

Showing Up As Yourself:

Authenticity and Self-Compassion as a Way to Find Professional Fulfillment

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Director of Well-Being, Emergency Medicine

Co-Lead, The Human Potential Team

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Director, Stanford WellMD/WellPhD Physician Resource Network (PRN) Support Program

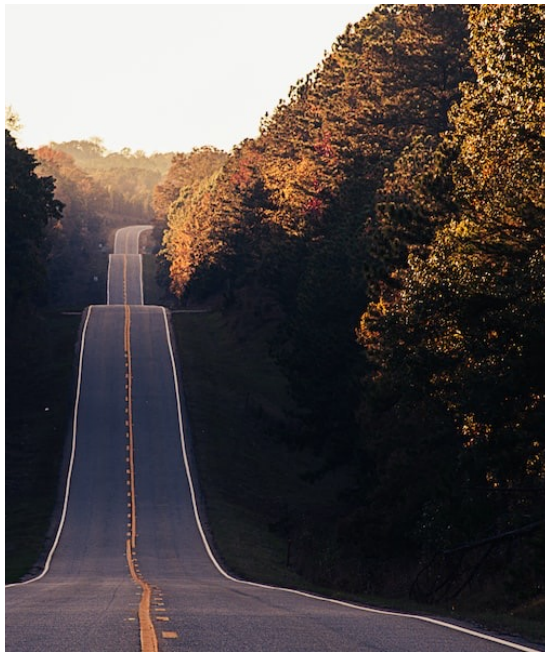
No Disclosures



Stanford | Emergency
MEDICINE | Medicine

No financial disclosures





At the end of this talk, engaged learners will...

~~Objectives:~~

1. Recognize the role of aligning one's values to professional fulfillment
2. Relate to common struggles in academic emergency medicine
3. Discover the role of self-compassion in showing up with authenticity

A vintage, slightly dimly lit photograph of a woman and a young child. The woman, with dark hair and a slight smile, is wearing a red and white striped shirt. She is sitting behind the child, who is looking directly at the camera with a neutral expression. They are seated at a table. In the foreground, there are two lit candles in holders, a glass of dark liquid, and a bowl of fruit including oranges and a red apple. The background is a plain, light-colored wall.

philippines





university at
buffalo:
biophysics,
biology, english



my med school personal statement

In his poem, Oh Me! Oh Life!, Walt Whitman tells us regarding our role in life, “That you are here—that life exists, and identity; that the powerful play goes on, and you may contribute a verse”. Throughout my formative years, I have pondered on what contribution I wish to make, and they have led me to believe that being an Emergency Medicine (EM) physician is part of that verse.

My core values and initial exposure to medicine came from observing my mother, a registered nurse who moved to the United States when I was seven years old. She endured enormous sacrifices to come here in order to afford us the best possible education. Every two years she would return to the Philippines for one month visits, during which she would also organize free clinics in the countryside. This experience helped me realize that I wanted to be a physician. Following my father’s battle with alcoholism and my parents’ divorce, we reunited with our mother in U.S., where our mother single-handedly raised her three sons. She has been the inspiration and guiding force behind my college work, where I obtained three disparate degrees with honors and carried several part time jobs to support myself.





Failure resumé



EINSTEIN

Albert Einstein College of Medicine
OF YESHIVA UNIVERSITY

EMERGENCY

MONTEFIORE



JACOBI
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STANFORD
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Stanford University Medical Center



Stanford
MEDICINE

Emergency Medicine

 @alvarezzy



assistant/associate residency program director
2015-2021

*imposter
phenomenon*





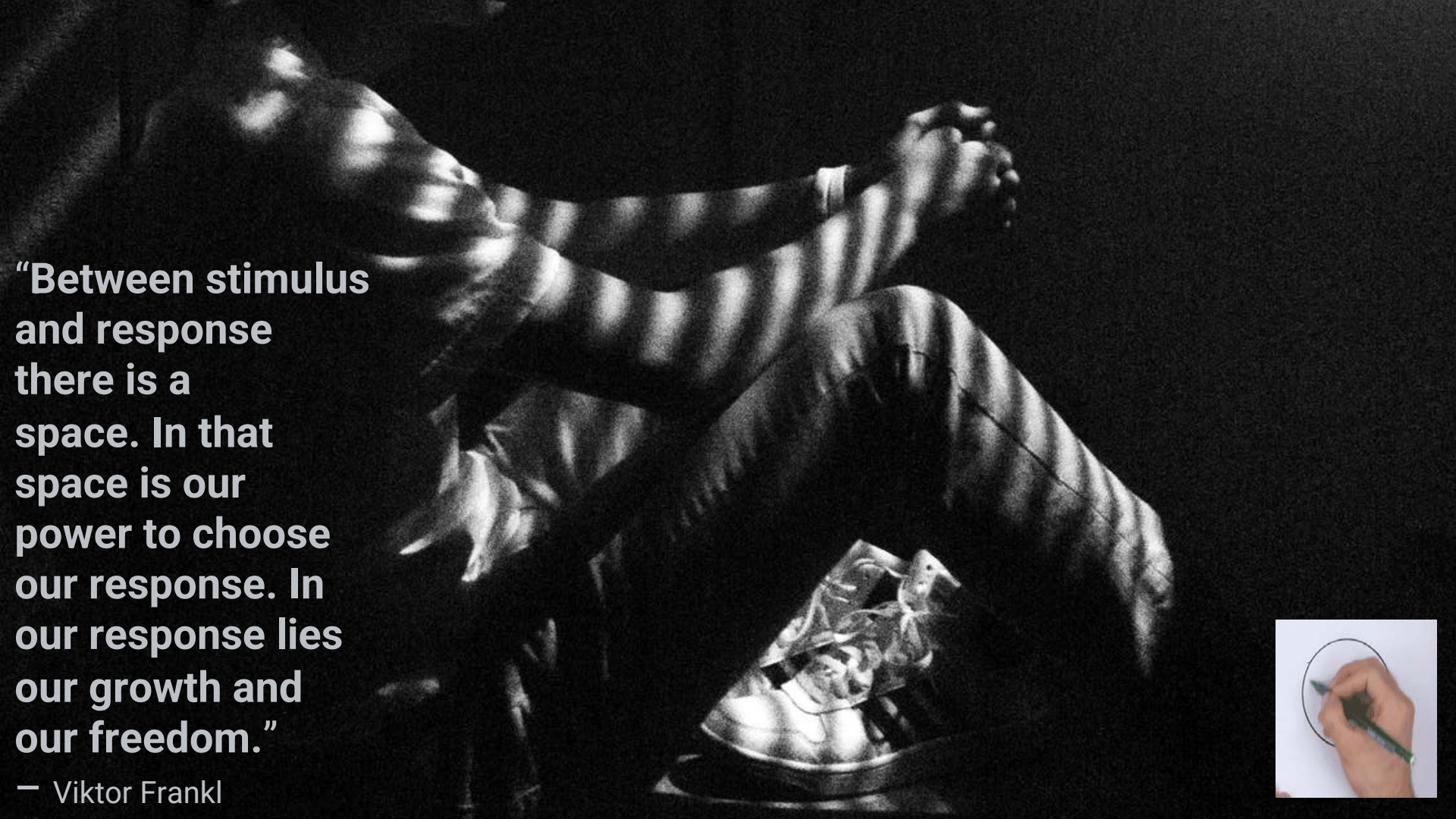




mindfulness

common
humanity

self-kindness



**“Between stimulus
and response
there is a
space. In that
space is our
power to choose
our response. In
our response lies
our growth and
our freedom.”**

— Viktor Frankl



Self-kindness allows us to feel safe as we respond to painful experiences, so that we are no longer operating from a place of fear—and once we let go of insecurity we can pursue our dreams with the confidence needed to actually achieve them.

Self-Compassion: The Proven Power o...

Kristin Neff





THE #1 WALL STREET JOURNAL BESTSELLER



DON CLIFTON

Father of Strengths Psychology and
Inventor of the Clifton StrengthsFinder

STRENGTHS FINDER **2.0**

FROM GALLUP

Tom Rath

YOUR TOP FIVE CLIFTON STRENGTHSFINDER THEMES

EXECUTING

INFLUENCING

RELATIONSHIP
BUILDING

STRATEGIC THINKING

Activator

Positivity

Command

Individualization

Self-Assurance





Rookie Mistakes:

{ Things I learned after residency...

al'ai alvarez, md
quality education director
dept of emergency medicine
santa clara valley medical center

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WHEN A FRIEND
MAKES A MISTAKE

DON'T BEAT YOURSELF
UP SO MUCH, THE WORLD
ISN'T GOING TO END



WHEN I MAKE
A MISTAKE

THE WORLD IS ENDING



@LIZ ANDMOLLIE

THREAT-BASED MINDSET

RESPONSE TO CHALLENGING INFORMATION

FIGHT



YOU ARE
WRONG!
I AM
RIGHT!

