

NOTE Confidence: 0.9006398633333333

00:24:54.870 --> 00:24:56.155 It's like you're thinking about

NOTE Confidence: 0.9006398633333333

00:24:56.155 --> 00:24:57.440 things you never actually thought

NOTE Confidence: 0.9006398633333333

00:24:57.480 --> 00:24:58.348 you would think about,

NOTE Confidence: 0.9006398633333333

00:24:58.350 --> 00:24:59.450 only because someone's life

NOTE Confidence: 0.9006398633333333  
00:24:59.450 --> 00:25:00.825 is really at stake here.  
NOTE Confidence: 0.9006398633333333  
00:25:00.830 --> 00:25:02.108 So this resident was in flow.  
NOTE Confidence: 0.937378342857143  
00:25:04.430 --> 00:25:07.195 So flow is is really a foundational.  
NOTE Confidence: 0.937378342857143  
00:25:07.200 --> 00:25:08.688 Concept in positive psychology.  
NOTE Confidence: 0.937378342857143  
00:25:08.688 --> 00:25:11.560 It was developed by Mihail Chicks at Mihail.  
NOTE Confidence: 0.937378342857143  
00:25:11.560 --> 00:25:13.776 It's been written about in in books and  
NOTE Confidence: 0.937378342857143  
00:25:13.776 --> 00:25:15.560 talked about in popular literature.  
NOTE Confidence: 0.937378342857143  
00:25:15.560 --> 00:25:17.600 It's widely recognized in athletes,  
NOTE Confidence: 0.937378342857143  
00:25:17.600 --> 00:25:18.480 so a lot of athletes,  
NOTE Confidence: 0.937378342857143  
00:25:18.480 --> 00:25:20.000 when they're in the zone,  
NOTE Confidence: 0.937378342857143  
00:25:20.000 --> 00:25:21.920 are in flow. Similarly,  
NOTE Confidence: 0.937378342857143  
00:25:21.920 --> 00:25:25.359 artists find themselves in flow quite a bit.  
NOTE Confidence: 0.937378342857143  
00:25:25.360 --> 00:25:27.316 It's a state of total absorption,  
NOTE Confidence: 0.937378342857143  
00:25:27.320 --> 00:25:29.393 and you've probably felt this perhaps  
NOTE Confidence: 0.937378342857143  
00:25:29.393 --> 00:25:31.271 when you're doing an experiment or  
NOTE Confidence: 0.937378342857143

00:25:31.271 --> 00:25:33.436 if you're caring for a patient and  
NOTE Confidence: 0.937378342857143

00:25:33.436 --> 00:25:35.188 you're really absorbed in what you're  
NOTE Confidence: 0.937378342857143

00:25:35.243 --> 00:25:36.888 doing and you feel in the zone.  
NOTE Confidence: 0.937378342857143

00:25:36.890 --> 00:25:38.975 And it has some found  
NOTE Confidence: 0.937378342857143

00:25:38.975 --> 00:25:39.809 foundational characteristics.  
NOTE Confidence: 0.937378342857143

00:25:39.810 --> 00:25:43.510 So it's characterized by intense  
NOTE Confidence: 0.937378342857143

00:25:43.510 --> 00:25:45.730 concentration and presence,  
NOTE Confidence: 0.937378342857143

00:25:45.730 --> 00:25:47.370 emerging of action and awareness.  
NOTE Confidence: 0.937378342857143

00:25:47.370 --> 00:25:48.590 Meaning you sort of aren't  
NOTE Confidence: 0.937378342857143

00:25:48.590 --> 00:25:49.810 thinking about what you're doing,  
NOTE Confidence: 0.937378342857143

00:25:49.810 --> 00:25:51.442 you're just doing it.  
NOTE Confidence: 0.937378342857143

00:25:51.442 --> 00:25:54.330 You actually lose the awareness of self.  
NOTE Confidence: 0.937378342857143

00:25:54.330 --> 00:25:56.250 You have a perception of total  
NOTE Confidence: 0.937378342857143

00:25:56.250 --> 00:25:57.530 control over your actions.  
NOTE Confidence: 0.937378342857143

00:25:57.530 --> 00:25:59.130 You lose perception of time.  
NOTE Confidence: 0.937378342857143

