


Pediatric Pharmacy Advocacy Group

Book Club! Preventing ICU Delirium in the Practitioner


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Disclosure


- The authors have nothing to disclose concerning possible financial or personal relationships with commercial entities that may have a direct or indirect interest in the subject matter of this presentation



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I Thought You Said ICU Delirium...


- Do you ever feel...
 - Decreased ability to focus
 - Sleep-wake disturbances
 - Labile affect
 - Overly irritable
 - Anxious
- Do you want to...
 - Prevent burnout
 - Improve time management
 - Increase mentorship capabilities




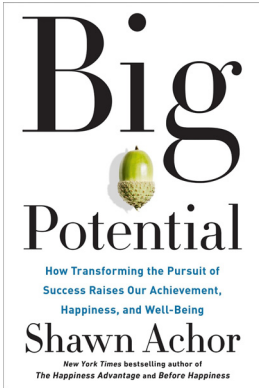
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Objectives

- Evaluate lessons from 3 recent professional development books for ways to enhance your professional and personal life
- Compare different approaches to increasing happiness and decreasing job stress
- Select 3 strategies that could be implemented into your practice to increase efficiency or job satisfaction
- Describe implementation of the professional development book club at Arnold Palmer Medical Center



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Shawn Achor. www.shawnachor.com. Accessed 3/28/19

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Thinking About “Big Potential”

- How do you measure success?
- Have you ever wanted to work at a place because of the people there?
- What teams are you part of?
- How often do you attribute your success to others?



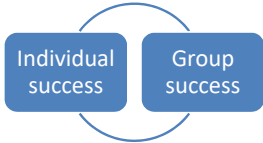
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Small vs Big Potential

- Effect of friends on physical barriers
- Effect of community on health



Individual success Group success




Achor S. Big Potential: How transforming the pursuit of success raises our achievement, happiness, and well-being. 2018

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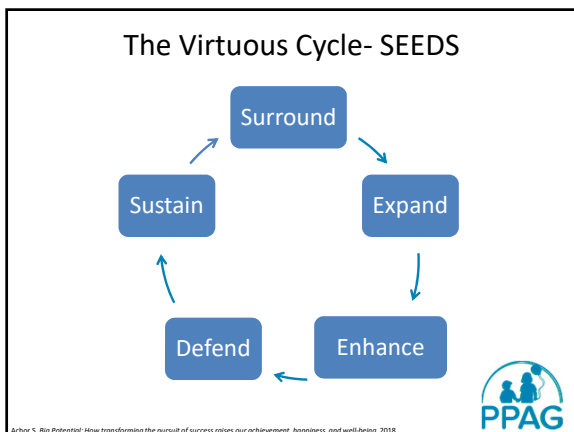
Big Potential

- Coordination and collaboration help you succeed as an individual as well as a group
- Become a “positive node”
- “Survival of the fittest” vs “survival of the best fit”



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Surround

S	Surround yourself with people who will lift you up, not drag you down
	Superstars vs constellations
	Interconnection and resilience




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Making Connections

- Tap into positive peer pressure
- Create balance with variety
 - Pillars
 - Bridges
 - Extenders
- Create reciprocal bonds
- Beware “collaborative overload”




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Expand

E	Recognize your ability to lead
	Instill the desire to lead
	Use progress to motivate
	Find meaning in your work




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Enhance

E	Stop comparison praise
	Spotlight the right
	Recognize the base
	Empower everyone to praise




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Defend

D	Build a moat
	Build a mental stronghold
	Take a vacation from your problems
	Pick your battles




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Sustain


S	Generate more positive energy by creating "tours of meaning"
	Use "vivid direction" to generate a path for energy to flow
	Accelerate momentum through celebration




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What is Success?



<p><u>Small Potential</u></p> <ul style="list-style-type: none">• Individual achievement• Data points• Wealth• Job title• Being "the best"	<p><u>Big Potential</u></p> <ul style="list-style-type: none">• Connections• Relationships• Based on values• Fulfillment• Group contribution
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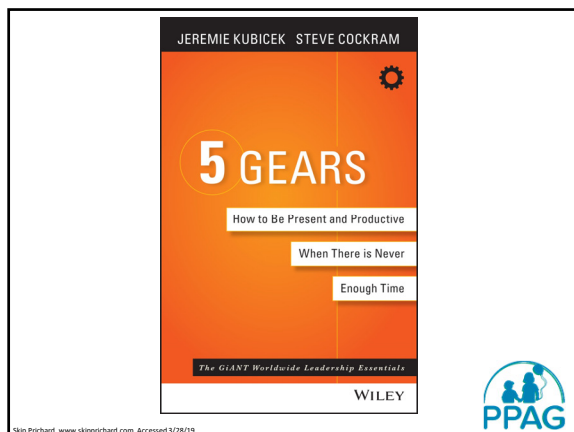
Strategies



