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objectives

- ◆ Identify the key elements for success in challenging times
- ◆ Learn to create Personal Safety, provide Self-Compassion, and leverage Connection
- ◆ Develop a personalized strategy for “Setting Yourself up for Success” in all circumstances

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Success (suk'ses):

Healthy, whole, and present to challenges, learning, & growth

Experiencing joy & fulfillment

Being your brilliant self



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The Paradox of Sustainable Success in Healthcare

To be there for our patients
first and foremost,
we must put ourselves first

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Burnout manifests in
individuals, yet it originates
within systems

-American Medical Society

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“Is it possible to find joy,
satisfaction, health, & wholeness in
healthcare today?
And if so, how?”

YES,
healthcare
systems have a
responsibility,

AND,
each of us has
a responsibility
as well

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Reassess Your Priorities
YOU COME FIRST

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“...successful givers are **otherish**: they care about benefiting others, but they also have ambitious goals for advancing their own interests”

-Adam Grant, Give and Take



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Success (suk'ses):

“By successful, I mean doing it and being healthy. ...to me, being successful is being able to do it while you're still taking care of yourself.”

- Trauma Stewardship

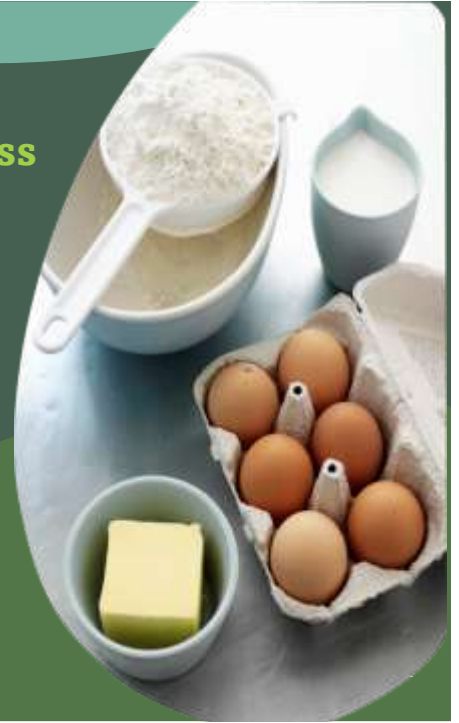


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Recipe: Setting Yourself for Success

1. Create Personal Safety
2. Be Compassionate to others and yourself
3. Leverage Connection- with self, others, & that which is greater than self



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Evidence:

- Safety
- Compassion
- Connection



*"I'm interested in coming from my **Sweet Spot**...where **Science & Soul** come together."*

-Betsy Spomer

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Evidence for Safety: Physical & Psychological



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Psychological Safety- Sense that one can voice ideas, express opinions & concerns, ask questions, and make mistakes **WITHOUT FEAR** of negative consequences or judgment.

- Innovate
- Learn & Grow
- Contribute
- Collaborate
- Give safe patient care
- Improve caregiver well-being
- Increase work satisfaction
- Improve quality of care & outcomes
- Essential for Quality Improvement

Andrew J. Hale, Daniel N. Ricotta, Jason Freed, C. Christopher Smith & Grace C. Huang (2019) Adapting Maslow's Hierarchy of Needs as a Framework for Resident Wellness, Teaching and Learning in Medicine, 31:1, 109-118, DOI: 10.1080/10401334.2018.1445693
Nausheen Jamal, MD, VYVY N. Young, MD, Jo Shapiro, MD, Michael J. Brenner, MD, and Cecelia E. Schmalbach, MD (2023), Patient Safety/Quality Improvement Primer, Part IV: Psychological safety-Drivers to Outcomes and Well-being, Otolaryngology-Head and Neck Surgery, Vol.168(4) 881-888

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Our Brain Under the Influence of **FEAR** (lack of safety)

- Fight, Flight, or Freeze State
- Cortisol, Adrenaline, Norepinephrine
- Prefrontal cortex goes off-line
- The emotional system (limbic system) takes over
- Reactive, often regrettable, actions



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Our Brain experiencing **SAFETY**

- Rest & Digest State
- Stress hormones have dissipated
- Prefrontal cortex is on-line
- Curiosity, compassion, learning, connection, etc.
- More thoughtful responses



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**A SAFE BRAIN IS OUR BEST BRAIN:
WE NEED STRATEGIES FOR CREATING
PSYCHOLOGICAL SAFETY**

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Evidence for Compassion: For Others & Self

Compassion: recognizing the suffering of self or others, showing that you care deeply, and then taking action to help.

