

the WOMAN PHYSICIAN'S PLAYBOOK



7 Strategies to Gain
Confidence and
Control for Your
Personal and
Professional
Success

MODULE 3: DEFINE YOUR ALL! (Part 2)

Slide Collection



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Woman Physician's Playbook: 7 Strategies to Gain Confidence and Control for Your Personal and Professional Success

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7 STRATEGIES
to Gain *Confidence*
and *Control*
for Your Personal
and Professional
Success

Module 3. Define **YOUR**
All! (Part 2)

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Module Overview

- Review
 - Strategies
 - Alignment
 - Integration
- Your Work Environment
 - In its entirety
 - Signs of female friendly
- Relationships
 - Home
 - Work
 - Community

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7 Strategies

1. Define **YOUR All!** (part 2 of 2)
2. Take Inventory to Take Control
3. Communicate to Connect and Protect
4. Master Your Workplace: People, Policies, Procedures
5. Negotiate Your Way to a Better Career
6. Rise Above and Defeat Gender Politics
7. Create Work-Life Integration

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Alignment

- What you do...
- What you believe...
- Where you work....
- Where you live.....
- People with whom you work, live and love...

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Integration




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Your Work Environment

- Work schedules—How are they arranged?
- Physical plant
- Resources
- Culture

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Your Work Environment

Work schedules—How are they arranged?

- Efficient?
- Flexible?
- Expected work load?
- How is it measured?

Physical plant

- Modern
- Clean
- Adequate space
- Room for growth

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Your Work Environment

Resources

- Adequate staff—secretary, MA, PA/PNP, back office
- Equipment
- Supplies
- EMR

Culture—quality and collegiality

- Are people happy?
- Do they treat each other with respect and care?
- Do people like what they do?
- What do people talk about?

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How Can I Tell if the Workplace is Family Friendly?

1. Talk to women and men physicians who are there.
2. Talk to women who had worked there before.
3. Talk to others in that workplace—nurse, staff, etc.
4. Inquire about family leave policies.
5. If you meet resistance, red flag→may not be female friendly.

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Your Home Environment

1. Make it work for you.
2. Get help with the things you don't like to do.
3. Divide chores fairly from the start.
4. Do not make excuses for what you cannot do.
5. Make sure others are grateful for what you can do.
6. Don't hide or make little of the fact that you have important work to do as a doctor.

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Integration

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Relationships at Home

Is your family supportive?


- Unpredictable
- Distracted
- Multiple responsibilities
- Try your best
- Expectations-based relationships

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Relationships at Work


1. Colleagues
2. Healthcare team
 - Female nurses
 - Female staff
3. Mentors
4. Sponsors
5. Supervisors
 - Hierarchy
 - Boundaries

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Friends and Community

- This is what we give up first.
- Build relationships on shared interests.
- Almost all activities should have at least two purposes.
- Find people who bring you positive energy, are low maintenance, and understand your limitations.


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Next Steps: Homework

1. Map out your weekly work schedule as it is and then find three things you would change to give yourself more flexibility, predictability and control. (e.g. changing a committee meeting time, having a sitter come an hour earlier)
2. List 2 things you love about your workplace and wouldn't change and 2 things you hate about your workplace and would love to change.
3. "These are the 3 things I want to eliminate from my 'to do' list:"

***Be kind to yourself.
Go write it down!***

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CONGRATULATIONS!
YOU HAVE FINISHED MODULE 3.
NEXT: TAKE INVENTORY TO TAKE CONTROL
CREATE CLARITY, BUILD CONFIDENCE, and TAKE CONTROL
For Your Personal and Professional Success!

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