

## Top 5 Solutions to Avoid Radiologist Burn-out and to Regain Joy at Work

David M. Yousem, MD, MBA  
(Maximally Delighted, Mostly Blissful Affect)

### Disclosures

#### ■ None specific to this talk

- Elsevier: Neuroradiology: The REQUISITES, Head and Neck, Neuroradiology, NIS Case Review (CRS series editor), Radiology Business Practice
- ACR Education Center Lecturer
- Consulting (medicolegal)

### If You're Talking Resilience, You've Lost the Battle

- "Disengaged employees cost companies an extra \$2246/year" (Gallup)
  - More sick days, more benefits used, more tardiness, more customer complaints, more turnover, more training costs
- Engaged employees sell 20% more (PeopleMetrics)

### Objectives

- To remind ourselves of what brings us joy
- To identify some strategies for finding and cultivating joy at work

## Top 5 Solutions to Avoid Radiologist Burn-out and to Regain Joy at Work

#1: Stop ..... Appreciate

### Exercise #1

- Turn to your partner and tell them what you like most about work—about your most recent great day
- Share experiences
- Can you duplicate it?



## Eric Baker

1. **Tell friends "The greatest thing that happened to me!"**
  1. Share good moments with others
2. **Mentally Instagram it**
  1. Take a picture with your mind to better share the moment later
3. **Do a touchdown dance**
  1. Congratulate yourself on achievements
4. **Close your eyes at the moment of joy**
  1. Focus on the sense that's bringing you pleasure (see #2 above)
5. **Practice on commute to and from work**

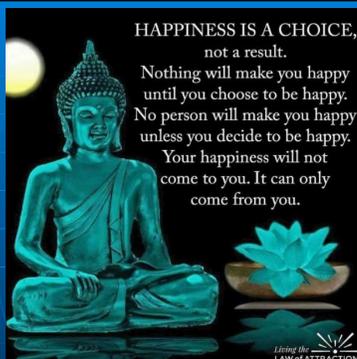
## Suggestion: Faculty Meetings

- "Let's go around the room and everyone tell us what is the best thing that happened to them since the last faculty meeting"

## Top 5 Solutions to Avoid Radiologist Burn-out and to Regain Joy at Work

### #2: Make a Choice to Remain Positive

Exercise #2: Turn to your other neighbor and tell them what great thing will happen to you if you succeed in the next month (Envisioning)



HAPPINESS IS A CHOICE,  
not a result.  
Nothing will make you happy  
until you choose to be happy.  
No person will make you happy  
unless you decide to be happy.  
Your happiness will not  
come to you. It can only  
come from you.

Ralph Marston  
[www.idlehearts.com](http://www.idlehearts.com)

BILLYCOX.COM  
THE ONLY DIFFERENCE  
**BETWEEN**  
A GOOD DAY  
AND A BAD DAY  
IS YOUR ATTITUDE!

Example: Snow Day  
No Show Lecturer

## Happiness is a Choice



## Suggestion: Practice

- Use envisioning to create a positive future: like athletes and their wins
- Read (or watch) "The Secret"



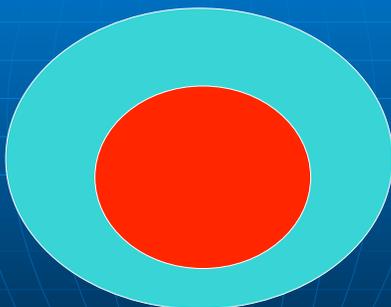
## Top 5 Solutions to Avoid Radiologist Burn-out and to Regain Joy at Work

#3: Be Mindful .... Circle of Influence Not Circle of Concern

## Mindfulness

- Stay in the present
  - Do not obsess over past errors
  - Do not worry about the future
  - Focus on what you can do in the here and now
  - Concentrate

## Circles of Concern / Influence



## Suggestion: Circle of Influence

- When asked to weigh in on a topic where you (collectively) have no ability to change the outcome (i.e. N. Korean Nuclear Program), shift the topic to one more proximal ("Actually I'm more focused on the food choices at the homeless shelters here in Baltimore. I'm donating fruits tomorrow.")

## Top 5 Solutions to Avoid Radiologist Burn-out and to Regain Joy at Work

### #4: Return to Mission, Vision, Values

*(that's why you're here...or there)*

## Star Trek Begins Each Episode with its Mission Statement



- "Space, the final frontier. These are the voyages of the Starship Enterprise, its five year mission to explore strange new worlds, to seek out new life, and new civilizations, to boldly go where no man has gone before."

Our Mission: *To provide and develop state of the art diagnostic and interventional neuroradiology techniques, expand the understanding of neuroscience and foster neuroradiology leaders of the future*

20

## Exercise 3: Show of Hands

- How many of you can recite your personal Mission Statement?

# "Create Leaders"

## Suggestion

- Create a mission statement that guides your decision making
- Post it in your office
- Gauge to what extent you are making progress on it
- Look at it daily: "That's why I'm here ...and I'm committed to it!"
  - Even when you fail = resilience

## Top 5 Solutions to Avoid Radiologist Burn-out and to Regain Joy at Work

### #5: Create an Environment of Celebration

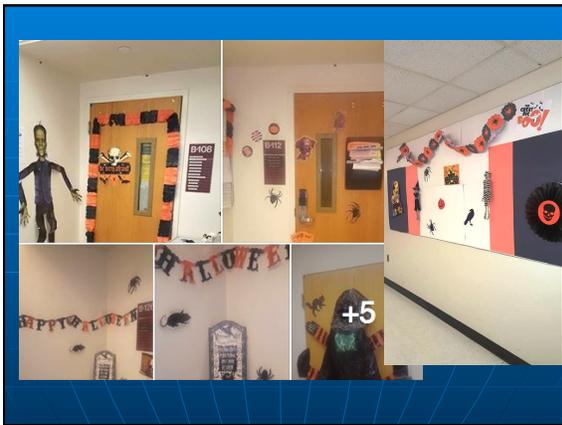
## Party / Acknowledge

- Birthdays
- Grants
- Awards
- Publications
- Childbirths
- Arrivals
- Departures



## Suggestion

1. Extreme Office Makeover: Brighter colors, big green plants and healthy snacks creates positive energy
2. Parties: Promotions, Birthdays, Grants
3. Movie night / sponsored lunches / togetherness



## Parties (Promote on FB)

### SPORTS

Baltimore Blast lose first game of Championship series vs Sonnets, but we were there to cheer them on!!! 🇺🇸🇺🇸🇺🇸

### NOWROOZ

## Having Fun At Work

## Play Jokes on Each Other!

### Exercise 3: Show of Hands??

- Would you be willing to dress up for Halloween at work this year?
- Would you be willing to bring in scary wax fangs for people to put on in the department?
- Would you be willing to photograph the people who are dressed up?

### Summary: Top 5

- Stop ..... Appreciate
- Make a Choice to Remain Positive
- Be Mindful .... Focus on the (Ever-Growing) Circle of Influence Not Circle of Concern
- Return to Mission, Vision, Values
- Create an Environment of Celebration

### My Wish For You!

You will **go out in joy**  
and be led forth in peace;  
the mountains and hills  
will **burst into song** before you,  
and all the trees of the field  
will **clap their hands**.

—Isaiah 55:12

[cultivate]  
joy

