



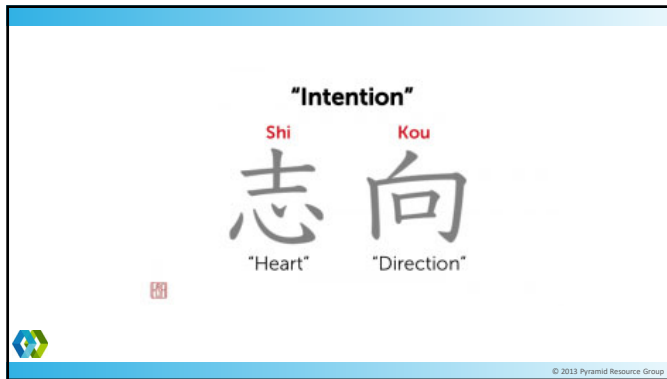
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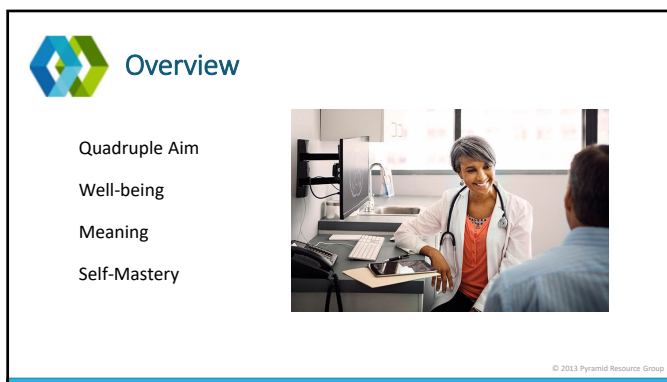
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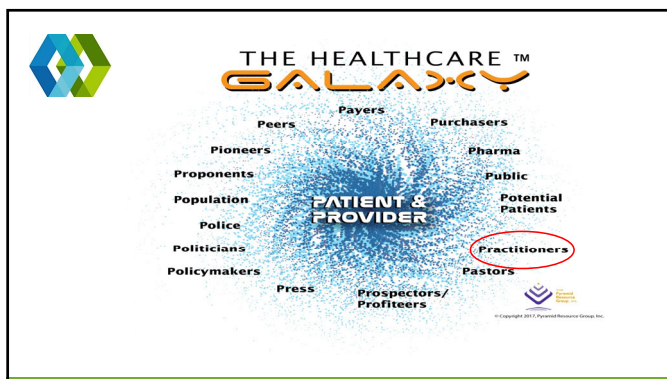
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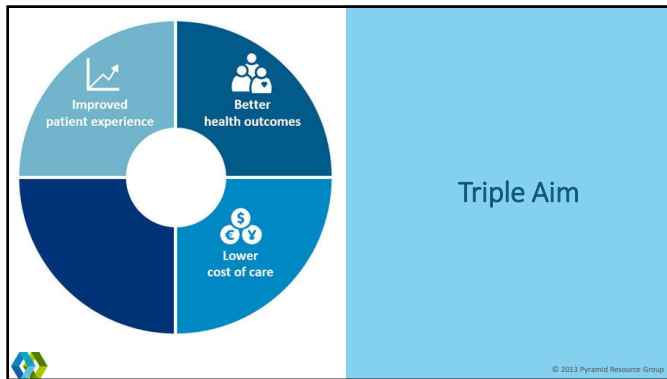
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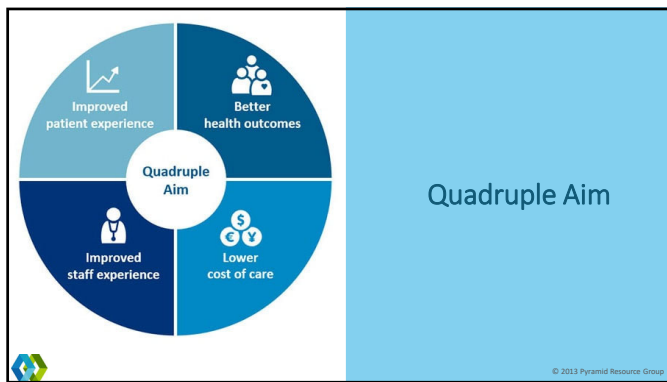
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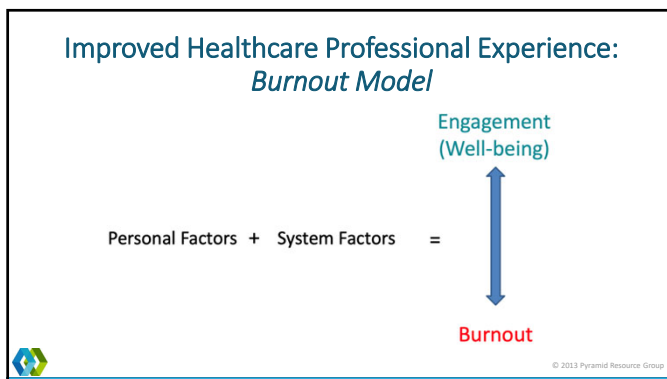
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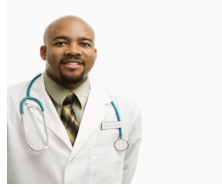
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Personal Factors