00:25:59.130 --> 00:26:01.722 So hours can go by and you're doing

NOTE Confidence: 0.937378342857143  
00:26:01.722 --> 00:26:03.918 this activity and you find intrinsic  
NOTE Confidence: 0.937378342857143  
00:26:03.918 --> 00:26:05.853 reward from the activity itself.  
NOTE Confidence: 0.937378342857143  
00:26:05.860 --> 00:26:06.872 When we studied residents,  
NOTE Confidence: 0.937378342857143  
00:26:06.872 --> 00:26:08.137 we found that this state  
NOTE Confidence: 0.937378342857143  
00:26:08.137 --> 00:26:09.220 was highly desirable,  
NOTE Confidence: 0.937378342857143  
00:26:09.220 --> 00:26:10.485 meaning they wanted to feel  
NOTE Confidence: 0.937378342857143  
00:26:10.485 --> 00:26:12.100 flow again and again and again,  
NOTE Confidence: 0.937378342857143  
00:26:12.100 --> 00:26:14.614 and they tended to gravitate towards  
NOTE Confidence: 0.937378342857143  
00:26:14.614 --> 00:26:16.700 situations that gave them flow.  
NOTE Confidence: 0.937378342857143  
00:26:16.700 --> 00:26:17.980 It does require intrinsic  
NOTE Confidence: 0.937378342857143  
00:26:17.980 --> 00:26:19.260 value in the activity,  
NOTE Confidence: 0.937378342857143  
00:26:19.260 --> 00:26:20.520 meaning the activity has  
NOTE Confidence: 0.937378342857143  
00:26:20.520 --> 00:26:22.095 to be rewarding for itself,  
NOTE Confidence: 0.937378342857143  
00:26:22.100 --> 00:26:24.179 not for what you get from it,  
NOTE Confidence: 0.937378342857143  
00:26:24.180 --> 00:26:26.055 but that varies from individual  
NOTE Confidence: 0.937378342857143

00:26:26.055 --> 00:26:27.810 to individual and it needs to  
NOTE Confidence: 0.937378342857143

00:26:27.810 --> 00:26:28.860 be challenging to some degree.  
NOTE Confidence: 0.937378342857143

00:26:28.860 --> 00:26:30.402 And that this is where EUSTRESS  
NOTE Confidence: 0.937378342857143

00:26:30.402 --> 00:26:31.173 comes into play.  
NOTE Confidence: 0.937378342857143

00:26:31.180 --> 00:26:33.418 You don't necessarily have to be  
NOTE Confidence: 0.937378342857143

00:26:33.418 --> 00:26:35.170 interested in the activity so.  
NOTE Confidence: 0.937378342857143

00:26:35.170 --> 00:26:37.004 You have to see that it's valuable,  
NOTE Confidence: 0.937378342857143

00:26:37.010 --> 00:26:38.324 but you don't need to be interested in it.  
NOTE Confidence: 0.937378342857143

00:26:38.330 --> 00:26:39.849 And the way we we learned this  
NOTE Confidence: 0.937378342857143

00:26:39.849 --> 00:26:41.703 was a lot of residents found it  
NOTE Confidence: 0.937378342857143

00:26:41.703 --> 00:26:43.425 in rotations that they'd had no  
NOTE Confidence: 0.937378342857143

00:26:43.485 --> 00:26:45.326 interest in going into as a field,  
NOTE Confidence: 0.937378342857143

00:26:45.330 --> 00:26:46.850 but they still experience flow  
NOTE Confidence: 0.937378342857143

00:26:46.850 --> 00:26:48.370 as part of their rotation.  
NOTE Confidence: 0.948639695

00:26:50.570 --> 00:26:52.250 And then it really helps to develop  
NOTE Confidence: 0.948639695

00:26:52.250 --> 00:26:53.809 and revisit your personal mission.

NOTE Confidence: 0.948639695

00:26:53.810 --> 00:26:55.063 And this is where we're going to

NOTE Confidence: 0.948639695

00:26:55.063 --> 00:26:56.447 spend the rest of our time together.

NOTE Confidence: 0.948639695

00:26:56.450 --> 00:26:57.752 And I'm going to stop talking

NOTE Confidence: 0.948639695

00:26:57.752 --> 00:26:59.369 and let you do some thinking.

NOTE Confidence: 0.948639695

00:26:59.370 --> 00:27:04.650 So let me drop this into the chat and zoom.

NOTE Confidence: 0.948639695

00:27:04.650 --> 00:27:06.698 And then I'm going to pass around a

NOTE Confidence: 0.948639695

00:27:06.698 --> 00:27:08.887 little bit of a worksheet for everybody.

NOTE Confidence: 0.948639695

00:27:08.890 --> 00:27:10.450 Let's see Chance.

NOTE Confidence: 0.94830432

00:27:17.240 --> 00:27:18.400 So if you're following along,

NOTE Confidence: 0.94830432

00:27:18.400 --> 00:27:20.520 you can download this sheet.

NOTE Confidence: 0.951155616666667

00:27:23.600 --> 00:27:25.976 So mission Statement is a concise

NOTE Confidence: 0.951155616666667

00:27:25.976 --> 00:27:28.560 explanation of your reason for existence.

