



HOW TO LOVE YOUR CRAFT WITHOUT LOSING YOUR MIND

Bridget Beachy, PsyD

David Bauman, PsyD

Beachy Bauman Consulting, PLLC



Meet Drs. Beachy & Bauman

- ❖ Licensed Psychologists by trade
- ❖ BHCs a decade+ (underserved)
 - ❖ Trained under Kirk Strosahl, Patti Robinson & Jeff Reiter
 - ❖ Expertise in ACT/fACT & trained in MI, SFBT, CBT
- ❖ Directors – Core & Education at Community Health of Central Washington in Washington State (FQHC) since 2016
 - ❖ Started PreDoc/PostDoc training 2017
- ❖ Speakers and trainers
 - ❖ Our presentations reflect our values & will challenge traditional thinking!
- ❖ Follow us on social media for content! @pcbhlife, Beachy Bauman Consulting on LI, FB, X
 - ❖ YouTube: <https://www.youtube.com/@PCBHlife/videos>





What we're going to do today!

- *We'll discuss how alignment w/core values and numerous strategies can help you **engineer fulfilment** in both **professional and personal realms**. People working in healthcare by and large entered their respective fields because they loved it and wanted to help people. However, given myriad systemic factors, professionals ubiquitously feel like they must choose between their craft and their well being or their life outside of work.*



How are we going to do this!?!

- Intentionality – both personally & professionally! (work-life integration vs balance)
 - Part 1
 - Who/What's important → “Start with the end in mind”
 - Part 2
 - Engineer work & life → “An ounce of prevention is worth a pound of cure”
- Take notes!!!
 - *Identify what you are already doing
 - *Add in low hanging fruit
 - *Add in strategies w/strong alignment
 - *Add in strategies w/high return on investment (ROI)
 - Chip away a little at time



WHO & WHAT'S IMPORTANT

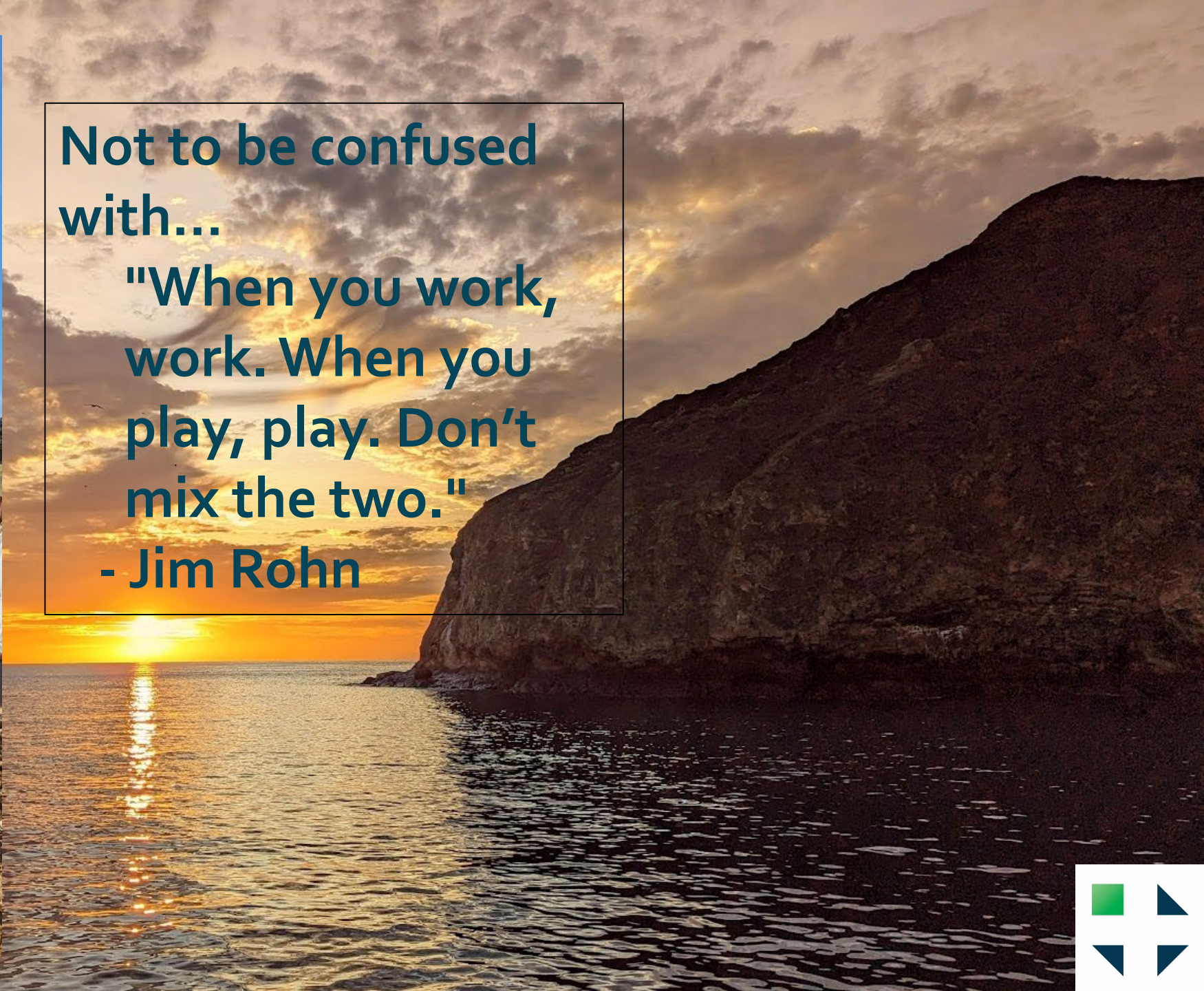
PART ONE – START WITH THE END IN MIND!





