

# Fitting Research in While Juggling Multiple Roles

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Office

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# Outline

1. Introductions
2. Overview of day
3. Group agreement
4. Check-in
5. Work/home list
6. Background information
7. Consult in pairs
8. Individual work
9. Debrief
10. Message to self
11. Check-out

# Centre for Practitioner Renewal (CPR)

- How do we sustain health care providers in the work place?
- What is the effect of being in the presence of suffering?
- What would be reparative, healing or restore resilience for health care providers?

Service, education and research/evaluation

***Efficiency through relationship***

# Group Guidelines

**C**onfidentiality

**E**qual airtime

**N**on-judgemental listening

**T**imeliness

**R**ight to pass

**E**ngaged

# Check-in

1. Name
2. My role is...
3. What I hope for from today is...

# Brainstorm

Thinking of a typical week:

1. The important things in my **home** life are...
2. The important things in my **work** life are...

# Current Week Time Chart

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
|        |        |         |           |          |        |          |
|        |        |         | NOON      |          |        |          |
|        |        |         | SLEEP     |          |        |          |

Work

Home

People

People

Activities

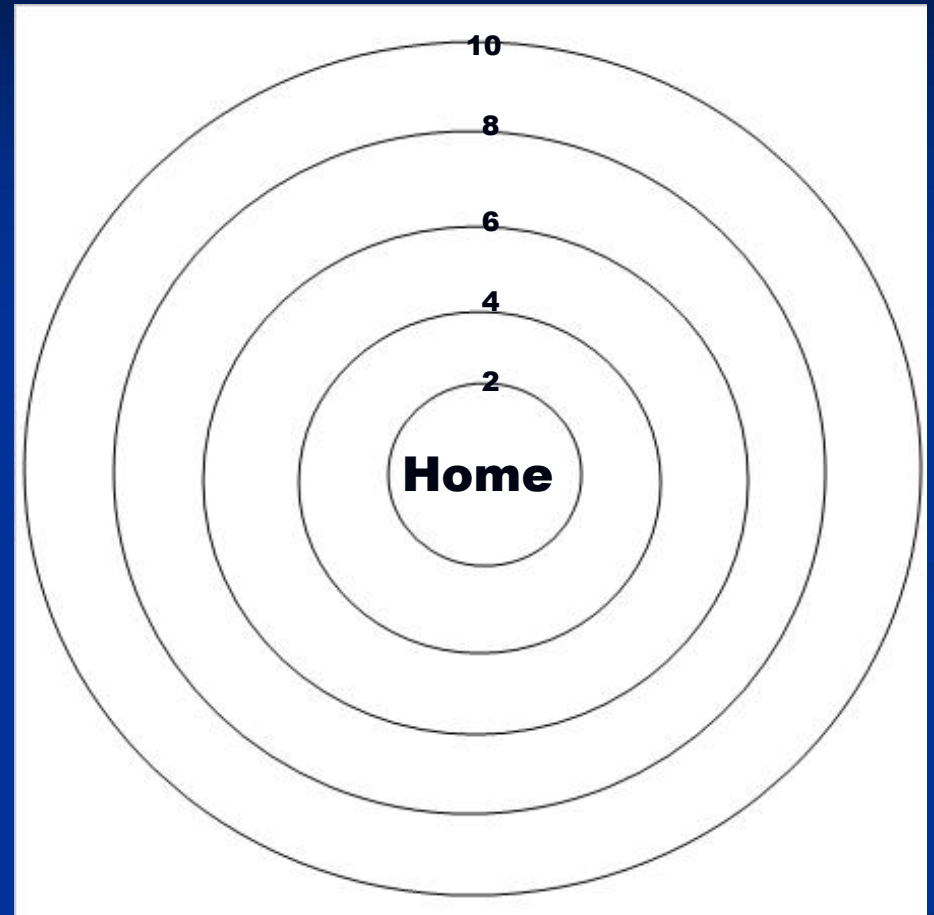
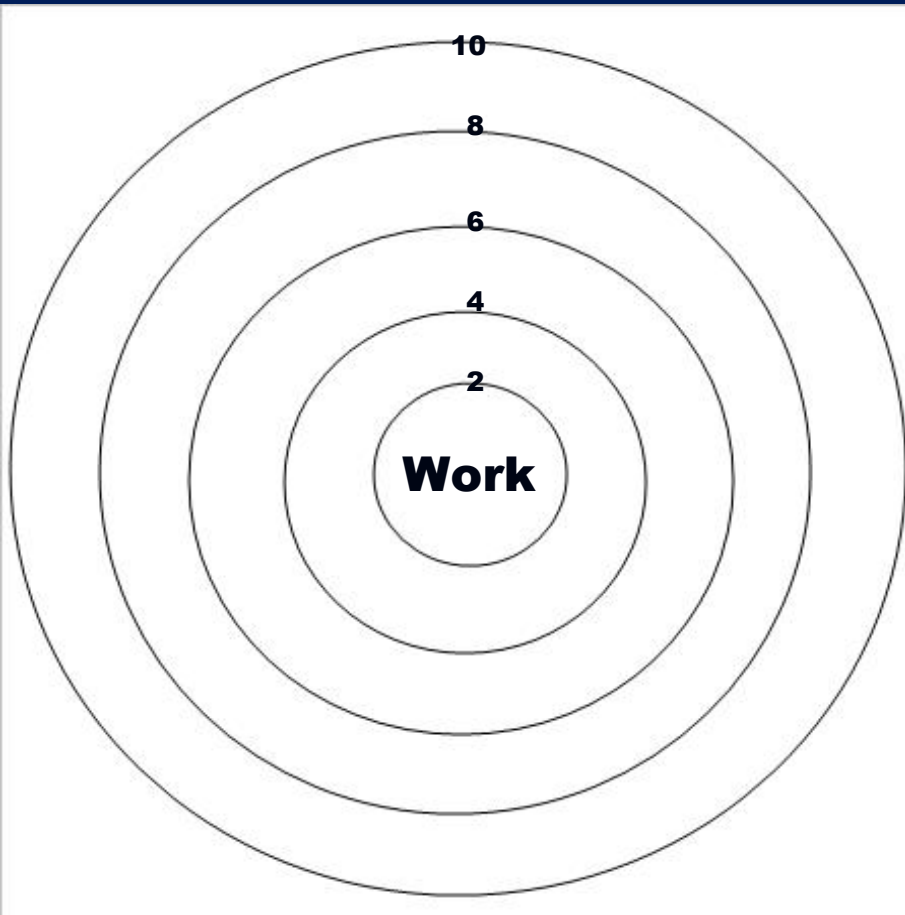
Activities