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Compassion

- Improves patient physiology
- Reduces Mortality
- Compassion Satisfaction
- Compassion Contagion



The Art of Empathy, Karla McLaren; Time to Care, Dr. Robin Youngson

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Self-Compassion in Healthcare Professionals:

- Reduction in anxiety and stress
- Reduction in compassion fatigue and burnout
- Improvement in well-being

“The health professionals who flourish, even in a broken system, are those who choose to have self-compassion.”

- Robin Youngson, physician and author of Time to Care

Steen M, Othman S, Briley A, Vernon R, Hutchinson S, Dyer S; Self-compassion Education for Health Professionals (Nurses and Midwives): Protocol for a Sequential Explanatory Mixed Methods Study; JMIR Res Protoc 2022;11(1):e34372

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The **most** compassionate
tend to be the **least** self-
compassionate



**WE NEED TO DEVELOP OUR
SELF-COMPASSION**

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Evidence for Connection: With Self, Others, & Something Greater than Self

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Self-Connection: Personal Values

Research has shown that individuals who actively embrace and live in accordance with their values tend to experience higher levels of well-being and life satisfaction.



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Connection with Others:

- Hearing a soothing voice, seeing a smile or relaxed face, and noticing calm gestures, are social safety cues. We even become more able to listen to the words of others and to connect with them on an emotional level.
- Serves as a buffer in dealing with stressors
- Creates a stronger workforce
 - Greater learning and knowledge sharing
 - Better retention and engagement
 - Increased innovation and performance



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Connection with Something Greater than Self: A stronger sense of Purpose

- Fewer negative emotions as a result of daily stress.
- More positive emotions (e.g. calm and peaceful, cheerful, active and confident)
- Find personally meaningful tasks keep them present and engaged regardless of circumstances



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Recipe: Setting Yourself Up for Success

Directions

- **Step 1:** Create Personal Safety
- **Step 2:** Be Compassionate (to self & others)
- **Step 3:** Connect with Self, Others, & Something Greater Than Self



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Step 1: Create Personal Safety

Breathe (Prolonged Exhale):

- Focus on your breath
- Inhale for a count of 3-4
- Exhale for a count of 6-8
- Repeat

Experience JOY (to mitigate Fear):

- Notice Delights
- Find Meaning
- Feel Gratitude

“We can give ourselves social safety cues”

—Dr. Stephen Porges, scientist & professor of psychiatry

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“The quality of life is in proportion,
always, to the capacity for delight.
The capacity for delight is the gift of
paying attention”

-Julia Cameron, The Artist's Way

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Step 2: Be Compassionate

Compassion

- Emotion contagion
- Emotional accuracy
- Emotional regulation
- Perspective taking
- **Concern for Others**
 (“show that you care”)
- Perceptive Engagement



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Step 2 (cont.): Offer Yourself Compassion

- *"How can I support myself right now?"*
- *"What would I say to a friend?"*



"Until we slow down enough to honestly feel how we are doing we can't assess our current state and what we need."
 -Trauma Stewardship

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Step 3: Make Connections

- **With Self:**
 - Remind yourself what matters to you each day
- **With Others:**
 - "Listen for gifts" in conversation
- **With Something Greater than Self:**
 - Explore your gifts and notice the impact you have when you share them