**Not to be confused
with...**

**"When you work,
work. When you
play, play. Don't
mix the two."
- Jim Rohn**





Values / “Who & What matters”¹⁻²

- Who’s done a values inventory?
- Where? Which ones? Was it helpful? When was the last time?
 - HO in your materials – Psychology Tools
 - Google Search
 - VLQ by Kelly Wilson
 - MI Personal Values Card Sort
- With this workshop we’re going to help you by taking intentional time!!! (acknowledge discomfort of feeling like we needed to get to something more academic here...despite the copious research that says burn out destroys...well...everything³⁻⁸)



Contextual Interview

Love – Work – Play

- **Living situation**
- **Relationship status**
- **Inner Circle**
 - **Family/Friends**
- **Belief System**
- **Work/School/Income**
- **Fun**

VALUES WORK
ISN'T JUST FOR
PATIENTS/
CLIENTS¹⁰

What's "success" look like?
What would we find you
doing or what do you want
to be doing? (think
SMART)



ENGINEERING YOUR LIFE & WORK

PART TWO – AN OUNCE OF PREVENTION IS WORTH A POUND OF CURE





Thinking about your “work life” ...

- What gives you the “warm & fuzzies?”
- When do you feel most aligned?
- When you feel like you’re in ‘flow’?
- What is the context when you feel like you are really doing what you set out to do?



*Love/Loathe List by Marcus Buckingham¹¹



- Blank piece of paper and draw a line down the middle
- One column: "Loved It" & other column "Loathed It"
- For the next week pay attention to your job tasks/activities
 - When you do an activity where you feel love → write it down
 - E.g., you look forward to it, time flies, you're in flow, you're energized
 - When you feel an aversion to activity → write it down
 - E.g., you procrastinate, push it off, time drags on
- Doesn't have to be 100%! Mayo study for just 20% for physicians led to far lower burn out
- 5 min video by Marcus Buckingham
<https://www.youtube.com/watch?v=knxVp4u8fGA&t=16s>
 - "They didn't find it...they built it"



NOW THAT WE KNOW WHERE WE ARE HEADED...

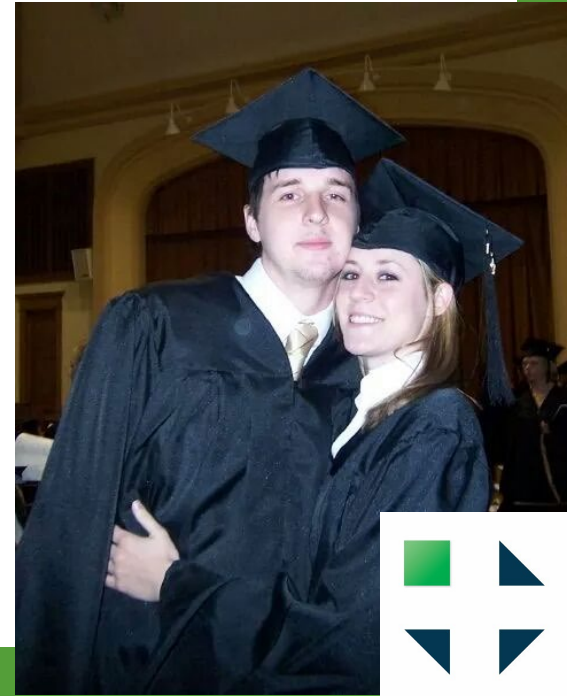
How do we get there?





Engineering your life!