Roles / Responsibilities

Roles / Responsibilities

# Work-Life Balance Wheels

## Current



**Top Priorities:** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Top Priorities:** \_\_\_\_\_

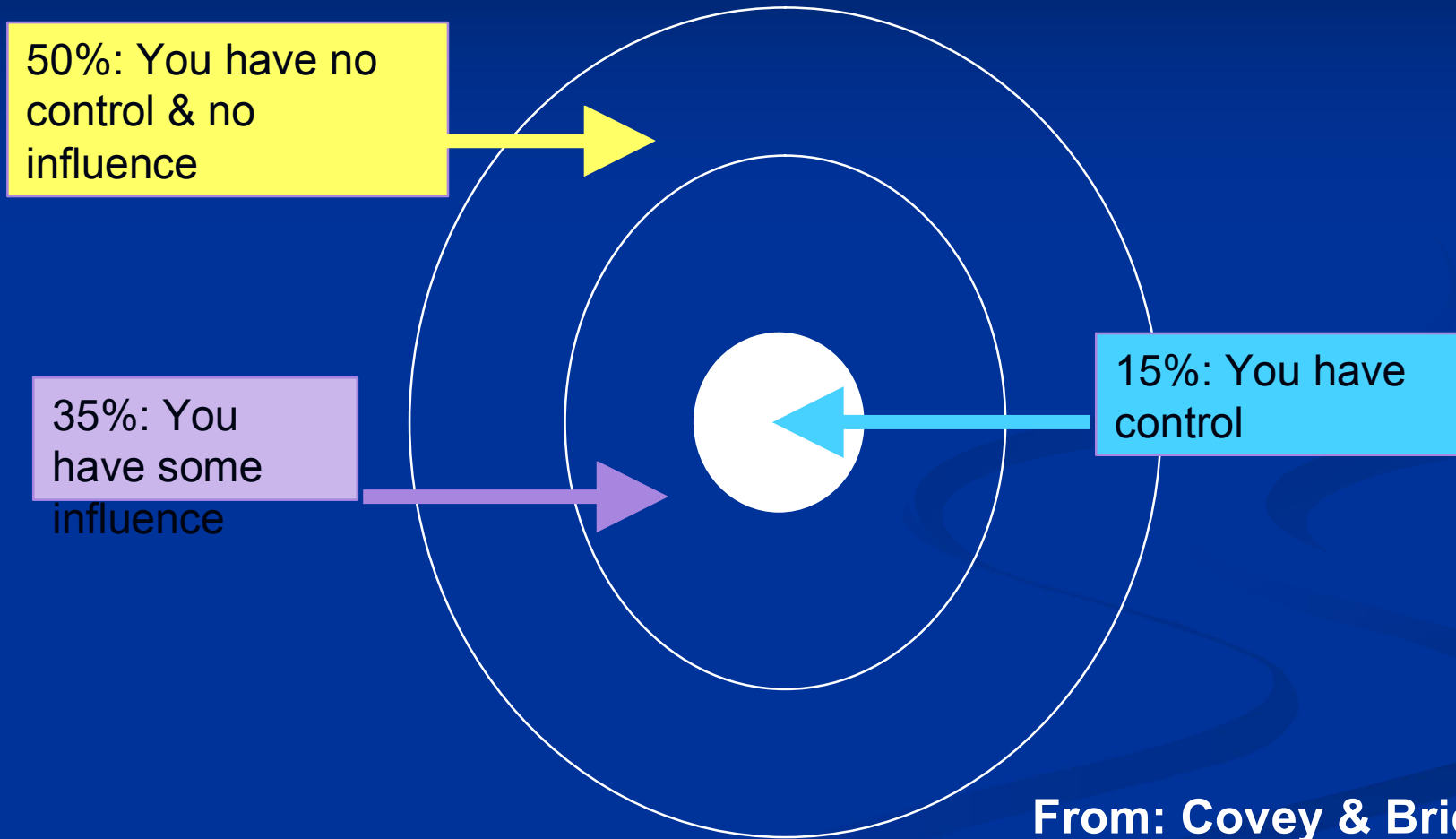
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\_\_\_\_\_  
\_\_\_\_\_