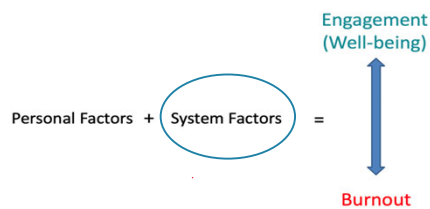
- Career “passion” – what I am drawn to
- Training – what I trained to do, entrainment in healthcare culture
- Personality traits
- Values – personal values and beliefs
- Wellness/Resilience/Hardiness
- Purpose
- Meaning



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Burnout Model

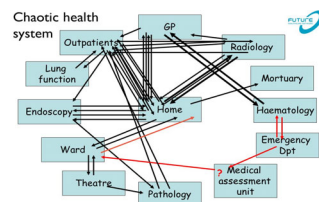


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System Factors

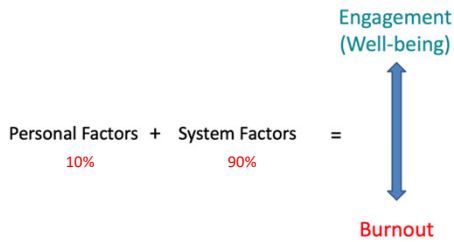
- **Workplace atmosphere**
 - calm vs. chaotic
 - organized vs. disorganized
 - sense of team vs. silo
 - values
 - operations (equipment, schedules, etc.)
 - responsiveness to feedback/input, growth
- **External influences**
 - Fed./ State regulations, policies
 - EMR
 - Payor influences
 - Prior authorization



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Improved Healthcare Professional Experience: *Burnout Model*



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Voices of Potential Healthcare Professional Clients

"I have been in 3 healthcare systems in 3 years and I'm still unhappy. Should I even be a physician?"

"I love surgery, but surgery doesn't love me."

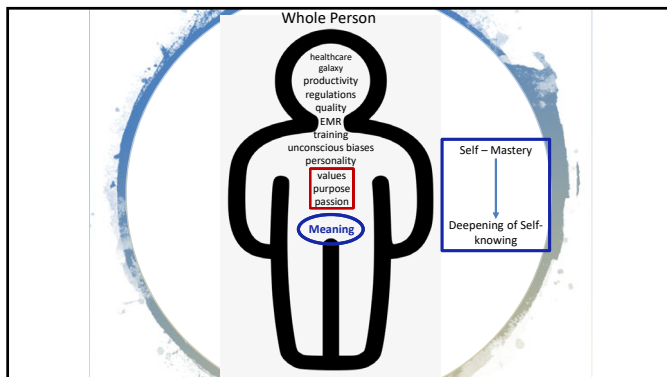
"My system is going in a different direction. Not sure I can stay here."

"I got my MHA to make a difference in people's lives. Seems all I am doing is attending to productivity and throughput."


"Nursing is just not what it used to be. Seems like they've removed caring from my job description."

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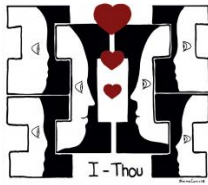
14



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To facilitate
Self-Mastery in others
we continually cultivate
Self-Mastery in
ourselves.



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Exercise


Breakout rooms by pairs

10 minutes for each (take turns)

coachee: explain your creative representation of
meaning in your life

coach: attend using coaching mindset and presence

We'll prompt when time to switch



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De-Brief

- What did you experience?
- What did you learn?




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Self - Mastery

Taking your understanding of self-mastery how, as a coach, can you apply it within the context of healthcare?

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Coaching around Meaning

- When would you explore meaning with a client?
- How would you explore meaning with a client?



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May you be happy.
May you be well.
May you be safe.
May you be peaceful
and at ease.



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