NOTE Confidence: 0.951155616666667

00:27:28.560 --> 00:27:30.317 It's why you are what you are.

NOTE Confidence: 0.951155616666667

00:27:30.320 --> 00:27:32.399 It's why you do what you do.

NOTE Confidence: 0.951155616666667

00:27:32.400 --> 00:27:35.396 It explains your aims and your values.

NOTE Confidence: 0.951155616666667

00:27:35.400 --> 00:27:38.580 It's used in decision making.  
NOTE Confidence: 0.951155616666667

00:27:38.580 --> 00:27:40.620 So a lot of people will turn to  
NOTE Confidence: 0.951155616666667

00:27:40.620 --> 00:27:42.335 their mission statement to help  
NOTE Confidence: 0.951155616666667

00:27:42.335 --> 00:27:44.106 them make difficult decisions and  
NOTE Confidence: 0.951155616666667

00:27:44.106 --> 00:27:45.336 it's a source of reinvigoration.  
NOTE Confidence: 0.951155616666667

00:27:45.340 --> 00:27:47.580 So it's something you can refer to again  
NOTE Confidence: 0.951155616666667

00:27:47.580 --> 00:27:51.260 and again as you go through your careers.  
NOTE Confidence: 0.951155616666667

00:27:51.260 --> 00:27:53.460 It's something you can come back to and  
NOTE Confidence: 0.951155616666667

00:27:53.460 --> 00:27:55.978 adapt as your as your admissions change.  
NOTE Confidence: 0.951155616666667

00:27:55.980 --> 00:27:57.258 I'll give you some examples here.  
NOTE Confidence: 0.951155616666667

00:27:57.260 --> 00:27:59.564 So this is the mission statement  
NOTE Confidence: 0.951155616666667

00:27:59.564 --> 00:28:01.100 of our neurology residency.  
NOTE Confidence: 0.951155616666667

00:28:01.100 --> 00:28:03.580 We aim to train future leaders in neurology.  
NOTE Confidence: 0.951155616666667

00:28:03.580 --> 00:28:05.705 Neurologists meet a consistently high  
NOTE Confidence: 0.951155616666667

00:28:05.705 --> 00:28:07.405 standard of Clinical Excellence.  
NOTE Confidence: 0.951155616666667

00:28:07.410 --> 00:28:08.859 But who also contribute to the advancement

NOTE Confidence: 0.951155616666667  
00:28:08.859 --> 00:28:10.169 of the field through research,  
NOTE Confidence: 0.951155616666667  
00:28:10.170 --> 00:28:11.262 administration, education,  
NOTE Confidence: 0.951155616666667  
00:28:11.262 --> 00:28:13.446 global health, and advocacy.  
NOTE Confidence: 0.938995675  
00:28:15.730 --> 00:28:17.075 This is the mission statement  
NOTE Confidence: 0.938995675  
00:28:17.075 --> 00:28:18.420 of an organization that I  
NOTE Confidence: 0.938995675  
00:28:18.471 --> 00:28:19.887 work with called the A/C GME.  
NOTE Confidence: 0.938995675  
00:28:19.890 --> 00:28:22.114 The mission of the A/C GME is to  
NOTE Confidence: 0.938995675  
00:28:22.114 --> 00:28:23.411 improve healthcare and population  
NOTE Confidence: 0.938995675  
00:28:23.411 --> 00:28:25.126 health by assessing and enhancing  
NOTE Confidence: 0.938995675  
00:28:25.126 --> 00:28:27.441 the quality of resident and fellow  
NOTE Confidence: 0.938995675  
00:28:27.441 --> 00:28:30.676 physicians education through the  
NOTE Confidence: 0.938995675  
00:28:30.676 --> 00:28:32.248 advancements in accreditation education.  
NOTE Confidence: 0.938995675  
00:28:32.250 --> 00:28:35.110 Yeah, well, good, you're going to fix that.  
NOTE Confidence: 0.938995675  
00:28:35.110 --> 00:28:35.330 Hopefully.  
NOTE Confidence: 0.8059573  
00:28:43.110 --> 00:28:43.180 There  
NOTE Confidence: 0.9201268

00:29:01.160 --> 00:29:03.400 we go. Okay.  
NOTE Confidence: 0.946004114285714

00:29:05.800 --> 00:29:07.396 So what makes a good mission statement?  
NOTE Confidence: 0.946004114285714

00:29:07.400 --> 00:29:09.640 It's concise, it's long term,  
NOTE Confidence: 0.946004114285714

00:29:09.640 --> 00:29:10.825 it's future oriented,  
NOTE Confidence: 0.946004114285714