# Interferences in Balance

1. Putting focus on things we cannot change
2. ‘Thinking errors’
3. Boundaries
4. Decision making

# Where is your energy going?



From: Covey & Bridges

# Thinking Errors

- All-or-nothing thinking
- Overgeneralization
- Mental filter
- Disqualifying the positive
- Jumping to conclusions
  - Mind reading
  - Fortune telling
- Magnification and Minimization
  - Catastrophising
- Emotional reasoning
- Making should statements
- Labelling
- Personalization (or attribution)

# Boundary Awareness

- Violation
- Crossing
- Challenge

# Violation



1. Ethical/ Professional Practice Principles
2. Legislated Acts
3. Code of Conduct

# Crossing



1. “Blurred” deviation from established professional boundary
2. Requires careful attention to rationale of service action
3. Requires exploration of relevant acts, code of conduct, ethical and professional practice standards

# Challenge



1. Physical Discomfort
2. Intervention Confusion
3. Professional/Personal Values Conflict
4. Clear to Self
5. Unclear to Self But Clear to Others

# Guiding Questions for Boundary Maintenance

1. Whose needs are being served?
2. How would this action be viewed by my colleagues/supervisor/patient/family etc?
3. Am I treating this situation differently from other situations?
4. If I stick to my priorities, what are the consequences? Can I live with them?



# Consult in Pairs

- Looking at your priorities, consider inflexibility/flexibility
- What do you want more of and what do you have to give up to get it?

# Ideal Week Time Chart

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
|        |        |         |           |          |        |          |
|        |        |         | NOON      |          |        |          |
|        |        |         | SLEEP     |          |        |          |

