

the WOMAN PHYSICIAN'S PLAYBOOK



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

MODULE 9: CREATE WORK-LIFE INTEGRATION

Slide Collection



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

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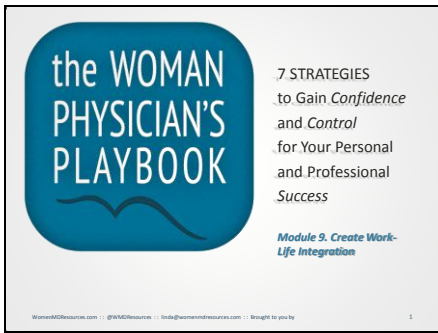
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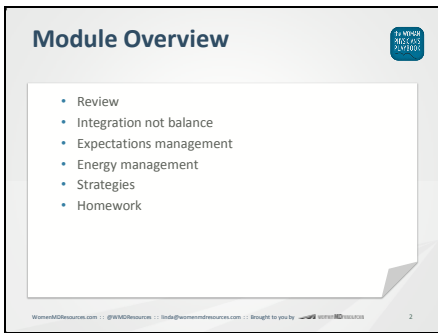
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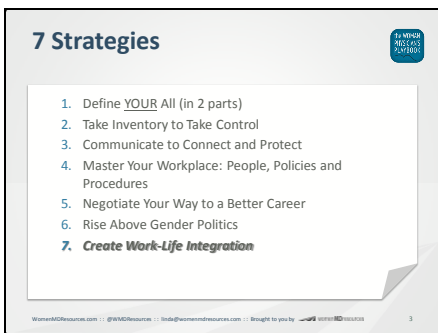
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What We Fear: Failure!

As women and as physicians...



...we are afraid that we cannot do everything well.


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Why Not Work-Life Balance?

Balance:

- Being in or maintaining a state of equilibrium
- To be equal or equivalent
- To bring into or keep in equal or satisfying proportion and harmony




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How About Work-Life Integration?

Integration:

- The act of combining or adding parts to make a *unified* whole.
- Each part important or *integral* to the whole.
- Action taken by groups of people.




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7 Power Principles


1. Women are different, have special gifts.
2. Flexibility, predictability and control.
3. Let go of the guilt.
4. Don't go it alone—get help!
5. Be grateful.
6. Be kind to yourself and others.
7. Be honest with yourself and others.

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Expectations Management


1. Expectations aligned at work.
2. Expectations aligned at home.
3. Expectations aligned with friends and family.
4. Accept the facts that you are busy and you are important (at home, work, community).
5. Competing and (at any time) “more important” responsibilities in your life.

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Energy Management

1. Do only what is essential for YOU to do.
2. Do what you like to do.
3. Do what you need to make yourself happy.
4. Get help with the rest.
5. Make everything you do count for at least 2 things.
6. Let go of the guilt!

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Strategies for Work Integration

- Job sharing.
- Shift work.
- Self-employ.
- Employed physician.
- Administrative jobs.
- HMOs.
- Industry.

Create flexibility, predictability and control as much as possible.

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Flexibility Strategies

- Take call that works for you—become in charge of the call schedule.
- Set time for conferences.
- Adjust office or OR hours to meet your needs.
- Work in places that measure productivity to fit your work style.
- Find practice that needs your work profile.

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Job Sharing

- Clinical work—full time patient load/hours over 2, 3 or 4 weeks.
- Administrative work—get experience by sharing the job—co-chair, co-director.
- Collaborate on research—work in teams.

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Shift Work

Consider:

1. Emergency departments.
2. Urgent care centers.
3. Hospital clinics.
4. Trauma teams.
5. Hospitalist (medicine/surgery).
6. Locum tenens.

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Creatively Cloning Yourself

- Housekeepers—live in or live out
- On-site daycare
- Nannies
- Live in/live out students
- Cleaning services
- Delivery services
- Laundry services
- Personal assistants
- Cooks
- Family help—inside and outside
- Job sharing (with mates)
- Drivers
- And more.....

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Next Steps: Homework

1. List 3 expectations of you that you find difficult to fulfill and then identify the person(s) that have these expectations.
2. List 3 ways you can increase your energy.
3. Name 5 things that you now do that you don't want to do and what steps you might take to eliminate these unwanted tasks.

Let go of the guilt!
Go write it down.

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CONGRATULATIONS!
YOU HAVE FINISHED MODULE 9.
BUT WAIT—THERE'S MORE!

CREATE CLARITY, BUILD CONFIDENCE, and TAKE CONTROL
For Your Personal and Professional Success!

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