FLIGHT



"LET'S
TALK
ABOUT
SOMETHING
ELSE"

FREEZE



UH...
(doesn't
talk or
listen/
learn)

FAWN



PERFORMATIVE
SURFACE-LEVEL
ENGAGEMENT

@LINDSAYBRAMAN

Stress Response
Turned Inward

Self-criticism

Isolation

Rumination

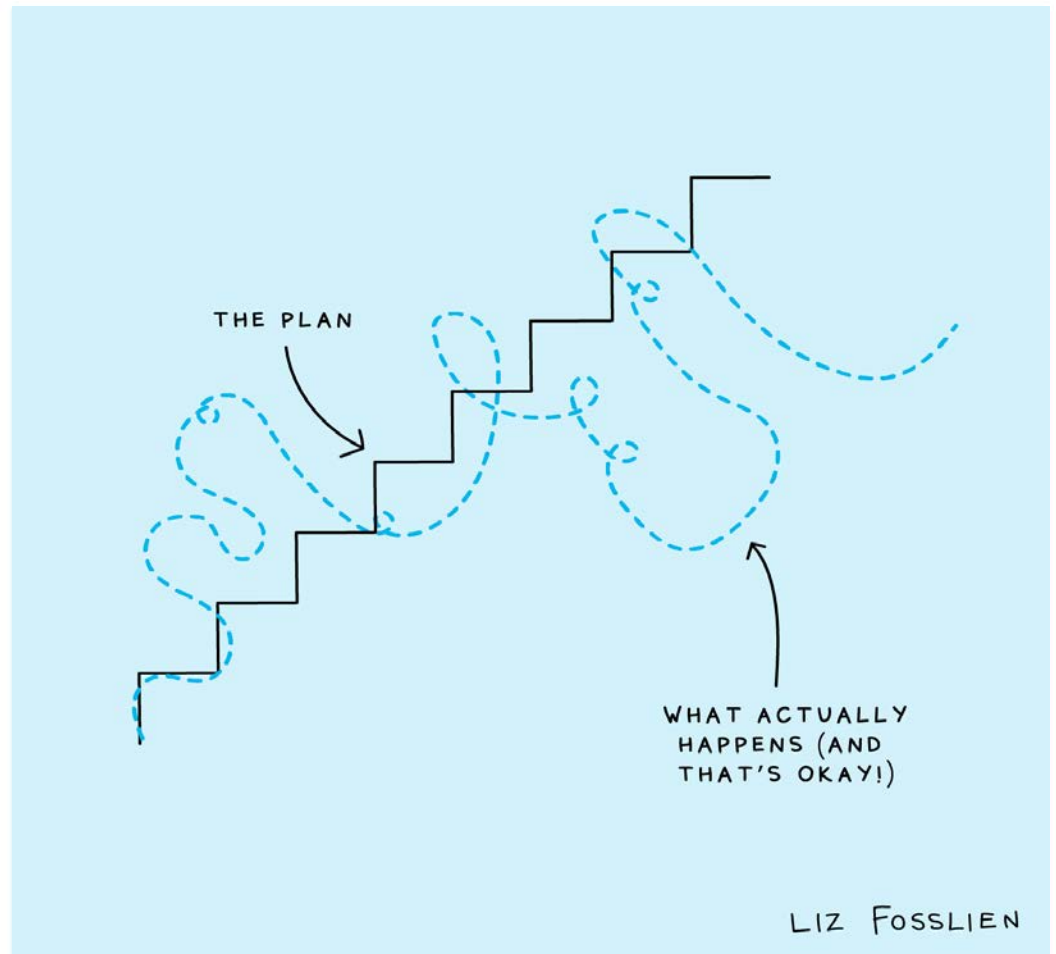
Self-Compassion

Self-kindness

Common
Humanity

Mindfulness



We have
chosen
the hard
path...



Autonomy
Belonging
Competence



What **IS** inclusion?

	Low belongingness	High belongingness
Uniqueness is valued	<p>TOKENISM/ DIFFERENTIATION I am different I am uncomfortable (Pseudo-inclusion)</p>	<p>INCLUSION I belong I can be myself</p> 
Sameness is valued	 <p>EXCLUSION I do not belong I am not welcome</p>	<p>ASSIMILATION I can fit in I have to be guarded (Pseudo-inclusion)</p>

Adapted from Shore LM et al. J of Management. 2011

LINKING CORE VALUES

IN THE SPACES BELOW, WRITE OUT CORE VALUES AND HOW THEY LINK TO YOUR FUTURE

Core Value #1

Blank space for writing Core Value #1.

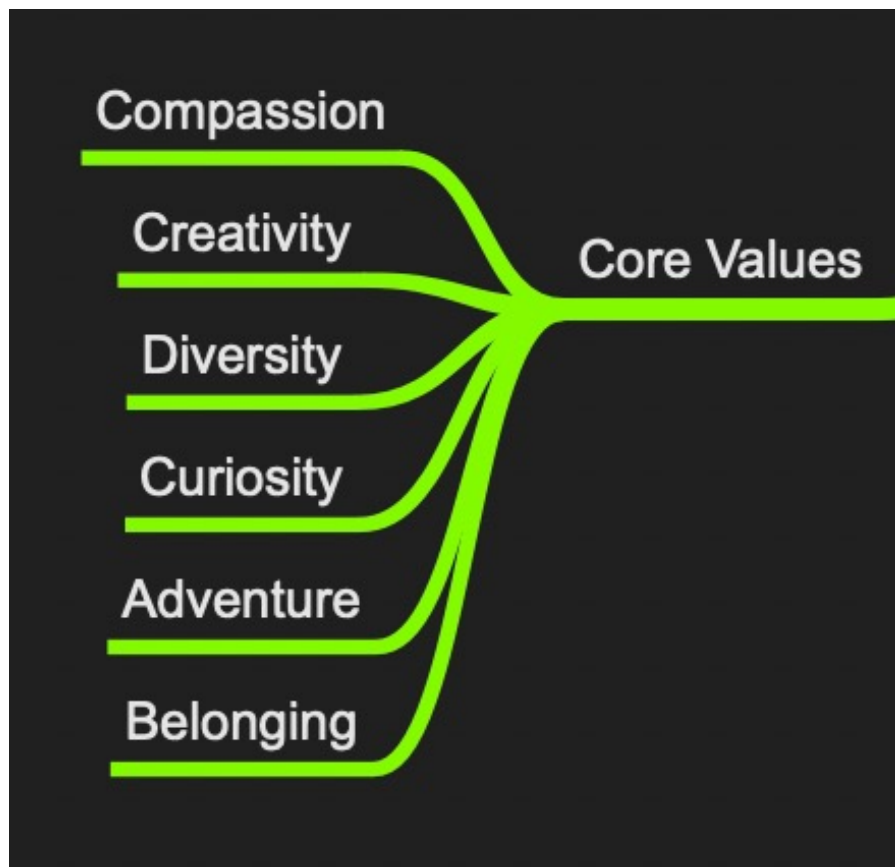
Core Value #2

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Core Value #3

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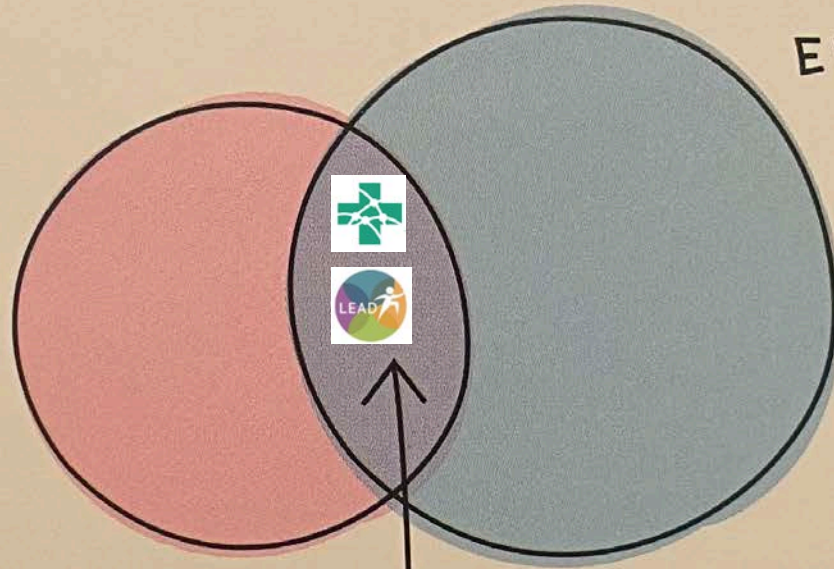




**Make habits out
of behaviors you
have consciously
chosen that are
connected to
your values.**

Susan David

WHO YOU FEEL
YOU CAN BE
AT WORK



EVERYTHING
THAT MAKES
YOU SPECIAL

WHERE THE
MAGIC HAPPENS

@LIZ AND MOLLIE

Leadership Education in Advancing Diversity (LEAD) Program



#whatdoctorslooklike





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Author Manuscript

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Social Support and the Perception of Geographical Slant

Simone Schnall

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Kent D. Harber

Rutgers University at Newark

Jeanine K. Stefanucci

College of William and Mary

Dennis R. Proffitt

University of Virginia

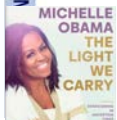
Abstract

The visual perception of geographical slant is influenced by *physiological resources*, such as physical fitness, age, and being physically refreshed. In two studies we tested whether a *psychosocial resource*, social support, can also affect the visual perception of slants. Participants accompanied by a friend estimated a hill to be less steep when compared to participants who were alone (Study 1). Similarly, participants who thought of a supportive friend during an imagery task saw a hill as less steep than participants who either thought of a neutral person or a disliked person (Study 2). In both studies, the effects of social relationships on visual perception appear to be mediated by relationship quality (i.e., relationship duration, interpersonal closeness, warmth). Artifacts such as mood, social desirability, and social facilitation did not account for these effects. This research demonstrates that an interpersonal phenomenon, social support, can influence visual perception.



