

# ***Letting Go of What's Holding You Back***



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## ***Letting Go of What's Holding You Back***

**Use  
Realistic  
Coping  
Roadmaps**

**Counter  
Hassles  
with  
Uplifts**

**Honestly  
Assess  
Yourself**

**Deepen  
Your  
Relationships**

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## Realistic Roadmaps

- ▼ Crucial Cross-Correlations:
  - ▼ Work Outcomes
  - ▼ Quality of Collaboration
  - ▼ Career Satisfaction
  - ▼ Your Family's Satisfaction with You
  - ▼ Your Happiness

Sotile W.M. & Sotile M.O. *The Resilient Physician*. AMA Press, 2002

Sotile W.M. & Sotile M.O. *Letting Go of What's Holding You Back*. Harry Abrams, 2007

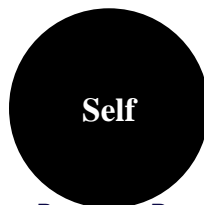
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### Keys to Resilience

## Let Go of New Age Guilt

### Re-Think Balance



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## Letting Go of What's Holding You Back

Use  
Realistic  
Coping  
Roadmaps

1. Unrealistic Relationship Expectations
2. The "Lone Wolf" has Died
3. Myth of Balance

Honestly  
Assess  
Yourself

## What Holds Us Back?

### Mental Maps

*We grossly overestimate the importance of what we do know – the familiar, and underestimate the importance of what we don't know – the unfamiliar.*

## Are You At Risk for Burnout?

- ▼↑ Emotional Exhaustion
- ▼↑ Depersonalization
- ▼↓ Personal Accomplishment

## Keys to Resilience

*Little changes  
make big differences*

## What are Your Stress Symptoms?

- ▼ **Body symptoms**
- ▼ **Emotions**
- ▼ **Thinking**
- ▼ **Behaviors**
- ▼ **Interpersonal**

**Contrast  
is an  
Antidote**

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## *Moving to Resilience*

The Crucial Relationship:

***Daily Hassles***

***Daily Ulifits***

*Letting Go of What's Holding You Back!*

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## **Correlates of Burnout Among IM Physicians**

▼ IM Faculty; N = 465

**Want to ↓ Risk of Burnout?**

**Spend at least 20% of  
Your Time Working on  
Most Meaningful Aspect  
of Your Work**

Shanafelt TD et al. *Arch Int Med.* 2009;169(10):990-95.

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**Reflect on  
“How We are Working  
Together”**

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# Hero

**A hero is someone  
who creates safe spaces  
for other people**

—*The Resilient Physician*. Sotile & Sotile, 2002

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When you end  
a dysfunctional legacy,  
you justify your lifetime.

Wayne & Mary Sotile. *Letting Go of What's Holding You Back!* 2007

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- ▼ Stay Curious About Each Other
- ▼ Get Family Buy-in for Your Hard Work
- ▼ Re-think “Balance”

*Good Work is Good for Families!*

### **Letting Go of What's Holding You Back**

1. Protect Your Happiness
2. Use Realistic Road Maps
3. Focus on Uplifts
4. Believe in Something Bigger
5. Accept the Call to Character
6. Manage Your Coping Style
7. Rethink “The Balanced Life”
8. Embrace Good Work
9. Deepen Your Relationships
10. Be a Hero

***Thank You!***

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