



Well-Being at Work, Martina Schulte, MD

Geriatrics Grand Rounds, January 4, 2024

Questions for discussing workplace culture:

- What specific things are your division/clinic/team doing to build or nurture community and connectedness? How can you build connecting into more work experiences?
- What are you doing right now that supports or enhances psychological safety?
- How do you and your division/team/colleagues show genuine appreciation to each other? How and what do you celebrate?
- How do you encourage and support colleagues in their growth and development? How are you supported and encouraged in your development?
- How does your division/team discuss and deal with equity and fairness issues?
- Leaders: Where am I as a leader? Self-assessment and plan for growth and development
- What are ideas for concrete steps you or your division/team can take to improve the water you swim in?
- What are the obstacles you anticipate in taking action steps? How can you name them and problem-solve for them, in advance?

Discerning and naming one's values:

1. Think of three times/experiences when you have felt fully engaged, focused, or "in-flow". The experiences can be work, or non-work related and can have been of brief(hours) or long(weeks to months or more) in duration.
2. Write about each. Describe the context, the situation and the experience. What excited or engaged you? What made this a memorable experience/time for you?
3. After writing and reflecting about each, identify the themes or values in each experience that you were living that were important to you. (some themes/values repeat from your different experiences) Create a list of the values you identify (the values can be captured with a single word or a phrase or a sentence- do not feel compelled to use a single word to capture a value). Feel free to add other values important to you that you have not yet named from your experiences.
4. Once you have created your list, edit it in whatever ways make sense to you to create a second draft or version of your values.
5. If your second version has more than 7 values when you have identified them from all three experiences, keep them all and also identify the 6 most important for you.

Congratulations, you have identified and named your values!

Questions for reflection:

- How are you experiencing living them in your life now?
- How are you living them in your work now?
- How are you feeling challenged in trying to live them at work, or feeling you are not living them at work?

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