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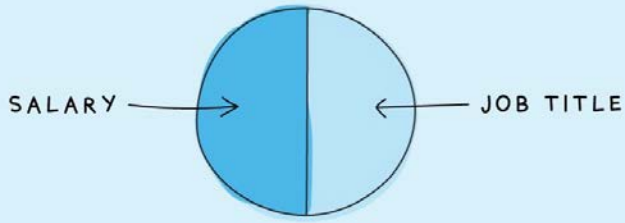


meaning & purpose

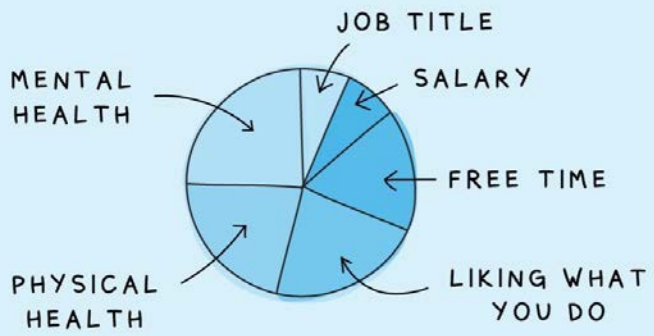




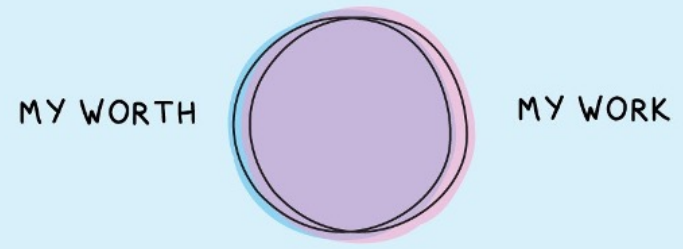
HOW WE'RE TAUGHT TO MEASURE SUCCESS



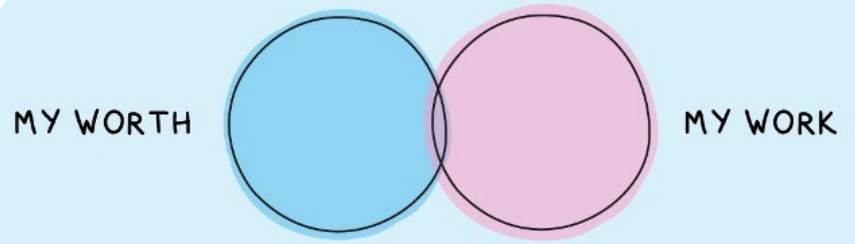
A BETTER MEASURE



WHAT I BELIEVED



THE TRUTH





"We often wait for kindness...
but being kind to yourself can
start now," said the mole

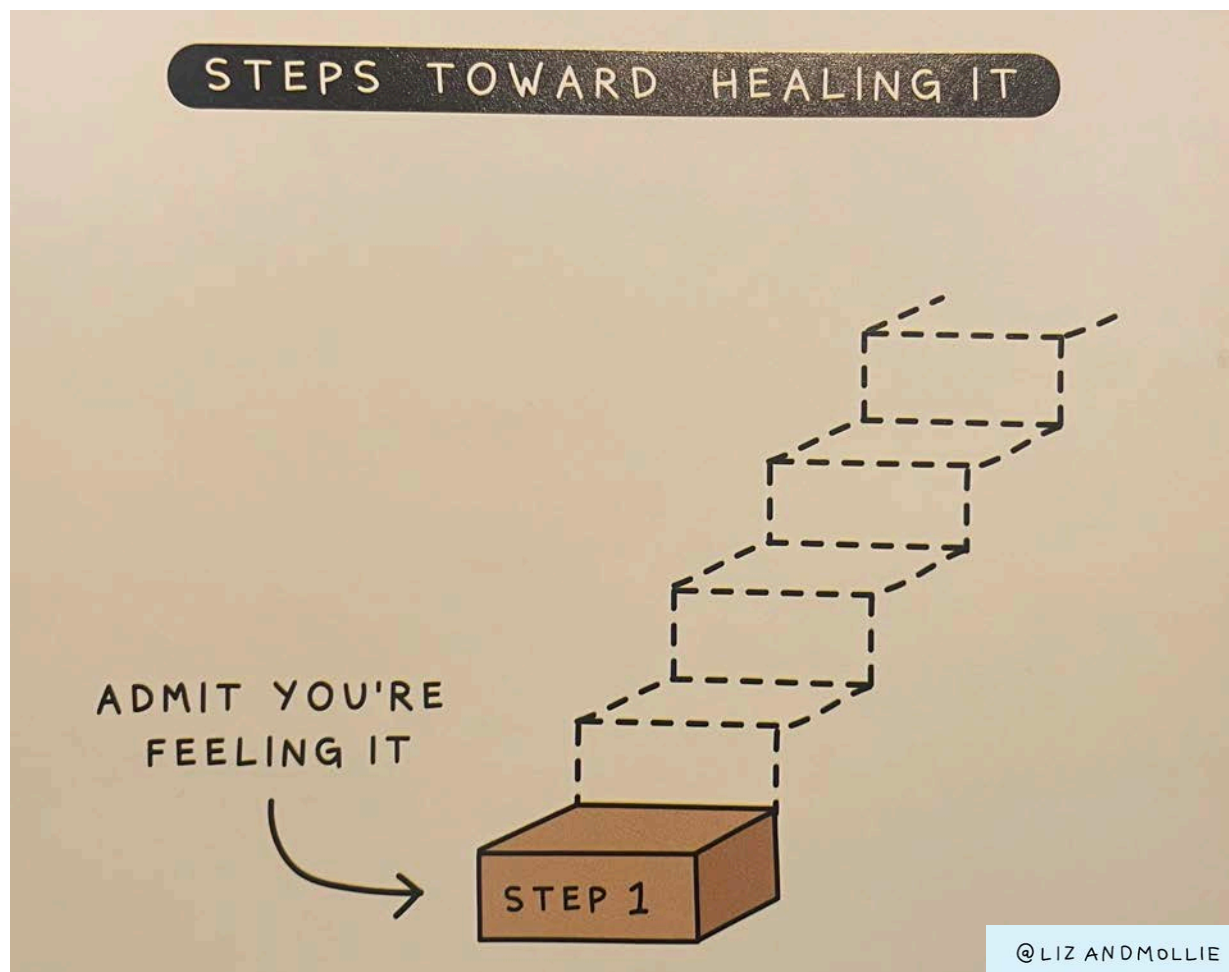
The Boy, the Mole, the Fox
and the Horse

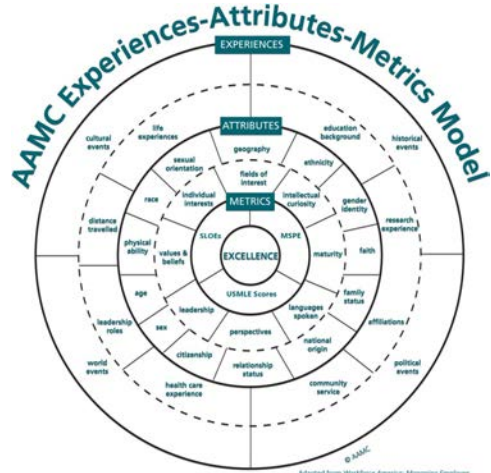


CREDIT TO:

**BARBETTE WEIMER-ELDER
PHD**

DIRECTOR OF PHYSICIAN
PARTNERSHIP PROGRAMS
AND COACHING SERVICES



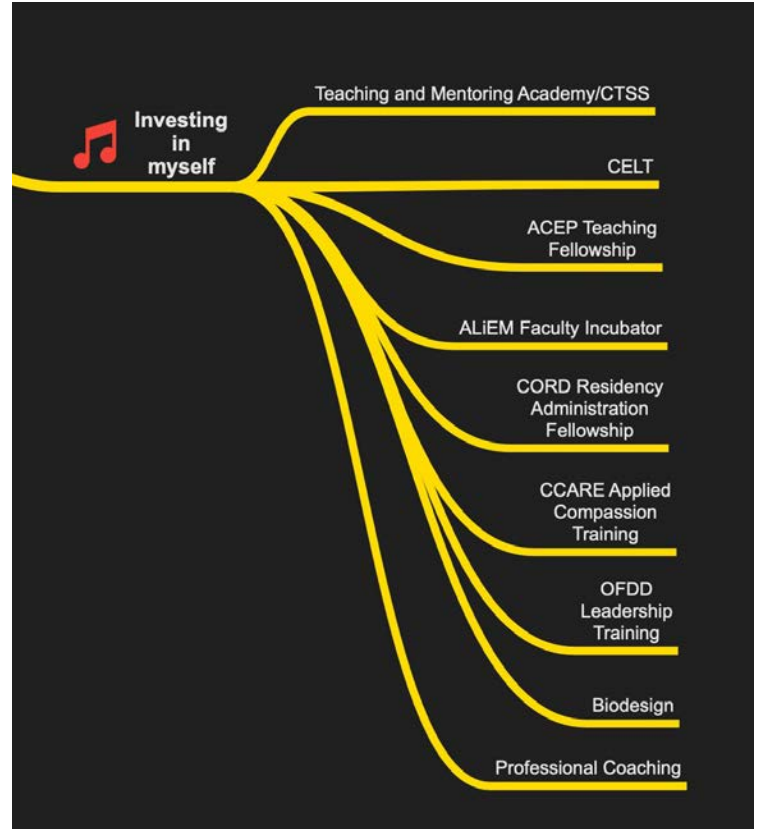


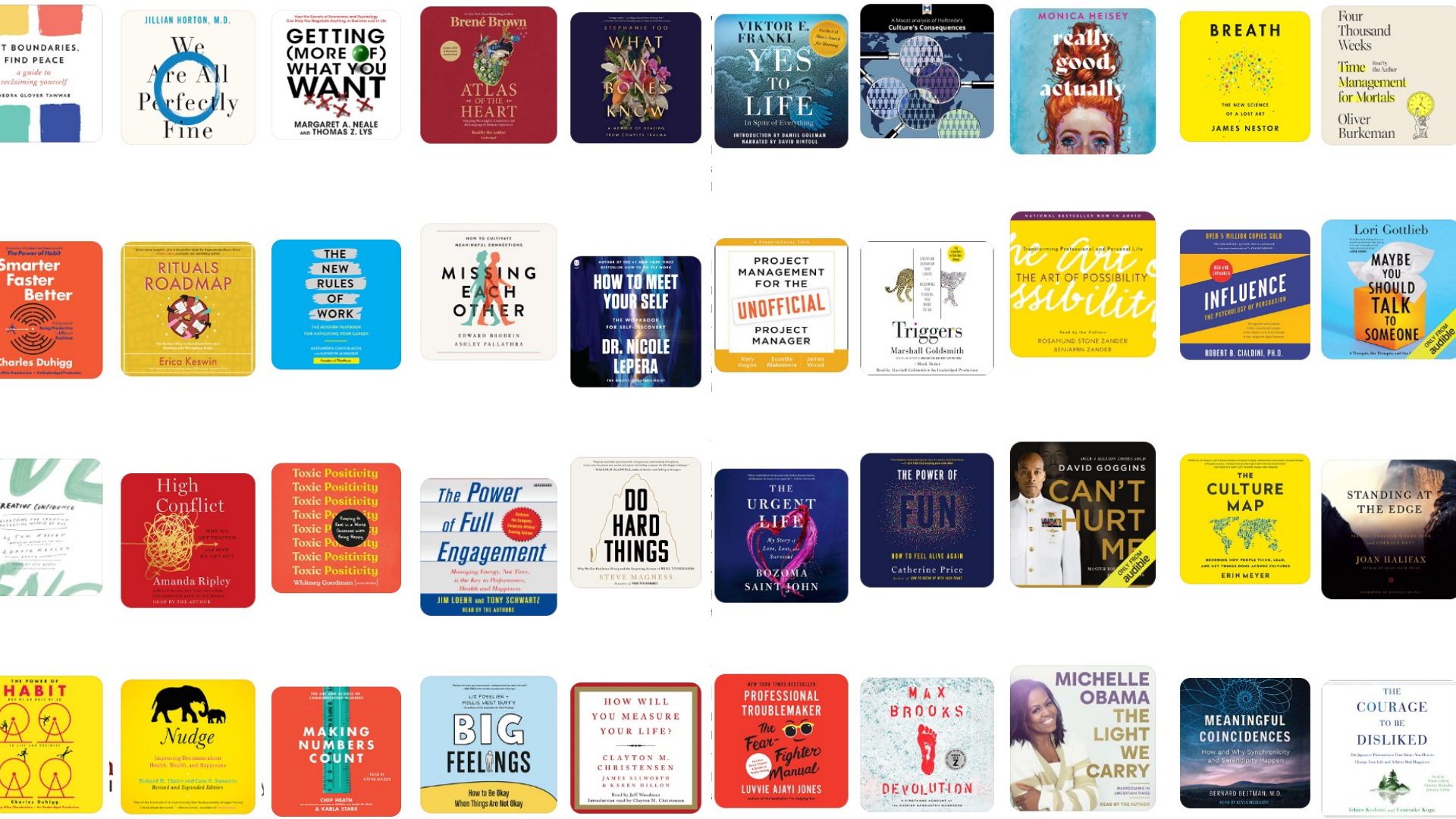


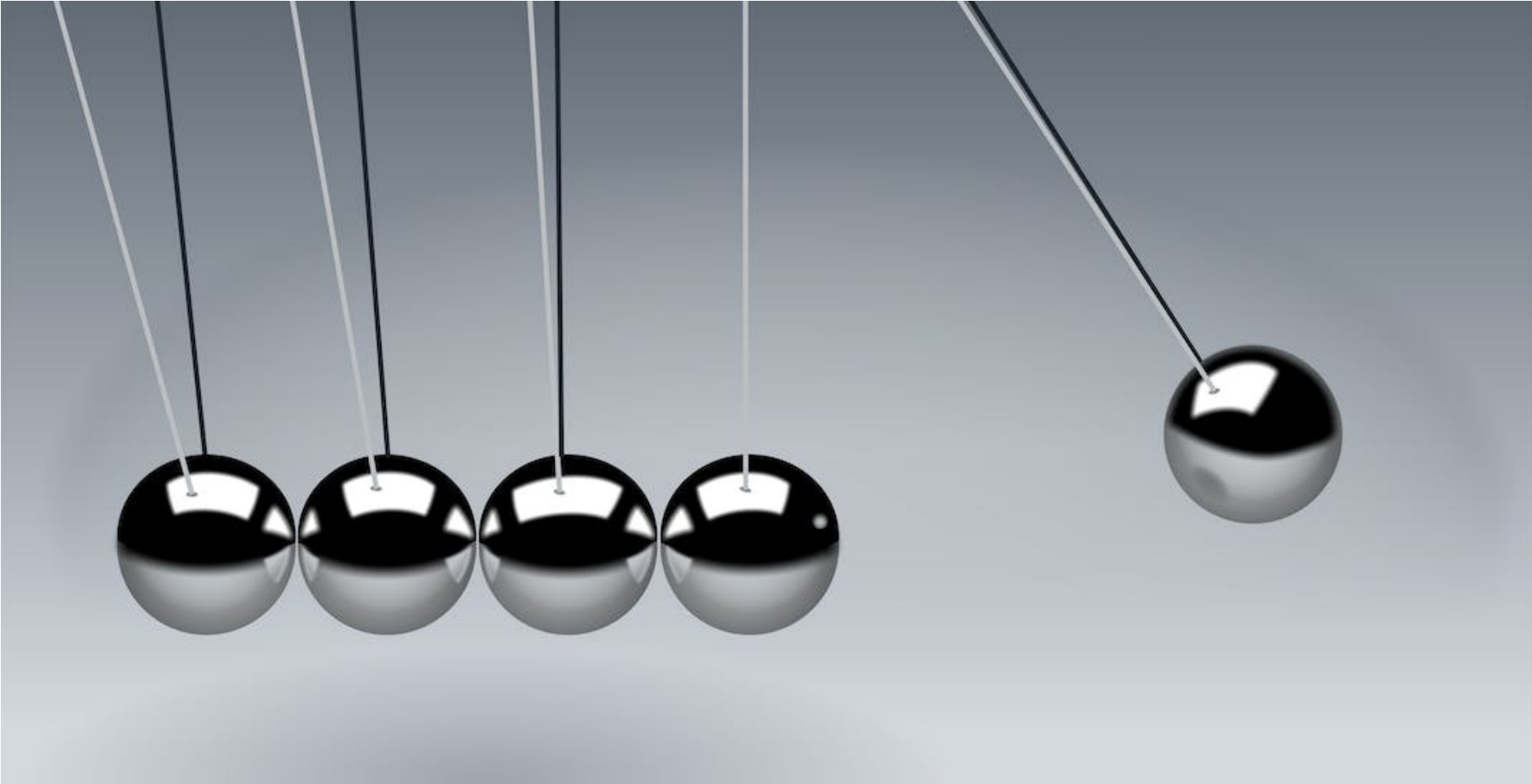
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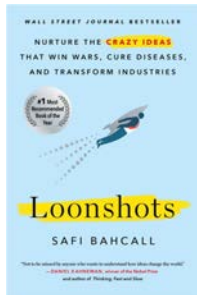




Fail fast,
Fail often

d. 

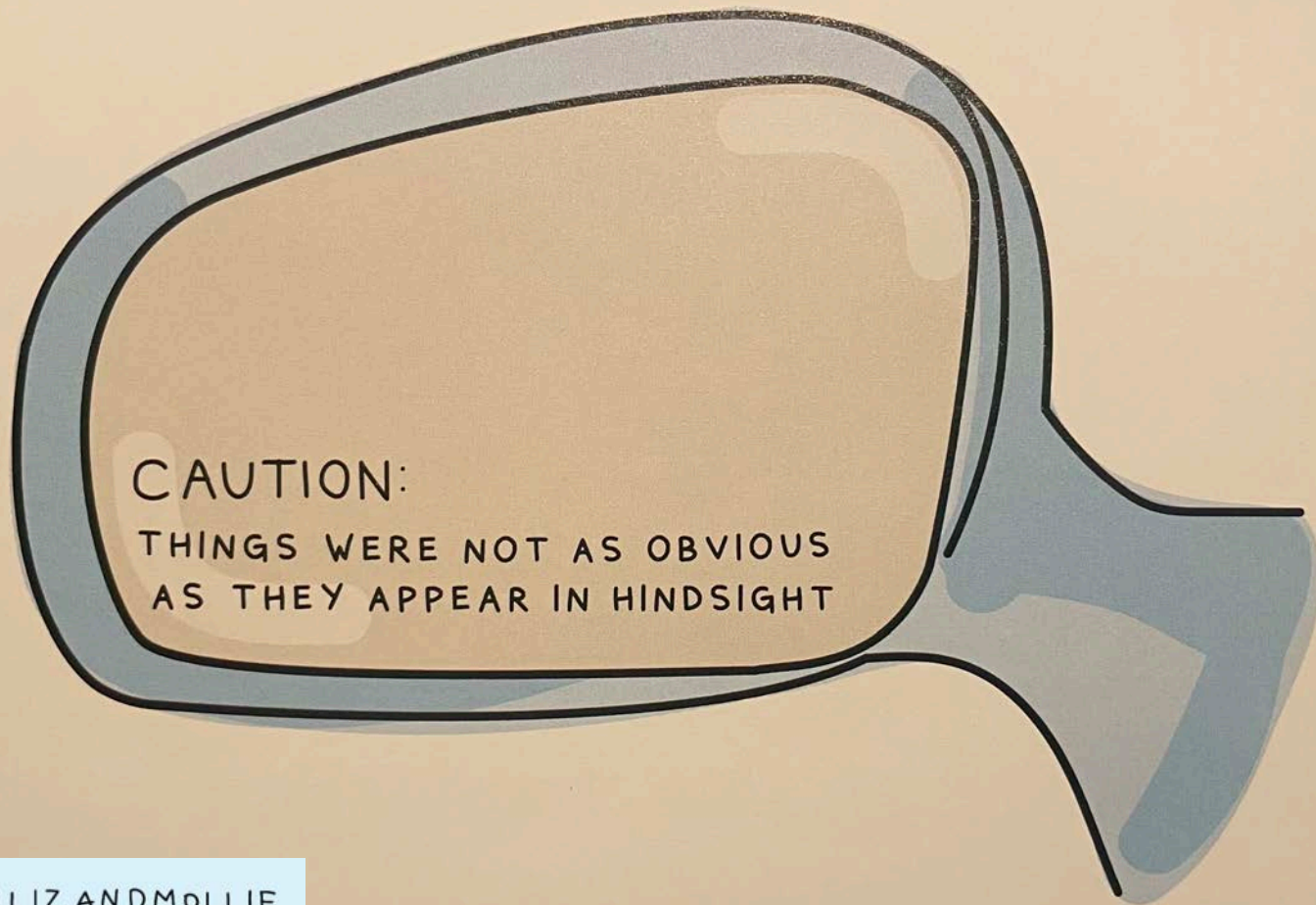




false fail

Feel the
feel,
then take
the wheel.
-- oprah





CAUTION:
THINGS WERE NOT AS OBVIOUS
AS THEY APPEAR IN HINDSIGHT

@LIZ ANDMOLLIE

stress-as- enhancing

The growth mindset, then, is a buffer against defeatism. It reframes failure as a natural part of the change process. And that's critical, because people will persevere only if they perceive falling down as learning rather than as failing.