00:29:10.825 --> 00:29:13.195 it takes into account your skills,  
NOTE Confidence: 0.946004114285714

00:29:13.200 --> 00:29:14.697 traits and values.  
NOTE Confidence: 0.946004114285714

00:29:14.697 --> 00:29:17.691 And it's something that you revisit  
NOTE Confidence: 0.946004114285714

00:29:17.691 --> 00:29:20.440 often and revise with frequency.  
NOTE Confidence: 0.946004114285714

00:29:20.440 --> 00:29:22.400 So. You have a worksheet.  
NOTE Confidence: 0.946004114285714

00:29:22.400 --> 00:29:23.926 If you're on zoom, you should be  
NOTE Confidence: 0.946004114285714

00:29:23.926 --> 00:29:25.676 able to get it from the chat box.  
NOTE Confidence: 0.946004114285714

00:29:25.680 --> 00:29:27.264 I want you to take a few minutes  
NOTE Confidence: 0.946004114285714

00:29:27.264 --> 00:29:28.880 and just think individually about  
NOTE Confidence: 0.946004114285714

00:29:28.880 --> 00:29:31.316 the two questions on page one.  
NOTE Confidence: 0.946004114285714

00:29:31.320 --> 00:29:34.775 So the questions are when do I feel the  
NOTE Confidence: 0.946004114285714

00:29:34.775 --> 00:29:36.200 most meaningful moments in my work?

NOTE Confidence: 0.946004114285714  
00:29:36.200 --> 00:29:38.198 Describe in detail why are these  
NOTE Confidence: 0.946004114285714  
00:29:38.198 --> 00:29:39.800 moments so meaningful and what  
NOTE Confidence: 0.946004114285714  
00:29:39.800 --> 00:29:41.900 are my values as an individual and  
NOTE Confidence: 0.946004114285714  
00:29:41.900 --> 00:29:44.000 how do my values shape my work?  
NOTE Confidence: 0.946004114285714  
00:29:44.000 --> 00:29:46.673 This is a list of values from Brené Brown.  
NOTE Confidence: 0.946004114285714  
00:29:46.680 --> 00:29:48.843 It's I think it's readable even though  
NOTE Confidence: 0.946004114285714  
00:29:48.843 --> 00:29:50.838 the print's a little bit small.  
NOTE Confidence: 0.946004114285714  
00:29:50.840 --> 00:29:52.226 If you're not sure what value  
NOTE Confidence: 0.946004114285714  
00:29:52.226 --> 00:29:52.919 your values are,  
NOTE Confidence: 0.946004114285714  
00:29:52.920 --> 00:29:53.770 read through this list and  
NOTE Confidence: 0.946004114285714  
00:29:53.770 --> 00:29:54.800 see what jumps out at you.  
NOTE Confidence: 0.946004114285714  
00:29:54.800 --> 00:29:55.900 Pick three to five.  
NOTE Confidence: 0.946004114285714  
00:29:55.900 --> 00:29:58.362 So take a few minutes and just think  
NOTE Confidence: 0.946004114285714  
00:29:58.362 --> 00:30:00.237 about these first two questions.  
NOTE Confidence: 0.86172695625  
00:30:22.030 --> 00:30:23.390 I should have had some music to play.  
NOTE Confidence: 0.9402536

00:30:53.940 --> 00:30:55.220 I'll give you a fair warning.  
NOTE Confidence: 0.9402536

00:30:55.220 --> 00:30:56.592 I'm going to ask you to talk  
NOTE Confidence: 0.9402536

00:30:56.592 --> 00:30:57.619 to people around you soon,  
NOTE Confidence: 0.9402536

00:30:57.620 --> 00:31:00.700 so have some ideas ready to share.  
NOTE Confidence: 0.949402145454545

00:31:14.560 --> 00:31:16.264 You'll know you're coming up with  
NOTE Confidence: 0.949402145454545

00:31:16.264 --> 00:31:17.640 meaningful moments if they feel  
NOTE Confidence: 0.949402145454545

00:31:17.640 --> 00:31:19.236 good when you write about them,  
NOTE Confidence: 0.949402145454545

00:31:19.240 --> 00:31:20.240 if they get you excited.  
NOTE Confidence: 0.943128752857143

00:31:41.160 --> 00:31:42.679 I'll give you about two more minutes,  
NOTE Confidence: 0.9301901

00:31:46.360 --> 00:31:50.316 one and two. Yep, both. Both questions.  
NOTE Confidence: 0.9301901

00:31:50.320 --> 00:31:51.280 Just on page one though.  
NOTE Confidence: 0.91752042

00:32:35.010 --> 00:32:36.130 Take about one more minute.  
NOTE Confidence: 0.896753677142857

00:32:39.290 --> 00:32:40.934 Be bullet points. Doesn't  
NOTE Confidence: 0.896753677142857

00:32:40.934 --> 00:32:43.210 have to be perfect sentences.  
NOTE Confidence: 0.948639766666667

00:33:49.140 --> 00:33:50.700 Anybody want to share their values?  
NOTE Confidence: 0.5898163

00:33:59.890 --> 00:34:01.530 OK, great.