- How long did it take to learn your craft?
Time/energy/investment put into the content of your specialty/profession?
- Now, how much time have you put into learning how to...
 - Manage your schedule
 - Manage your work tasks
 - Identifying the main things in your role
 - Learning how to adult
 - Manage who & what matters to you
- These strategies can be helpful for both personal & professional





If there's a topic you're struggling with...

- 99.9% chance someone's already done a deep dive on this for you...that's where reading becomes so crucial



Recommended Readings¹¹⁻²²

- Anything by Brene Brown
- Indistractable by Nir Eyal, Julie Li
- Nine Lies About Work by Marcus Buckingham & Ashley Goodall
- The One Thing by Gary Keller, Jay Papasan
- Anything by Jim Rohn
- Essentialism & Effortless – Greg McKeown
- Stand and Deliver by Dale Carnegie
- Off Balance by Matthew Kelly
- The Compound Effect by Darren Hardy
- Love + Work by Marcus Buckingham
- The Busy Leader's Handbook by Quint Studer
- The 80/20 Principle & 92 Other Powerful Laws of Nature by Richard Koch
- Rest by Alex Soojung-Kim Pang
- When: The Scientific Secrets of Perfect Timing by Daniel H. Pink





Engineering your Life & Work

- This is a skillset
 - *Don't be unlucky
 - *Be the 10%
- Strategies
 - Stimulus Control
 - Time blocking
 - Journaling
 - Expressing gratitude
 - Rest
 - Other tips/tricks





Engineering your life: Practical strategies

- **Stimulus control**^{12,13,17,18}
 - Only doing work in certain locations
 - Playlists for productivity
 - Remove work email from your phone
 - Multitasking doesn't work...no matter what your brain says
 - How else can you do to remove distractions?
- **Timing/Time blocking & Use of Calendars, Planners, etc.**
 - What calendar do you use? Planner? Identify this...
 - Dave's suggestion – *The High Performance Planner*²⁰
 - Planning
 - Schedule what you are going to do in time blocks¹⁸
 - *Working in 90 minute blocks – no longer
 - Identify (either night before or in the AM) top 3 things that are the best ROI for your main goals
 - Replace to do list w/ a "Done List"¹⁷
 - When: The Scientific Secrets of Perfect Timing¹²
 - *Deep work in the AM
 - Nap/reset in the afternoon
 - Bump in the evening



Engineering your life: Practical strategies

- Journaling²⁰
 - Goal tracking (personal & professional)
 - Tracking gratitude / "wins" (personal & professional)
- Expressing love / gratitude²²
 - Thank you / gratitude cards (personal & professional)
 - Don't let gratitude die w/you
 - Be specific!
- Rest¹⁹
 - Really only get about 4-6 hours of sustained attention/deep work done per day
 - Being intentional in the morning
 - Nap in the afternoon, about 20 min, drink caffeine before nap
 - Sleep is paramount
 - Exercise
 - Outside if you can¹⁴
 - Deep play
 - Do something that challenges you for hobbies (free of work)
 - Planning/Engineering your PTO!!!!
 - Importance of social connection¹⁶





Engineering your life: Practical strategies

- Other tips and tricks
 - ROI? 80-20 Rule²¹
 - 80% of all outcomes are derived from 20% of causes
 - Exert energy on what gets you the best results/ priority on steroids
 - *What if this could be easy?¹⁷
 - Ask yourself this often
 - Keep the *main thing the main thing
 - Alignment of core values for tasks you're averse to¹¹
 - If there's something you don't like – can you identify who it aligns w/what is?
 - Example: writing notes





**ENGINEERING
YOUR LIFE:
LET'S GET
SPECIFIC... WHAT
WILL YOU TRY? (2
TAKEAWAYS)**

As we end...

- Remember, start with the end in mind and the value
- Engineer the experience to produce connection to those values
- Many practical suggestions out there...
 - Don't accept premises
 - Be just as intentional with your personal life as you are with your professional
 - Be the 10%
 - If struggling, know, someone else most likely has done a deep dive... read!
- And, keep iterating, keep evolving, keep progressing...
- Be kind, be compassion, and, above all, be love...





Thank you!

- For coming on this journey with us!
- We are so very grateful!
- Please give us feedback, so we can keep what works and improve what can be improved!

Contact us!

