

Noticing an ordinary sparkling moment becomes the art of finding oneself and celebrating others.



Since August, we at the Center for Physician Wellbeing have been meeting with the residents of Florida Hospital through a program called **Flourish**, created in collaboration with the Center for CREATION Health Research. It was conceptualized as a resident burnout prevention program in response to the increasing numbers of physicians, especially residents, reporting depression, suicidal thoughts, and discouragement with healthcare delivery. In addition, we were responding to the call from accrediting bodies to implement wellbeing strategies and to participate in an AIAMC National Initiative.

We took on an ambitious undertaking and now we have some good feedback and data to build on going forward. We have learned that parts of the program content and structure didn't hit the mark. And, I was reminded of what I know to be true: a physician's world of work creates unique challenges, requires special attributes like perseverance, perfectionism, and toughness, and that physicians struggle with knowing what they need and how to care for themselves deeply.

This month's newsletter reflects my journey with this amazing group of young professionals and the lessons they taught us:

1. **Failure is an option:** having the opportunity to join with them in their frustrations over the Flourish program, listening to their genuine feelings, and struggling with them to understand what might work better was challenging and rewarding. I hope they understand that **not** being perfect is being human, and owning mistakes opens the door for better ways of being.
2. **Professionalism matters:** Each group offered their own culture, individual differences, and needs. When they were able to show respect for one another and the process, trust was built, and change happened. For more insight on how respect and civility matter effect work environments, watch this video: <https://www.youtube.com/watch?v=YY1ERM-NIBY>
3. **We can't always control what is expected of us, but we can always control how we respond.** All of us in the process had opportunities to share life stories that reflected moments that were defined by our values and the choices we make.
4. **Celebrating the efforts of ourselves and others can create an environment of gratitude.** Each meeting gave the members an opportunity to focus their energies inward and then to share *sparkling moments* that reflected wellbeing and caring for self and others. It was an honor to be present for some of these reflections of honoring teamwork and individual contributions observed by peers.
5. **Showing up is necessary.** Those who were willing to participate and contribute to the process made it safer and meaningful for everyone else.

During a time in our world when we are witnesses to violence, intolerance, fear, and disrespect for "the other," we can know that there are those among us who are learning and teaching others: that what we say matters, what we do matters, and who we are matters! All of us can show up and be our best selves, or we can allow others to dictate who we are. We need safe places to test and grow ourselves. Thank you all for being role models for our young people in the work that you do every day and the people you care for. For me, this experience has been a wonderful opportunity to be lifted by the energy, hope, and passion of the young professionals who will be caring for us and our families in years to come. Thank you for all the ways you allow me to be a traveler with you on your journeys.

Kathy



**The Center for
Physician Wellbeing**
*Honoring the Expertise and Humanity
of Physicians*

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