NOTE Confidence: 0.944545  
00:34:11.410 --> 00:34:12.808 Trust, creativity, loyalty,  
NOTE Confidence: 0.944545  
00:34:12.808 --> 00:34:14.530 integrity and honesty. Great.  
NOTE Confidence: 0.9553487  
00:34:19.050 --> 00:34:21.090 Anybody else? Yeah.  
NOTE Confidence: 0.9402536  
00:34:26.910 --> 00:34:30.310 Hope and kindness, knowledge and vision.  
NOTE Confidence: 0.923481266666667  
00:34:30.950 --> 00:34:33.630 I like it. Yeah,  
NOTE Confidence: 0.9905706  
00:34:42.150 --> 00:34:45.748 Vulnerability and safety? Great.  
NOTE Confidence: 0.9905706  
00:34:45.750 --> 00:34:48.318 So hopefully these feel like  
NOTE Confidence: 0.9905706  
00:34:48.318 --> 00:34:49.582 you identify with them, right?  
NOTE Confidence: 0.9905706  
00:34:49.582 --> 00:34:51.214 These these are things that speak  
NOTE Confidence: 0.9905706  
00:34:51.214 --> 00:34:54.090 to you on a deeper level. You can.  
NOTE Confidence: 0.9905706  
00:34:54.090 --> 00:34:56.290 There are many other values than this list.  
NOTE Confidence: 0.9905706  
00:34:56.290 --> 00:34:57.250 If you put ones down that  
NOTE Confidence: 0.9905706  
00:34:57.250 --> 00:34:58.580 are not on this list, great.  
NOTE Confidence: 0.9905706  
00:34:58.580 --> 00:35:01.730 This was just there to help you.  
NOTE Confidence: 0.9905706  
00:35:01.730 --> 00:35:03.450 All right.  
NOTE Confidence: 0.9905706

00:35:03.450 --> 00:35:05.450 So now we're going to move on to page 2.  
NOTE Confidence: 0.9905706

00:35:05.450 --> 00:35:07.043 We're not going to take 10 minutes for this.  
NOTE Confidence: 0.9905706

00:35:07.050 --> 00:35:08.410 We'll probably take 5 minutes,  
NOTE Confidence: 0.9603805

00:35:13.770 --> 00:35:15.250 Answer the questions on page two,  
NOTE Confidence: 0.9603805

00:35:15.250 --> 00:35:16.250 and then when you're done,  
NOTE Confidence: 0.9603805

00:35:16.250 --> 00:35:18.070 I want you to find someone near  
NOTE Confidence: 0.9603805

00:35:18.070 --> 00:35:19.478 you and discuss your answers.  
NOTE Confidence: 0.9603805

00:35:19.478 --> 00:35:21.450 So share them with someone around you.  
NOTE Confidence: 0.9603805

00:35:21.450 --> 00:35:25.069 We know that. As with goal setting,  
NOTE Confidence: 0.9603805

00:35:25.070 --> 00:35:26.174 with mission setting,  
NOTE Confidence: 0.9603805

00:35:26.174 --> 00:35:28.014 it's more powerful when you  
NOTE Confidence: 0.9603805

00:35:28.014 --> 00:35:29.669 share with somebody else.  
NOTE Confidence: 0.9603805

00:35:29.670 --> 00:35:31.734 So take a few minutes to think about  
NOTE Confidence: 0.9603805

00:35:31.734 --> 00:35:33.310 your answers to these questions.  
NOTE Confidence: 0.9603805

00:35:33.310 --> 00:35:34.864 How would I describe my work  
NOTE Confidence: 0.9603805

00:35:34.864 --> 00:35:36.310 and mission to another person,

NOTE Confidence: 0.9603805

00:35:36.310 --> 00:35:37.450 and what change would I like

NOTE Confidence: 0.9603805

00:35:37.450 --> 00:35:38.908 to have made in two years time?

NOTE Confidence: 0.9603805

00:35:38.910 --> 00:35:40.830 And then when you're ready,

NOTE Confidence: 0.9603805

00:35:40.830 --> 00:35:43.710 find someone and discuss.

NOTE Confidence: 0.9603805

00:35:43.710 --> 00:35:45.310 If you're on zoom,

NOTE Confidence: 0.9603805

00:35:45.310 --> 00:35:48.270 you can just discuss with your office

NOTE Confidence: 0.9603805

00:35:48.270 --> 00:35:50.350 mate or think quietly to yourself.