Switch

Chip Heath and Dan Heath



The Impact of Due Process and Disruptions on Emergency Medicine Education in the United States

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Pivots

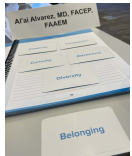
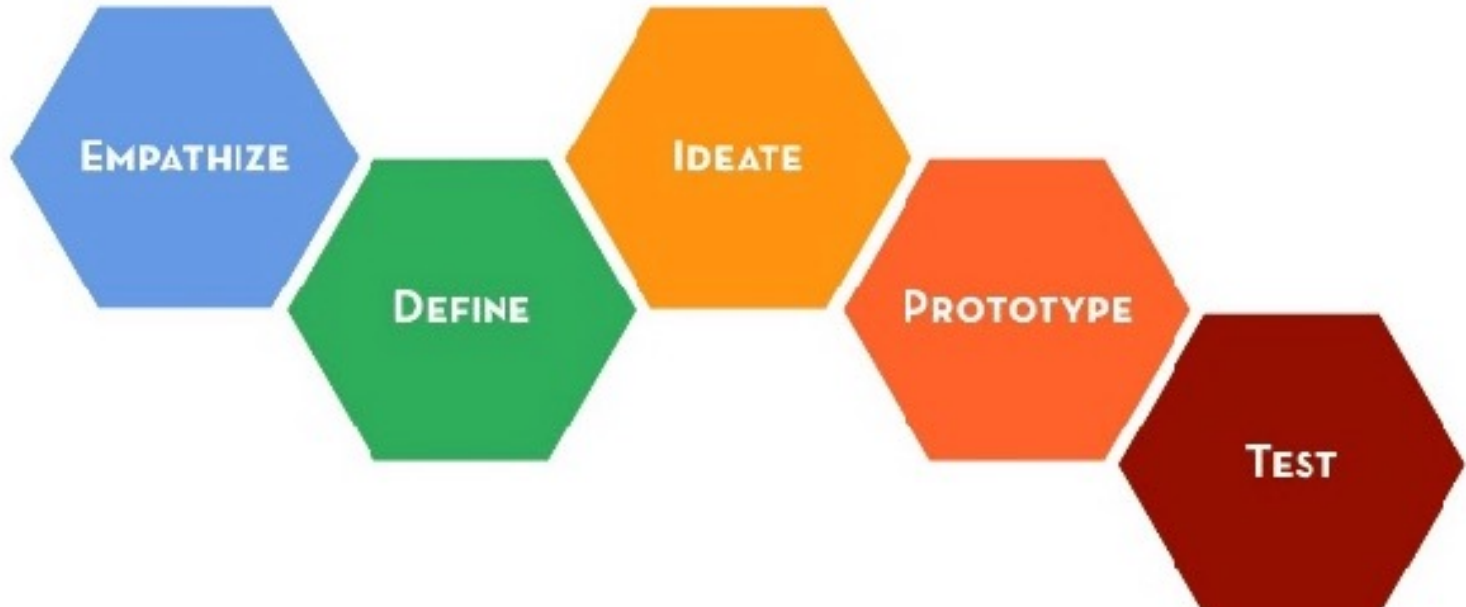


director of well-being, 2022-
chair, physician wellness forum, 2019-



co-lead,
the human potential team,
2022-

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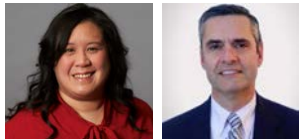
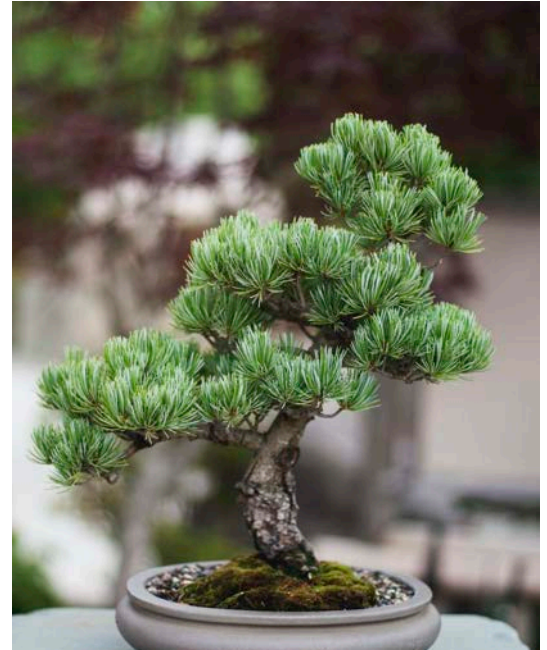
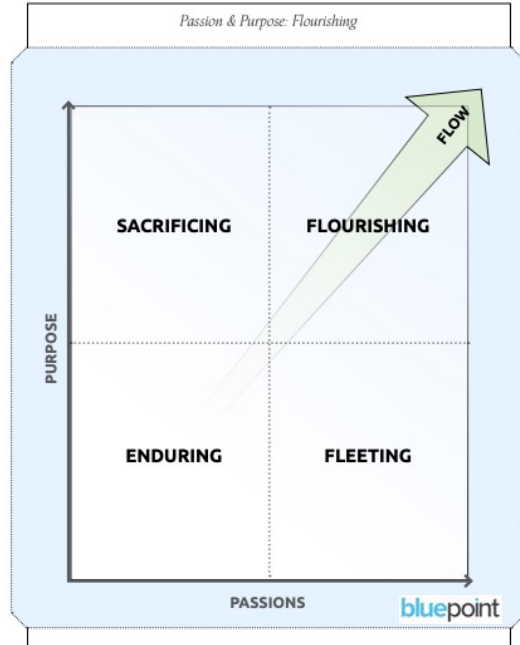


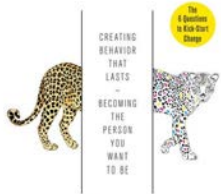
the power of attitude

Dysfunctional Belief: To be happy, I have to make the right choice. Reframe: There is no right choice—only good choosing.

Designing Your Life
Bill Burnett and Dave Evans







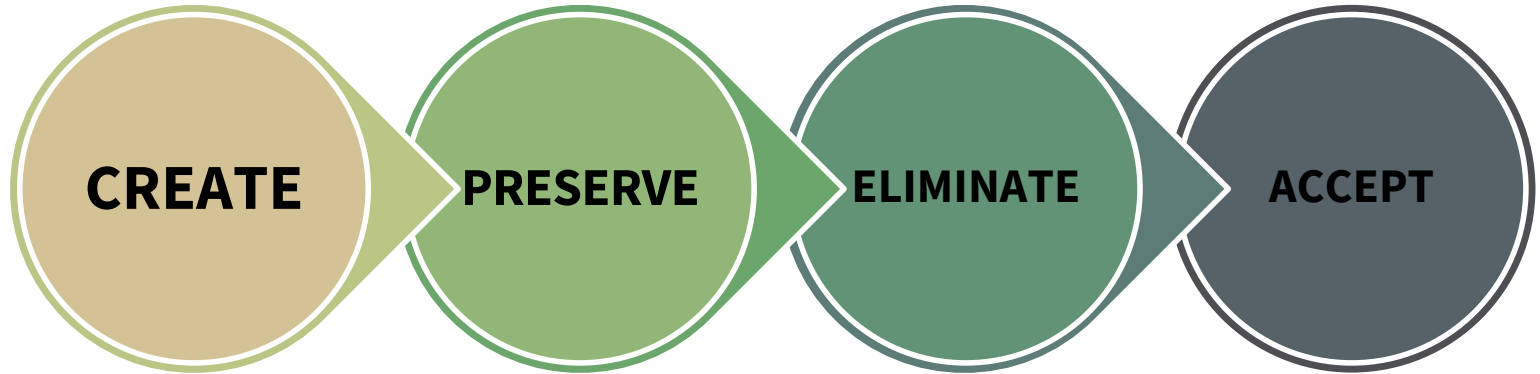
Triggers

Marshall Goldsmith

RESELLING AUTHOR OF *WHY ARE YOU HERE? WHY NOT YOU THERE?*

with Mark Reiter

Read by Marshall Goldsmith • An Unabridged Production



Imposter Phenomenon in US Physicians Relative to the US Working Population

Check for updates

Tait D. Shanafelt, MD; Lotte N. Dyrbye, MD, MHPE; Christine Sinsky, MD;
Mickey Trockel, MD, PhD; Maryam S. Makowski, PhD; Michael Tutty, PhD;
Hanhan Wang, MPS; Lindsey E. Carlasare, MBA; and Colin P. West, MD, PhD

Abstract

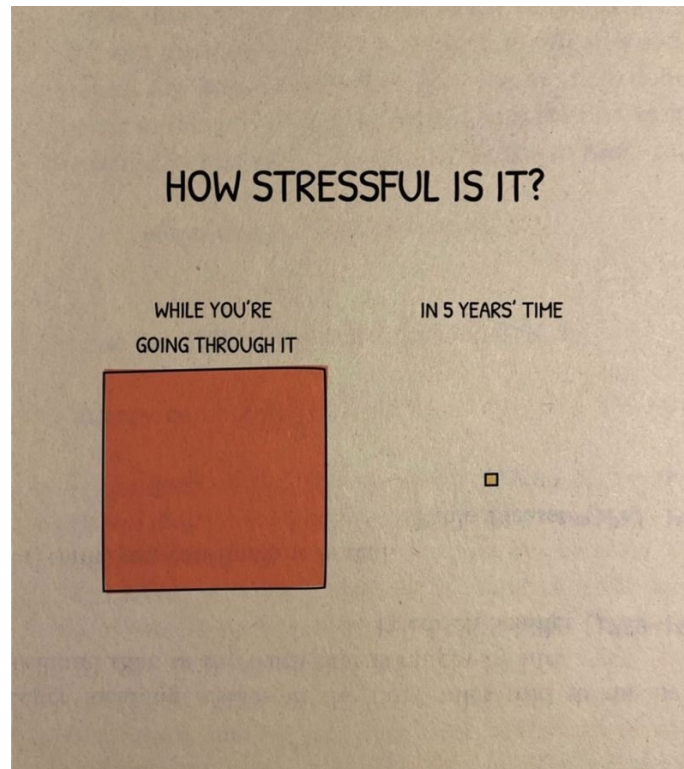
Objective: To determine the prevalence of imposter phenomenon (IP) experiences among physicians and evaluate their relationship to personal and professional characteristics, professional fulfillment, burnout, and suicidal ideation.