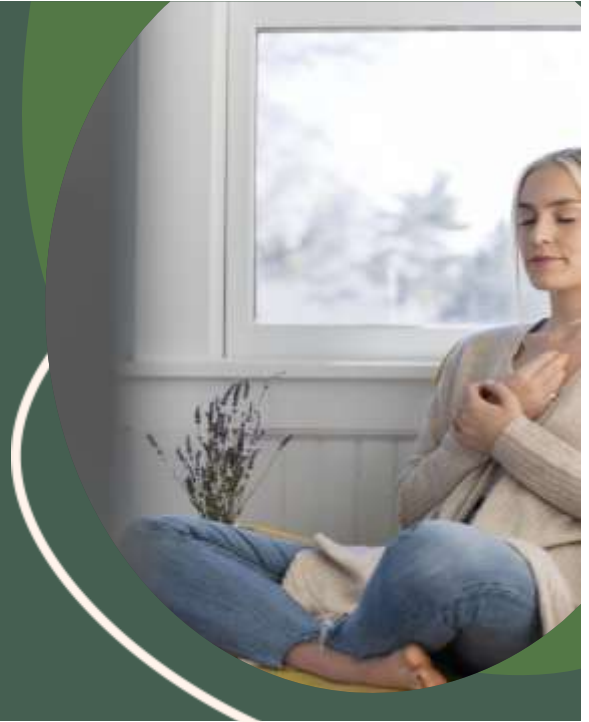
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THE SIMPLE ASK

Every time you want to position yourself for **SUCCESS**:

1. Create a sense of personal safety
2. Ask yourself or someone else what is needed & provide it
3. Connect with that which is meaningful



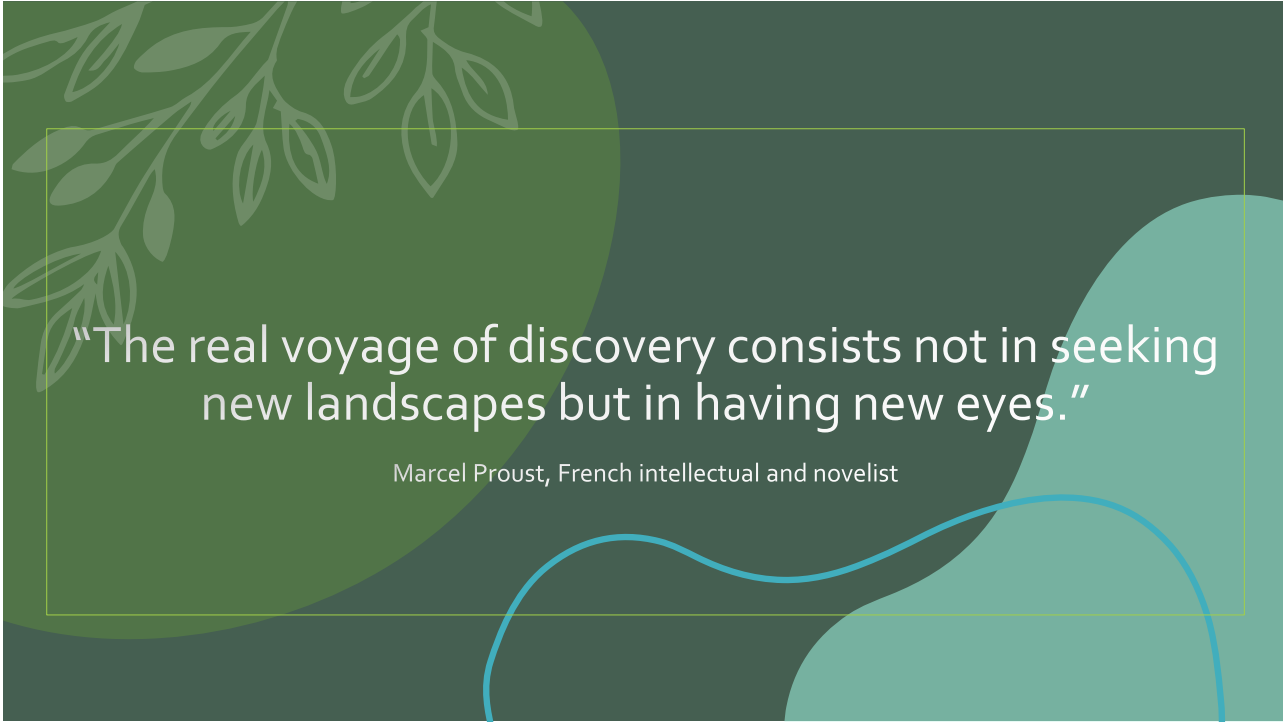
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REVIEW