Email: Bridget.Beachy@gmail.com David.Bauman4@gmail.com

Website: www.beachybauman.com

FB: <https://www.facebook.com/PCBHLife/>

LinkedIn: <https://www.linkedin.com/company/beachy-bauman-consulting-pllc>

Twitter: <https://twitter.com/pcbhlife>

YouTube: www.youtube.com/@pcbhlife
& <https://www.youtube.com/user/commhealthcw/videos>



References

1. Prudenzi, A., Graham, C. D., Clancy, F., Hill, D., O'Driscoll, R., Day, F., & O'Connor, D. B. (2021). Group-based acceptance and commitment therapy interventions for improving general distress and work-related distress in healthcare professionals: A systematic review and meta-analysis. *Journal of affective disorders, 295*, 192–202. <https://doi.org/10.1016/j.jad.2021.07.084>
2. Melnyk, B. M., Kelly, S. A., Stephens, J., Dhakal, K., McGovern, C., Tucker, S., Hoying, J., McRae, K., Ault, S., Spurlock, E., & Bird, S. B. (2020). Interventions to Improve Mental Health, Well-Being, Physical Health, and Lifestyle Behaviors in Physicians and Nurses: A Systematic Review. *American journal of health promotion : AJHP, 34*(8), 929–941. <https://doi.org/10.1177/0890117120920451>
3. Olson K. D. (2017). Physician Burnout-A Leading Indicator of Health System Performance?. *Mayo Clinic proceedings, 92*(11), 1608–1611. <https://doi.org/10.1016/j.mayocp.2017.09.008>
4. De Hert, S. (2020). Burnout in Healthcare Workers: Prevalence, Impact and Preventative Strategies, *Local and Regional Anesthesia, 13*(1), 171-183, DOI: 10.2147/LRA.S240564
5. Rotenstein, L. S., Torre, M., Ramos, M. A., Rosales, R. C., Guille, C., Sen, S., & Mata, D. A. (2018). Prevalence of Burnout Among Physicians: A Systematic Review. *JAMA, 320*(11), 1131–1150. <https://doi.org/10.1001/jama.2018.12777>
6. West, C., Dyrbye, L., Erwin, P., Shanafelt, T. (2016). Interventions to prevent and reduce physician burnout: a systematic review and meta-analysis. *Lancet 388*:2272–2281. doi:10.1016/S0140-6736(16)31279-X27692469
7. Del Carmen, M. G., Herman, J., Rao, S., Hidrue, M. K., Ting, D., Lehrhoff, S. R., Lenz, S., Heffernan, J., & Ferris, T. G. (2019). Trends and Factors Associated With Physician Burnout at a Multispecialty Academic Faculty Practice Organization. *JAMA network open, 2*(3), e190554.
8. Dreison, K. C., Luther, L., Bonfils, K. A., Sliter, M. T., McGrew, J. H., & Salyers, M. P. (2018). Job burnout in mental health providers: A meta-analysis of 35 years of intervention research. *Journal of Occupational Health Psychology, 23*(1), 18–30. <https://doi.org/10.1037/ocp0000047>
9. Shanafelt T, Sloan J, Habermann T. (2003). The well-being of physicians. *Am J Med. 2003*;114:513–559. doi:10.1016/S0002-9343(03)00117-712727590
10. Robinson, P. J., Gould, D. A., & Strosahl, K. D. (2010). *Real behavioral change in primary care: Improving patient outcomes & increasing job satisfaction*. Oakland, CA: New Harbinger Publications, Inc.
11. Buckingham, M., & Goodall, A. (2019). *Nine lies about work: A freethinking leader's guide to the real world*. Harvard Business Press.
12. Pink, D. H. (2018). *When: The scientific secrets of perfect timing*. Penguin Publishing Group.
13. Grant, A. (2017). *Originals: How non-conformists move the world*. Penguin Publishing Group
14. Williams, F. (2017). *The Nature Fix: Why nature makes us happier, healthier, and more creative*. W. W. Norton.
15. Duhigg, C. (2016). *The Secrets of being productive in life and business*. Doubleday Canada.
16. Waldinger, R., & Schulz, M. (2023). *The Good life: Lessons from the world's longest scientific study of happiness*. Simon & Schuster.
17. McKeown, G. (2021). *Effortless: Make it easier to do what matters most*. Crown.
18. Eyal, N. (2019). *Indistractable: How to control your attention and choose your life*. BenBella Books.
19. Soojung-Kim Pang, A. (2016). *Rest: Why you get more done when you work less*. Basic Books.
20. Burchard, B. (2017). *High performance habits: How extraordinary people become that way*. Hay House, Inc.
21. Klemp, N., & Klemp, K. (2022). *The 80/80 marriage: A new model for a happier, stronger relationship*. Penguin Publishing Group.
22. Studer, Q. (2013). *A culture of high performance: Achieving higher at a lower cost*. Gulf Breeze, FL: Fire Starter Publishing.