Participants and Methods: Between November 20, 2020, and February 16, 2021, we surveyed US physicians and a probability-based sample of the US working population. Imposter phenomenon was measured using a 4-item version of the Clance Imposter Phenomenon Scale. Burnout and professional fulfillment were measured using standardized instruments.

Results: Among the 3237 physician responders invited to complete the subsurvey including the IP scale, 3116 completed the IP questions. Between 4% (133) and 10% (308) of the 3116 physicians endorsed each of the 4 IP items as a “very true” characterization of their experience. Relative to those with a low IP score, the odds ratio for burnout among those with moderate, frequent, and intense IP was 1.28 (95% CI, 1.04 to 1.58), 1.79 (95% CI, 1.38 to 2.32), and 2.13 (95% CI, 1.43 to 3.19), respectively. A similar association between IP and suicidal ideation was observed. On multivariable analysis, physicians endorsed greater intensity of IP than workers in other fields in response to the item, “I am disappointed at times in my present accomplishments and think I should have accomplished more.”

Conclusion: Imposter phenomenon experiences are common among US physicians, and physicians have more frequent experiences of disappointment in accomplishments than workers in other fields. Imposter phenomenon experiences are associated with increased burnout and suicidal ideation and lower professional fulfillment. Systematic efforts to address the professional norms and perfectionistic attitudes that contribute to this phenomenon are necessary.

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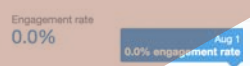
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Tweets **Top Tweets** Tweets and replies Promoted Impressions Engagements Engagement rate

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Engagements

Showing 32 days with daily frequency



Tweet activity

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Tweets **Top Tweets** Tweets and replies Promoted Impressions Engagements Engagement rate

al'ai alvarez, MD @alvarezzyy · 16 Aug 2018 Workplace is a great source of stress. Stress leads to health problems. Health problems = \$\$\$healthcare cost. Tough conversations on efficiency in practice and culture of wellness #dyingforpsychcheck #Leadingbyexample #wellness #burnout @StanfordEMED @Stanford @StanfordWellMD pic.twitter.com/7yoosyKf View Tweet activity	1,301	54	4.2%
al'ai alvarez, MD @alvarezzyy · 31 Aug 2018 Enjoying the nice Bay Area weather masteeminding #MedEd research at @StanfordEMED #LOMAH #Bethchange pic.twitter.com/dZkaRtnPW View Tweet activity	625	79	12.6%

Engagements

Showing 31 days with daily frequency





growth mindset



self-kindness
common
humanity
mindfulness



creative serendipity





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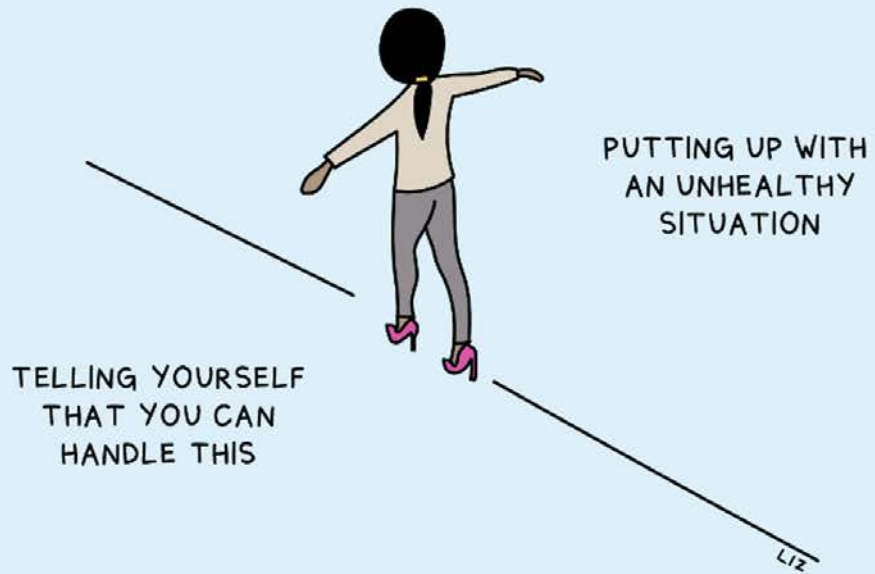
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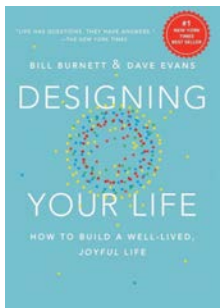
PUTTING UP WITH
AN UNHEALTHY
SITUATION

TELLING YOURSELF
THAT YOU CAN
HANDLE THIS

LIZ

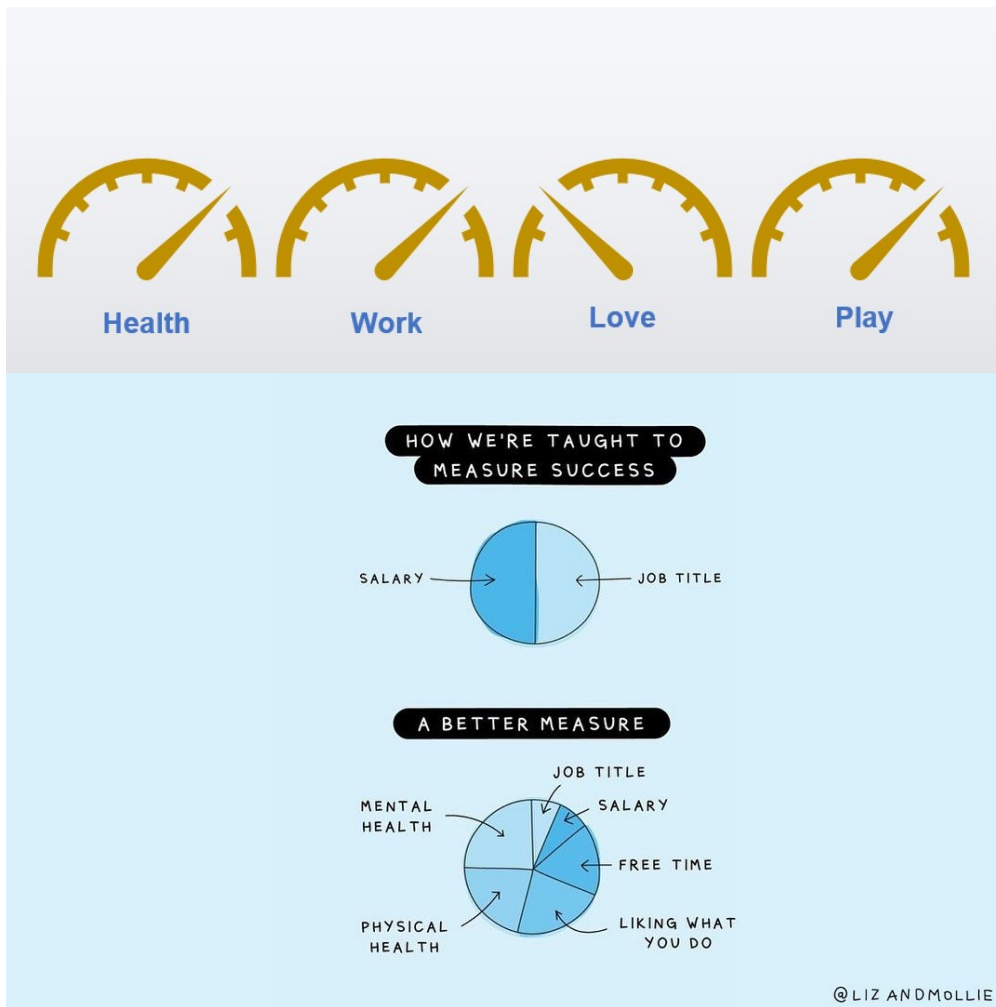
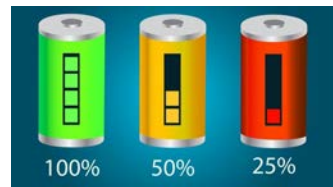
@LIZ ANDMOLLIE