Work

Home

People

People

Activities

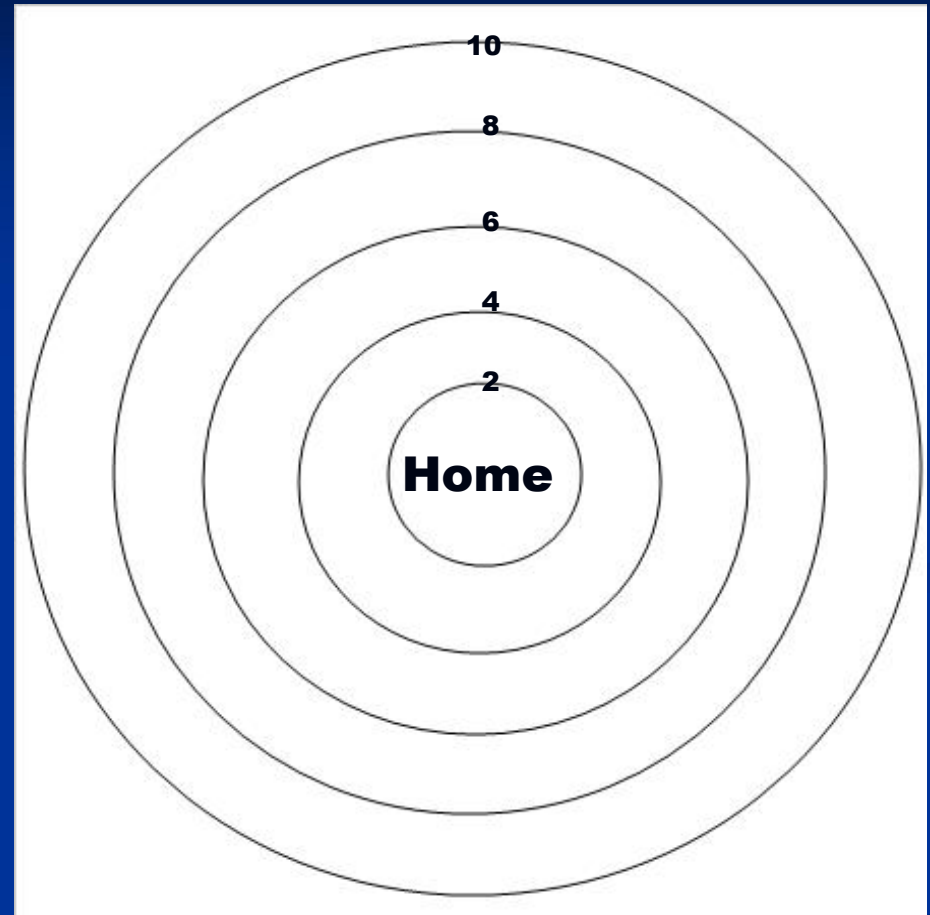
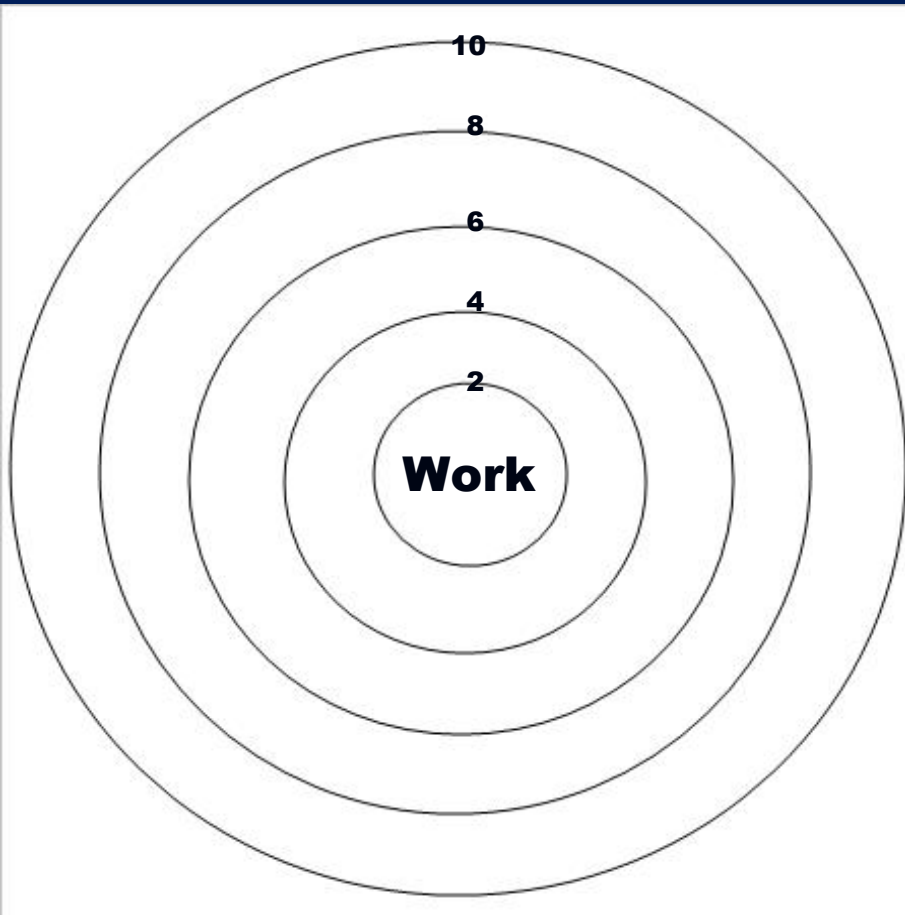
Activities

Roles / Responsibilities

Roles / Responsibilities

# Work-Life Balance Wheels

## Ideal



**Top Priorities:** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Top Priorities:** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Debrief

# Letter to Self

Today is Fri. Mar 8, I will commit to:

.... Over the next week

....Over the next month

....Over the next 3 months

# Questions/Comments

# Check-out

From today, I take....