NOTE Confidence: 0.886960135714286

00:39:21.920 --> 00:39:24.517 I sense this is a shy group.

NOTE Confidence: 0.886960135714286

00:39:24.520 --> 00:39:26.020 I won't force you to share

NOTE Confidence: 0.886960135714286

00:39:26.020 --> 00:39:27.288 with anyone, but feel free.

NOTE Confidence: 0.886960135714286

00:39:27.288 --> 00:39:29.080 I'll give you a couple more minutes

NOTE Confidence: 0.886960135714286

00:39:29.140 --> 00:39:30.897 to just get your thoughts down and

NOTE Confidence: 0.886960135714286

00:39:30.897 --> 00:39:32.680 if you're if you're ready to chat.

NOTE Confidence: 0.8543639725

00:40:24.280 --> 00:40:25.440 Yeah, so I can

NOTE Confidence: 0.936228352

00:40:31.810 --> 00:40:34.850 so switch. So it's very

NOTE Confidence: 0.69356704

00:40:44.610 --> 00:40:44.770 funny.  
NOTE Confidence: 0.92012674  
00:40:50.480 --> 00:40:50.640 So.  
NOTE Confidence: 0.879663546666667  
00:41:56.170 --> 00:41:57.570 I hear some great conversations  
NOTE Confidence: 0.879663546666667  
00:41:57.570 --> 00:41:58.690 take two more minutes.  
NOTE Confidence: 0.6089489  
00:42:25.430 --> 00:42:25.510 Oh  
NOTE Confidence: 0.60365695  
00:42:36.270 --> 00:42:36.390 yeah.  
NOTE Confidence: 0.23442335  
00:42:56.120 --> 00:42:56.280 Yes.  
NOTE Confidence: 0.9469625333333333  
00:43:29.420 --> 00:43:31.298 Right. I hear some great conversations.  
NOTE Confidence: 0.9469625333333333  
00:43:31.300 --> 00:43:33.740 I'm loathe to interrupt them.  
NOTE Confidence: 0.9469625333333333  
00:43:33.740 --> 00:43:35.948 But I also want you to have a  
NOTE Confidence: 0.9469625333333333  
00:43:35.948 --> 00:43:39.230 chance to complete the exercise.  
NOTE Confidence: 0.9469625333333333  
00:43:39.230 --> 00:43:43.856 So let's move on to the last page.  
NOTE Confidence: 0.9469625333333333  
00:43:43.860 --> 00:43:45.975 And this is where the rubber meets the road.  
NOTE Confidence: 0.9469625333333333  
00:43:45.980 --> 00:43:47.366 So it's now time to craft  
NOTE Confidence: 0.9469625333333333  
00:43:47.366 --> 00:43:48.059 your mission statement.  
NOTE Confidence: 0.9469625333333333  
00:43:48.060 --> 00:43:49.484 You've explored your values.

NOTE Confidence: 0.946962533333333

00:43:49.484 --> 00:43:51.620 You've explored what's meaningful to you.

NOTE Confidence: 0.946962533333333

00:43:51.620 --> 00:43:54.444 You've looked at your vision for the future.

NOTE Confidence: 0.946962533333333

00:43:54.450 --> 00:43:55.724 You've talked about it with somebody else,

NOTE Confidence: 0.946962533333333

00:43:55.730 --> 00:43:57.090 and maybe that helped you

NOTE Confidence: 0.946962533333333

00:43:57.090 --> 00:43:58.450 clarify it a little bit.

NOTE Confidence: 0.946962533333333

00:43:58.450 --> 00:43:59.518 So now it's time to actually

NOTE Confidence: 0.946962533333333

00:43:59.518 --> 00:44:00.650 put down a mission statement.

NOTE Confidence: 0.946962533333333

00:44:00.650 --> 00:44:02.764 So on the last page you have

NOTE Confidence: 0.946962533333333

00:44:02.764 --> 00:44:04.450 a place to write it.

NOTE Confidence: 0.946962533333333

00:44:04.450 --> 00:44:05.690 This is a first draft.

NOTE Confidence: 0.946962533333333

00:44:05.690 --> 00:44:07.052 It's okay if it's not perfect

NOTE Confidence: 0.946962533333333

00:44:07.052 --> 00:44:08.191 because you're going to come

NOTE Confidence: 0.946962533333333

00:44:08.191 --> 00:44:09.325 back to this and revise it

NOTE Confidence: 0.946962533333333

00:44:09.330 --> 00:44:11.618 periodically throughout your career.