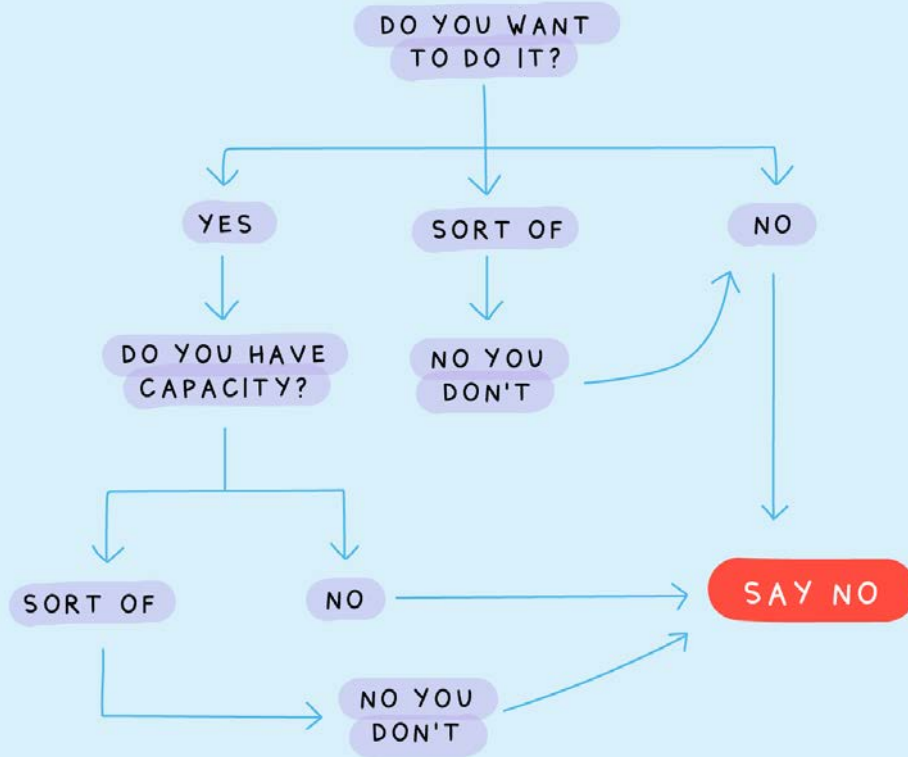


Work-life Harmony:

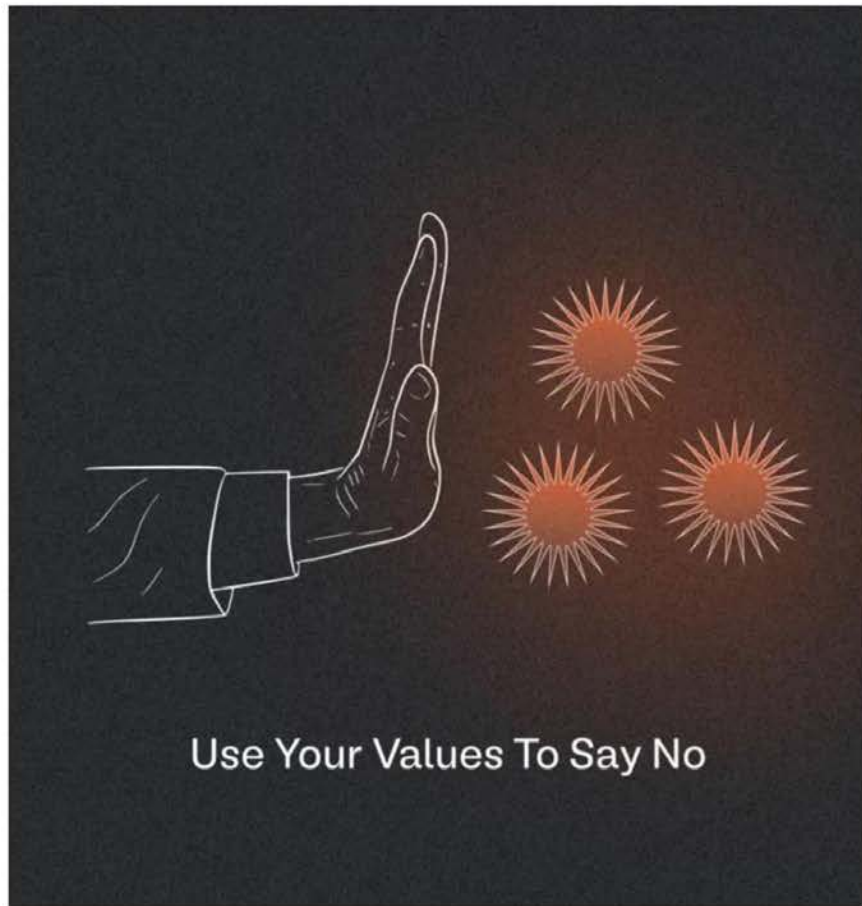
Health-Work- Love-Play Gauge



SHOULD YOU TAKE ON THAT NON-URGENT NON-IMPORTANT REQUEST?



@LIZ ANDMOLLIE



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STANFORD INSTITUTE FOR ECONOMIC POLICY RESEARCH



SIEPR Discussion Paper No. 13-006

The Productivity Of Working Hours

By

John Pencavel

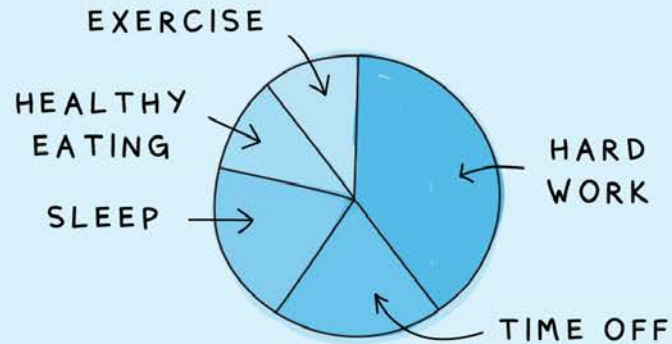
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WHAT I THOUGHT WOULD MAKE ME PRODUCTIVE



WHAT ACTUALLY DOES



@LIZ ANDMOLLIE

LIZ						
1 FIND TIME TO RELAX TOMORROW	2 FIND TIME TO RELAX TOMORROW	3 FIND TIME TO RELAX TOMORROW	4 FIND TIME TO RELAX TOMORROW	5 FIND TIME TO RELAX TOMORROW	6 FIND TIME TO RELAX TOMORROW	7 FIND TIME TO RELAX TOMORROW
8 FIND TIME TO RELAX TOMORROW	9 FIND TIME TO RELAX TOMORROW	10 FIND TIME TO RELAX TOMORROW	11 FIND TIME TO RELAX TOMORROW	12 FIND TIME TO RELAX TOMORROW	13 FIND TIME TO RELAX TOMORROW	14 FIND TIME TO RELAX TOMORROW
15 FIND TIME TO RELAX TOMORROW	16 FIND TIME TO RELAX TOMORROW	17 FIND TIME TO RELAX TOMORROW	18 FIND TIME TO RELAX TOMORROW	19 FIND TIME TO RELAX TOMORROW	20 FIND TIME TO RELAX TOMORROW	21 FIND TIME TO RELAX TOMORROW
22 FIND TIME TO RELAX TOMORROW	23 FIND TIME TO RELAX TOMORROW	24 FIND TIME TO RELAX TOMORROW	25 FIND TIME TO RELAX TOMORROW	26 FIND TIME TO RELAX TOMORROW	27 FIND TIME TO RELAX TOMORROW	28 FIND TIME TO RELAX TOMORROW
29 FIND TIME TO RELAX TOMORROW	30 FIND TIME TO RELAX TOMORROW	<p>@LIZ AND MOLLIE</p>				

Hi there!

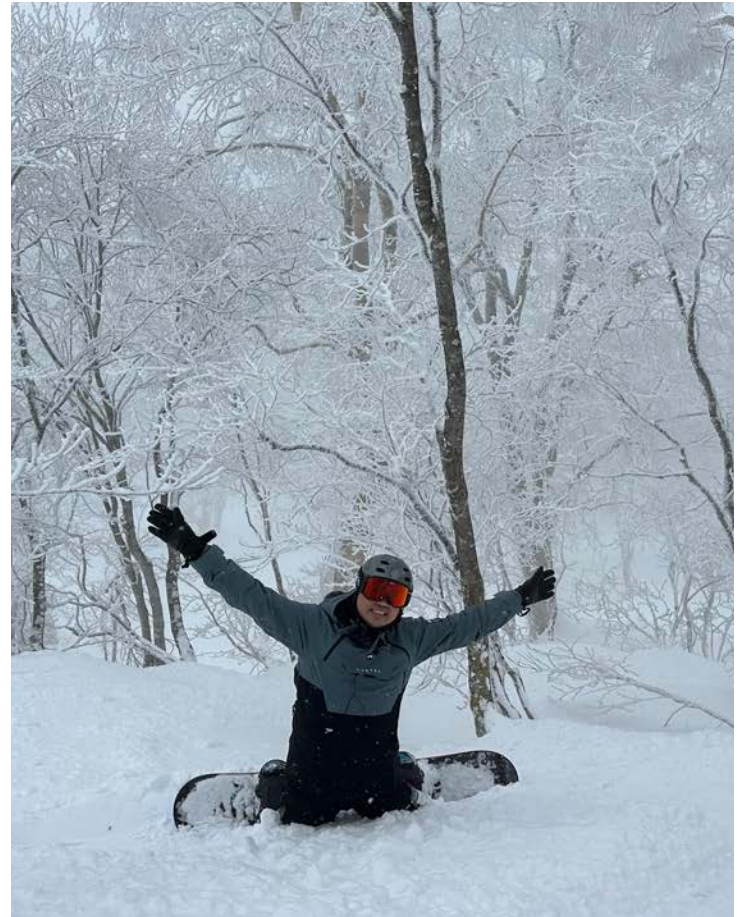
I'm taking a quick trip to Japan to take a break from the #PolarVortex, reset, hit the Pacific mountain slopes, and enjoy some scrumptious food.

I've never been to Japan, and I hear the snow there is fantastic this time of the year. I've been practicing getting unstuck from big piles of powdery snow. Last time, it took me over 20 minutes of struggling to get myself up on my board. I'm aiming for 10 minutes this round =) Wish me luck!
#growthmindset

I'll be back on March 1st to start answering emails. In the meantime, may you also find ways to replenish and recharge, however this would look like for you.