- Embrace the paradox... **to be here for our patients first and foremost, we must strategically put ourselves first**
- **The shift is in our method, not in our mission.**
- When we **prioritize ourselves** and take the steps to “position ourselves for success”, we can **bring our best stuff** to the table
- When we are safe, connected and compassionate, **we have more joy & we are less susceptible to burnout**
- **Our circumstances not longer determine our experience of joy & satisfaction**
- The power is yours to **Set Yourself Up for Success**

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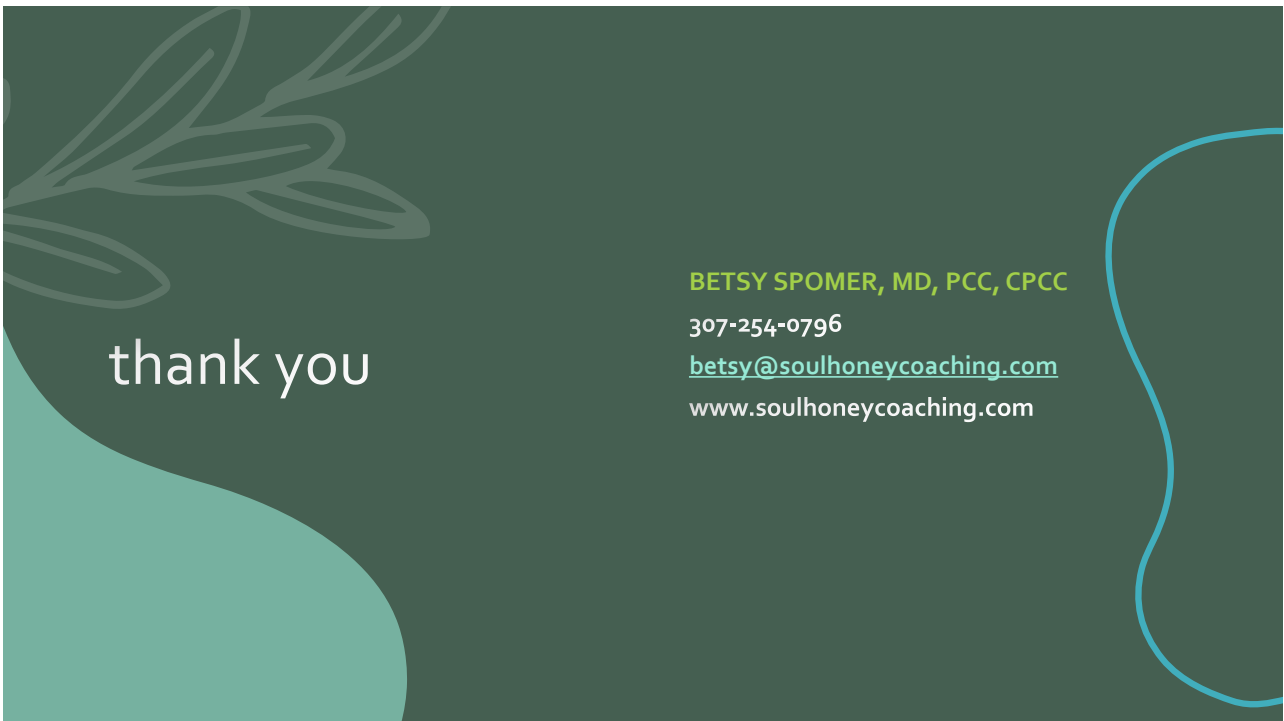
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“The real voyage of discovery consists not in seeking new landscapes but in having new eyes.”

Marcel Proust, French intellectual and novelist

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thank you

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