NOTE Confidence: 0.946962533333333

00:44:11.618 --> 00:44:14.478 But if you're looking for

NOTE Confidence: 0.946962533333333

00:44:14.478 --> 00:44:16.849 some ways to get started,  
NOTE Confidence: 0.9469625333333333

00:44:16.850 --> 00:44:19.090 these are some prompts you can use.  
NOTE Confidence: 0.9469625333333333

00:44:19.090 --> 00:44:20.050 It is my goal to.  
NOTE Confidence: 0.9469625333333333

00:44:20.050 --> 00:44:22.810 I believe I value my vision is to.  
NOTE Confidence: 0.9469625333333333

00:44:22.810 --> 00:44:25.034 The change I hope to see is the  
NOTE Confidence: 0.9469625333333333

00:44:25.034 --> 00:44:26.882 people I hope to impact our success  
NOTE Confidence: 0.9469625333333333

00:44:26.882 --> 00:44:28.626 looks like and I will overcome  
NOTE Confidence: 0.9469625333333333

00:44:28.626 --> 00:44:30.290 challenges by or anything else  
NOTE Confidence: 0.9469625333333333

00:44:30.290 --> 00:44:32.624 you want you can say it is my  
NOTE Confidence: 0.9469625333333333

00:44:32.624 --> 00:44:34.529 mission too and go from there.  
NOTE Confidence: 0.9469625333333333

00:44:34.530 --> 00:44:37.258 But try to try to craft a statement  
NOTE Confidence: 0.9469625333333333

00:44:37.258 --> 00:44:39.946 that's one or two sentences and really  
NOTE Confidence: 0.9469625333333333

00:44:39.946 --> 00:44:42.522 captures the values and the vision that  
NOTE Confidence: 0.9469625333333333

00:44:42.522 --> 00:44:45.287 you put down on the pages one and two.  
NOTE Confidence: 0.9469625333333333

00:44:45.290 --> 00:44:47.089 So I'll give you a moment to  
NOTE Confidence: 0.9469625333333333

00:44:47.089 --> 00:44:48.138 do that and then we're going

NOTE Confidence: 0.9469625333333333  
00:44:48.138 --> 00:44:49.090 to I'm going to put up the.  
NOTE Confidence: 0.9385763666666667  
00:44:51.760 --> 00:44:54.076 Slide again and I would love  
NOTE Confidence: 0.9385763666666667  
00:44:54.080 --> 00:44:55.690 for people to share their  
NOTE Confidence: 0.9385763666666667  
00:44:55.690 --> 00:44:58.039 missions so we can all read them.  
NOTE Confidence: 0.9385763666666667  
00:44:58.040 --> 00:45:00.075 So as soon as you've got it up,  
NOTE Confidence: 0.9385763666666667  
00:45:00.075 --> 00:45:01.440 back on to mentee and type it  
NOTE Confidence: 0.9385763666666667  
00:45:01.440 --> 00:45:02.959 in and we'll see them pop up.  
NOTE Confidence: 0.9301902  
00:45:05.200 --> 00:45:05.260 And  
NOTE Confidence: 0.9301902  
00:45:12.890 --> 00:45:13.970 you can, if you're on Zoom,  
NOTE Confidence: 0.85519659  
00:45:13.970 --> 00:45:15.286 you can use the mentee as well.  
NOTE Confidence: 0.826056135714286  
00:48:34.230 --> 00:48:35.749 All right, we have our first submission.  
NOTE Confidence: 0.9905706  
00:48:38.950 --> 00:48:39.510 Beautiful.  
NOTE Confidence: 0.9905706  
00:49:24.010 --> 00:49:24.530 Excellent.  
NOTE Confidence: 0.933065457142857  
00:49:37.030 --> 00:49:39.527 I see that we're at 5:00 till keep.  
NOTE Confidence: 0.933065457142857  
00:49:39.527 --> 00:49:41.309 Keep going, keep typing them in.  
NOTE Confidence: 0.933065457142857

00:49:41.310 --> 00:49:43.302 But I I also will feel any questions  
NOTE Confidence: 0.933065457142857

00:49:43.302 --> 00:49:45.190 in the last five minutes here.  
NOTE Confidence: 0.933065457142857

00:49:45.190 --> 00:49:46.982 Keep an eye on the screen as  
NOTE Confidence: 0.933065457142857

00:49:46.982 --> 00:49:48.149 other people's missions pop up.  
NOTE Confidence: 0.933065457142857

00:49:48.150 --> 00:49:50.430 I get inspired reading your missions.  
NOTE Confidence: 0.933065457142857

00:49:50.430 --> 00:49:51.785 So I'm sure you'll get  
NOTE Confidence: 0.933065457142857

