Executive and Physician Well Being

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I have no conflicts and nothing to disclose

Our Focus
Understanding Executive and Physician Well-Being

Video clip from City Slickers: the Secret of Life...
Well-Being . . .

A state of being characterized by net positive feelings, engagement, relationships, meaning, and achievement.

Seligman: PERMA

Well-Being 7 Dimensions

- Physical
- Emotional
- Financial
- Social
- Professional
- Spiritual
- Intellectual
Well-Being . . .

Introducing a New Theory of Well-Being

**PERMA**
- Positive Emotions
- Engagement
- Relationships
- Meaning
- Accomplishment

Seligman PERMA

Well-Being

Related Topics

- Stress Factors
- Emotional Intelligence
- Happiness
- Resilience
- Flow
- Self Determination

Stress & Burnout

1. Professional Hazards
2. Organizational Factors
3. Personal Factors
Professional Hazards
1. Nature of Work
2. Threat of Malpractice
3. Long Hours
4. Medical School Debt
5. Economic Model
6. Third Party Payor Requirements
7. Quality Measures
8. Isolation
9. Burden of Confidentiality
10. Patients

Organizational Factors
1. Corporate Culture
2. Corporate Values
3. Compensation Model
4. Productivity Standards

Personal Factors
1. Emotional Makeup
2. Knowledge of Well-Being
3. What You Want
4. Personal Choices
5. Behaviors and Accountability
Positive Emotions
Emotional Intelligence

5 Dimensions of Emotional Intelligence

1. Knowing & Being Aware of How You Think, Feel and Behave
2. Managing Your Emotions By Using Self-Regulating Strategies
3. Motivating Yourself
5 Dimensions

4. Possessing Social Awareness: Recognizing Emotions in Others

5. Cultivating and Strengthening Relationships by Responding in Positive Ways to the Emotions of Others

Emotions Result From

- Life Occurrences
- Your Thoughts & Appraisals
- Your Physiology
- Your Choices
- Your Temperament
- Your Personality
- Worldly Encounters

Self Awareness

Being Aware of How You Think, Feel, and Behave
Lazarus’ Typology

- Anger
- Anxiety
- Fright
- Guilt
- Shame
- Sadness
- Envy
- Jealousy
- Disgust
- Happiness
- Pride
- Relief
- Hope
- Love
- Compassion

Self-Awareness Exercises

- Write your name
- Write your name with your left hand
- Write your name backwards
- ABCs
- Now backwards
- Cross your arms
- Vulcan sign
- Gordian Knot
- Conga Line
- Do improve story Yes and . . .

Engagement
Flow Psychology

Image: Life begins at the end of your comfort zone.

Image of Mihaly Csikszentmihalyi
Author & Psychology Professor
Flow is “a state in which people are so involved in an activity that nothing else seems to matter; the experience is so enjoyable that people will continue to do it even at great cost, for the sheer sake of doing it”

8 Flow Characteristics
1. Complete concentration on the task;
2. Clarity of goals and immediate feedback;
3. Transformation of time (speeding up/slowing down)
4. The experience is intrinsically rewarding;
5. Effortlessness and ease;
6. There is a balance between challenge and skills;
7. Actions and awareness are merged, losing self-conscious rumination;
8. There is a feeling of control over the task,
Intrinsic Motivation

Doing something because you love it.

Csikszentmihalyi said the highest intrinsic motivation is a flow state where self-consciousness is lost, one surrenders completely to the moment, and time means nothing (2013).

Think of a competent musician playing without thinking, or a surfer catching a great wave and riding it with joy.

Extrinsic Motivation

Extrinsic motivation is when your motivation to succeed is controlled externally.

That includes doing something to avoid getting into trouble or working hard to earn more money.

That type of motivation is short-lived.

Research Findings

Flow has been associated with decreased activity in the prefrontal cortex (2003).

The prefrontal cortex is an area of the brain responsible for higher cognitive functions such as self-reflective consciousness, memory, temporal integration, and working memory. It's an area that's responsible for our conscious and explicit state of mind.

In a state of flow, this area is believed to temporarily down-regulate in a process called transient hypofrontality. This temporary inactivation of the prefrontal area may trigger the feelings of distortion of time, loss of self-consciousness, and loss of inner critic.
Research Findings

Inhibition of the prefrontal lobe may enable the implicit mind to take over, allowing more brain areas to communicate freely and engage in a creative process (Dietrich, 2004).

In other research, it’s been hypothesized that the flow state is related to the brain’s dopamine reward circuitry since curiosity is highly amplified during flow (Gruber, Gelman, & Ranganath, 2014).

Self-Determination

- Locus of Control
- Environmental Mastery
- Autonomy
- Lead to Greater Happiness and Well-Being

The ability to respond to pressure, adversity, challenges, trauma and disappointments, by bending, not breaking and bouncing back stronger than before.
Resilience Factors

- Availability of social relationships and the ability to access and use social supports;
- The degree of perceived personal control over which they have some impact and influence;
- The degree to which they can experience positive emotions and self-regulate negative emotions;
- The ability to be cognitively flexible;
- Attitude of Self-Acceptance;
- The ability to engage in meaningful activities and a sense of purpose;
- Having a sense of humor and laughing frequently; and
- Regular Exercise enhances brain health and plasticity.
Happiness

There is a Creative Spirit Within Us

We Have Within Us a Sense of Discovery & Adventure
Something Happens that Diminishes our Spirit of Openness, Optimism, Discovery, and Creativity

Seligman’s Research Findings
Seligman’s Findings

To achieve happiness, we must first learn new ways of thinking about the past, present and the future.

Seligman urges that we:
1. Reflect on our past experiences with a perspective of forgiveness of self and others, learning from our mistakes, and letting go of the past;
2. Be mindful of the present, experience it with gratitude; and
3. Think about the future with hope and optimism.

Seligman’s Research Findings

Using your signature strengths every day produces authentic happiness and abundant gratification.

When you are using your strengths, positive emotions are more likely to occur. These include a wide range of feelings, not just happiness and joy, but emotions like excitement, satisfaction, pride and awe. These emotions are also frequently seen as connected to positive outcomes, and the production of quality results, as well as, longer life and healthier social relationships.

Seligman’s Research Findings

Pursuing a meaningful and purposeful life which Seligman defines as using your signature strengths and virtues in the service of something much larger than you.

Seligman wrote that “positive emotion alienated from the exercise of character leads to emptiness, inauthenticity, depression and, as we age, to the gnawing realization that we are fidgeting until we die.” He states that “while the pleasant life might bring more positive emotion to one’s life, to foster a deeper more enduring happiness, we need to explore the realm of meaning, and that without the application of one’s unique strengths and the development of one’s virtues towards an end bigger than one’s self, one’s potential tends to be whittled away by a mundane, inauthentic, empty pursuit of pleasure.”
Gratitude

Psychology has demonstrated a link between gratefulness and overall health. Robert Emmons, and his colleagues at the University of California, at Davis, examined the results of daily record keeping and gratitude.

They found those that recorded up to 5 things to be grateful for also reported a higher level of overall positive affect coupled with feeling optimistic about the future (as opposed to those that bitched about life’s irritations).

In addition to more positive feelings about life, Emmons found the practice of daily gratitude enhanced overall sleep habits.


Be generous with gratitude, for it is contagious.

Lessons Learned
Image: That's all, folks

Image: The End