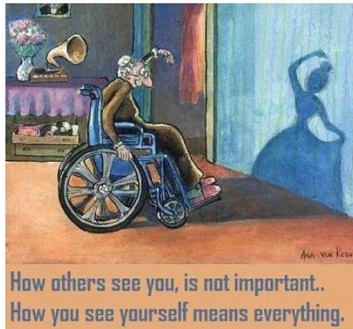


Sometimes you gotta' get through your fear to the beauty on the other side. Let your heart guide you. It whispers, so listen closely. – The Good Dinosaur



How others see you, is not important.
How you see yourself means everything.

In the last few months, I have met with several of our physicians, who during our interactions, have described themselves as *DINOSAURS*. They explain, in detail, how they used to be at *the top of their game*, *confident, quick, focused, participating in leadership, respected, and contributing to their patients and medicine overall*. Only to find themselves *obsolete and OLD!*

What has been wonderful to hear, is their stories of what they believed made them good at their jobs: their love of patients, and their well-developed skill sets. What has been hard, is to hear them talk about how they believe they can't continue to do what they once loved. They describe it something like this:

I am still really good, always striving for perfection, and yet, it takes me a bit longer to feel that I can provide the level of care to my patients that I always expected of myself, the electronic medical record is a killer, and the work ethic of younger people just isn't what I am used to. I can't produce what I once could, so I am being told it may be time to hang it up.

Those who work in the OR report feeling challenged by the fact that they don't have a team that is used to working with them: A team that they trained to know their every move, and who were able to anticipate and respond. I have learned that they miss being mentors and developing their own teams, that it makes them nervous that they will make a mistake because they aren't as confident in the team, and *the teams don't have their back like they used to*. And they sometimes report that the new staff *doesn't know how good this old dinosaur was, so they show me no respect and don't believe I can teach them anything*.

Some have learned to set new expectations for themselves, their administrators, and their co-workers based on what they can do, what they choose to do, and what they won't do. Others have found that they need to move on and retire. For some the journey has been empowering and fun and for others heartbreaking. Some have created opportunities to mentor others, to volunteer, or to reconnect with old things they loved and put down to care for patients.

As you move through your career can you find time to stop occasionally and listen to your heart and think about the choices you are making? Remember, those choices are creating the path that lay ahead, and it may need reconstruction or a new turn in direction to get you where your heart is telling you.

Thank you for all that you do!

Kathy



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

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"Tom?! Tom, is that you?! You old rascal,
I thought you were extinct!"