00:49:51.785 --> 00:49:52.869 inspired reading each other's.  
NOTE Confidence: 0.933065457142857

00:49:52.870 --> 00:49:55.243 What you've created here is a commitment  
NOTE Confidence: 0.933065457142857

00:49:55.243 --> 00:49:57.109 to something bigger than yourself.  
NOTE Confidence: 0.933065457142857

00:49:57.110 --> 00:49:59.110 And when we talk about meaning and work  
NOTE Confidence: 0.933065457142857

00:49:59.110 --> 00:50:01.600 as a protective factor against burnout.  
NOTE Confidence: 0.933065457142857

00:50:01.600 --> 00:50:02.762 That's one of the biggest things you  
NOTE Confidence: 0.933065457142857

00:50:02.762 --> 00:50:04.199 can have is that kind of a commitment.  
NOTE Confidence: 0.933065457142857

00:50:04.200 --> 00:50:07.535 So I hope that you'll pin this to  
NOTE Confidence: 0.933065457142857

00:50:07.535 --> 00:50:09.250 your your desk or put it somewhere  
NOTE Confidence: 0.933065457142857

00:50:09.307 --> 00:50:10.959 where you can look at it often,

NOTE Confidence: 0.933065457142857  
00:50:10.960 --> 00:50:12.676 come back to it, revise it,  
NOTE Confidence: 0.933065457142857  
00:50:12.680 --> 00:50:15.240 change the language around,  
NOTE Confidence: 0.933065457142857  
00:50:15.240 --> 00:50:17.116 but make it your friend and make  
NOTE Confidence: 0.933065457142857  
00:50:17.116 --> 00:50:19.420 it your your companion as you face  
NOTE Confidence: 0.933065457142857  
00:50:19.420 --> 00:50:20.920 the challenges in your career.  
NOTE Confidence: 0.933065457142857  
00:50:20.920 --> 00:50:23.917 So I'll say thank you and take any questions.  
NOTE Confidence: 0.9402536  
00:50:39.950 --> 00:50:40.390 Nice.  
NOTE Confidence: 0.9402536  
00:50:47.000 --> 00:50:47.320 Yeah.  
NOTE Confidence: 0.9251585  
00:50:55.600 --> 00:50:57.040 So I come back to it  
NOTE Confidence: 0.9805072  
00:50:59.320 --> 00:51:00.639 probably once a month,  
NOTE Confidence: 0.9805072  
00:51:00.639 --> 00:51:02.397 but then ad hoc as well.  
NOTE Confidence: 0.9805072  
00:51:02.400 --> 00:51:03.795 So if I'm really struggling  
NOTE Confidence: 0.9805072  
00:51:03.795 --> 00:51:05.190 with the decision or just  
NOTE Confidence: 0.9805072  
00:51:05.244 --> 00:51:06.560 feeling down or whatever,  
NOTE Confidence: 0.9805072  
00:51:06.560 --> 00:51:07.640 then I come back and  
NOTE Confidence: 0.9805072

00:51:07.640 --> 00:51:08.720 review it a little bit.  
NOTE Confidence: 0.943608066666667

00:51:13.350 --> 00:51:15.750 At least every couple of months  
NOTE Confidence: 0.943608066666667

00:51:15.750 --> 00:51:18.035 or or anytime there's a big shift  
NOTE Confidence: 0.943608066666667

00:51:18.035 --> 00:51:19.745 in your career, things like that.  
NOTE Confidence: 0.9100634

00:51:24.430 --> 00:51:25.926 I noticed that the character  
NOTE Confidence: 0.9100634

00:51:25.926 --> 00:51:27.230 limit on the mentee page is  
NOTE Confidence: 0.9603804

00:51:27.390 --> 00:51:29.670 200 characters. Do you recommend  
NOTE Confidence: 0.9419308333333333

00:51:29.670 --> 00:51:30.990 keeping it that short or brief?  
NOTE Confidence: 0.9301902

00:51:33.110 --> 00:51:33.200 I'm  
NOTE Confidence: 0.9469625333333333

00:51:39.490 --> 00:51:40.370 not sure anybody hear me.  
NOTE Confidence: 0.942575923076923

00:51:43.770 --> 00:51:45.569 Well, thanks for being game to do  
NOTE Confidence: 0.942575923076923

00:51:45.569 --> 00:51:47.189 something a little outside the box.  
NOTE Confidence: 0.942575923076923

00:51:47.190 --> 00:51:49.220 I hope it was helpful to you and I enjoyed  
NOTE Confidence: 0.942575923076923

00:51:49.269 --> 00:51:50.870 doing it with you and it was really  
NOTE Confidence: 0.942575923076923

00:51:50.870 --> 00:51:52.550 again a pleasure to be here. Thanks.