With gratitude,
LA

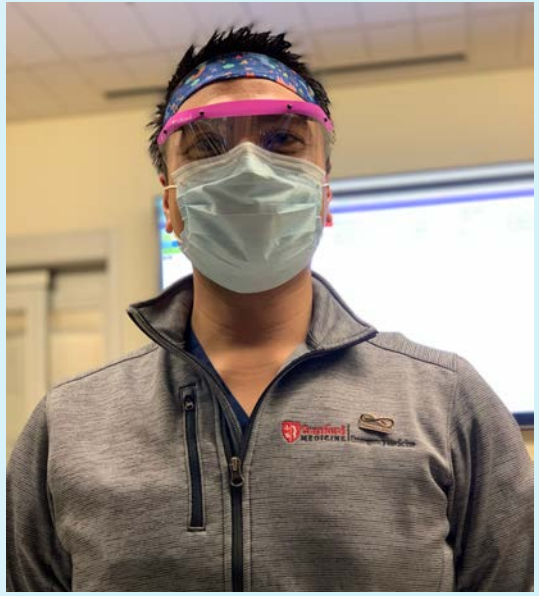
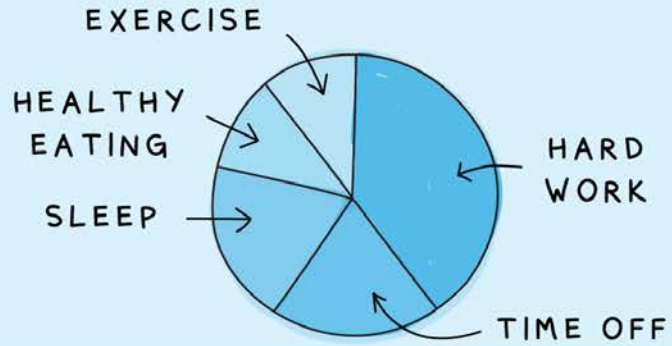
#doctorsarehumanstoo #bestjobever



WHAT I THOUGHT WOULD MAKE ME PRODUCTIVE

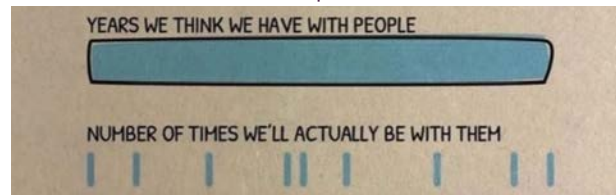


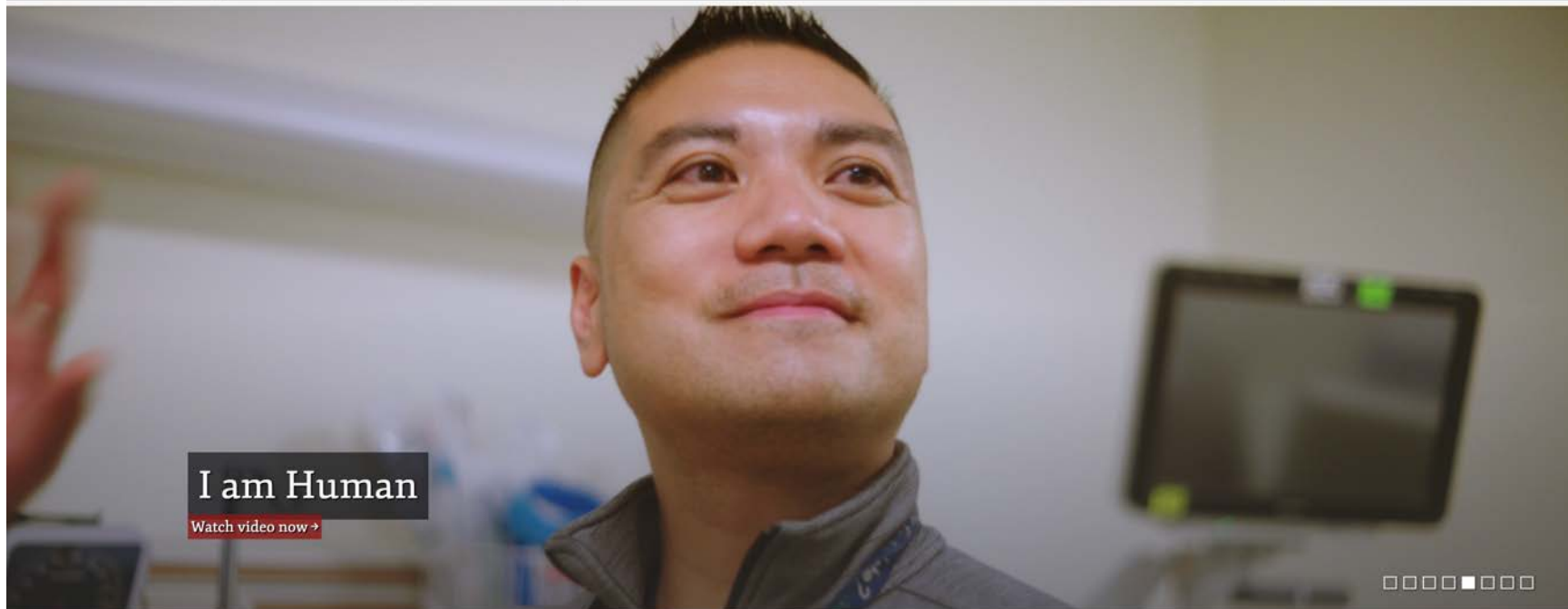
WHAT ACTUALLY DOES



@LIZ ANDMOLLIE

It. Goes. By. So. Fast.





I am Human

Watch video now →

“My humanity is bound up in yours, for we can only be human together.”

– Desmond Tutu

You're a human, not a superhero. It's okay to need help.

#StopTheStigmaEM



STOP
THE STIGMA **EM**
Breaking Down Barriers to
Mental Health Care in Emergency Medicine

SAEM @SAEMonline · Oct 21, 2022

Ask yourself: If we do not reduce the stigma associated with mental disorders in our own profession and serve as examples, then how do we advocate to reduce stigma in society at large? #StopTheStigmaEM
Read more: ow.ly/sl0c50LfnlL
@ABEMCert #AACEM

It takes all of us to
change the culture.

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saem.org/StopTheStigmaEM

#StopTheStigmaEM



#iAMhuman  @alvarezzy




#doctorsarehumanstoo



self-kindness
common
humanity
mindfulness



PROFESSIONAL
TROUBLEMAKER



*The Fear-Fighter
Manual*

LUVVIE AJAYI JONES

Author of the New York Times bestseller *The Comedy Store*

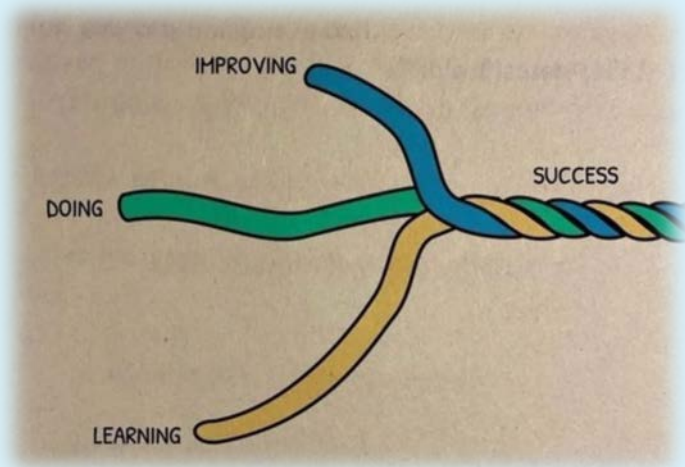
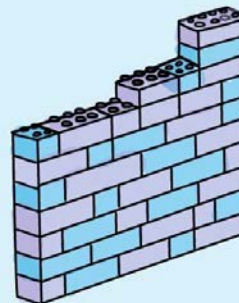


1%

WE THINK OF FAILURE AND SUCCESS AS OPPOSITES



WHEN IN REALITY FAILURE IS PART OF SUCCESS




@LIZ ANDMOLLIE

It's up to us to choose the destination that is right for us and then design the path that will make it happen.

The New Rules of Work
Alexandra Cavoulacos and Kathryn Mi...





IF YOU'RE GOING
TO SPEND A LOT
OF TIME HERE

MAKE SURE YOU'RE
EXCITED ABOUT
THIS PART, TOO

@LIZ ANDMOLLIE

Subject: Automatic reply: Thank you!

Hi there!

Right now, I'm somewhere on a liveaboard heading for the Komodo Island, scuba diving (it's mola mola season!), hoping to swim with giant manta rays and sharks, and also hoping to see some seahorses. Wish me luck! #bubbles

My wish for you is to also find some moments of joy, restoration and healing. May you find space to relish moments of doing absolutely nothing, moments of creativity, and moments of play. You deserve that.

Oh yeh. I won't have internet access. or cell service. Please email me back on 9/1.

My best,
LA

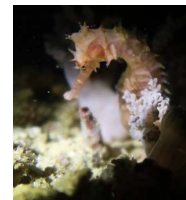
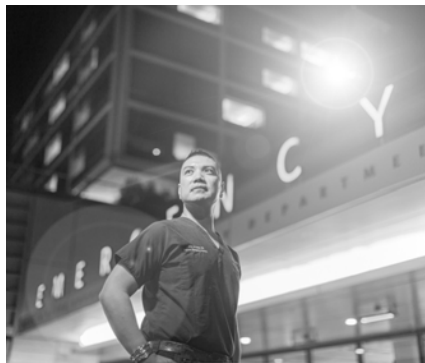
#[doctorsarehumanstoo](#) #[bestjobever](#)



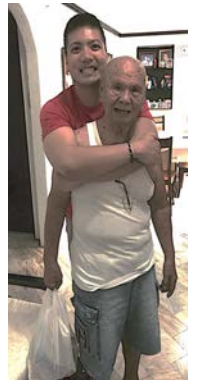
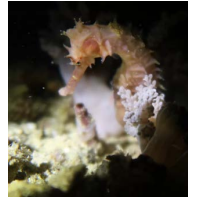


The privilege of a lifetime is being who you are.

– joseph campbell



showing up as myself + alignment =
#bestjobever





Thank You

??? >>> @alvarezzy on Twitter

Call to action...HMW [how might we]



ASK YOURSELF:

What is the 1% you **WOULD DO** or **NOT DO** to show up **authentically aligned** with your own core values the next time you work? [xyz]

NEXT:

Add this to your calendar as...

"In the past week, did I do my best to [xyz]?"

(and if you're feeling bold, make it recurring monthly)