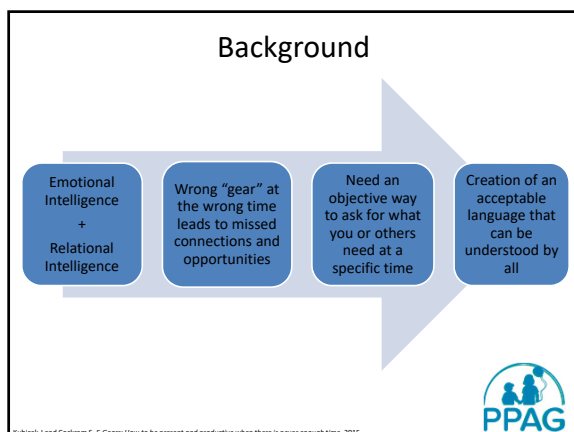
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Applicability	
Strengths	Weaknesses
Evidence based research, including references	Large concepts may be hard to implement
Concrete examples	Requires significant culture change
Motivational writing	Leadership positions have the most influence
Entertaining stories	
Change starts with individuals	

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5th Gear (Focus Mode)

Getting There	Getting Out
Can be hard to achieve	Must leave to connect with others
May need to change physical location	Can lead to cynicism of co-workers
Harder for extroverts	Self-care

Strategy: Schedule time in your calendar for 5th gear and stick to it



Kubicki J and Cockram S. 5 Gears: How to be present and productive when there is never enough time. 2015

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4th Gear (Task Mode)

Getting There	Getting Out
Problem solving mode	Lose ability to connect
Multitasking	Affects sleep patterns, relationship dynamics, and peace of mind
Reactive to needs	Move into 5 th gear

Strategy: Replace e-mail and work before breakfast with something that recharges you instead



Kubicki J and Cockram S. 5 Gears: How to be present and productive when there is never enough time. 2015

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3rd Gear (Social Mode)

Getting There	Getting Out
Lunch, parties, happy hour	Procrastinate 4 th or 5 th gear opportunities
Be present and genuine	Appear superficial
Builds trust and connections	Miss 2 nd gear opportunities

Strategy: Introduce yourself to 3 new people before you leave PPAG




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2nd Gear (Deep Connections)

Getting There	Getting Out
Listen and devote time	Miss 3 rd gear opportunities
Leads to healthy /fulfilling relationships	Place unrealistic expectations on others to connect
Put away phone, email, distractions	Right conversation, wrong time

Strategy: Identify an opportunity in your life to go deeper in a relationship




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1st Gear (Rest and Recharge)

Getting There	Getting Out
Introverts vs extroverts	Missed connections
Build in the time	Escapism
Help you handle pressure	Your recharge dictates others' schedules

Strategy: Identify how you recharge and schedule it into your day




Kubicki J and Cockram S. 5 Gears: How to be present and productive when there is never enough time. 2015

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Gear Order

- Which gear are you in the most?
- Which gear are you in the least?
- Which gear is the hardest for you?
- How does stress affect the amount of time you are in each gear?
- How does your gear order compare to others?




Kubicki J and Cockram S. 5 Gears: How to be present and productive when there is never enough time. 2015

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Using the Gears

- Balance
- Shift gears appropriately
- Intentional vs Accidental
- Create a common language
- Use markers or triggers to change gears




Kubicki J and Cockram S. 5 Gears: How to be present and productive when there is never enough time. 2015

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Gear Triggers

- Physical landmarks
- Time points
 - 58-minute mark
 - Hour mark
- Physical signs



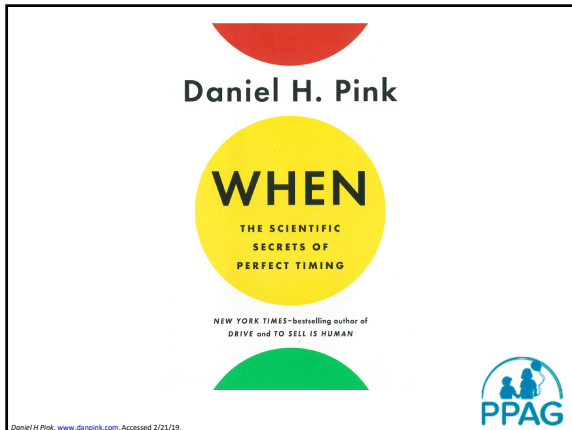
Kubicki J and Cockram S. 5 Gears: How to be present and productive when there is never enough time. 2015

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Applicability

Strengths	Weaknesses
Provides a neutral way to ask for the time you need	No mention of social media
Strategy for professional and personal life	Must educate others to fully implement
Book includes many activities and anecdotes for application	Lack of evidence based conclusions
Practical approach to work-life balance and connectivity	Strategies can be challenging to apply


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Background


- Research related to timing
 - Psychology
 - Biology
 - Neuroscience
 - Economics
- Three Parts
 - The Day
 - Beginnings, Endings, and in Between
 - Synching and Thinking



Pink DH. When: The Scientific Secrets of Perfect Timing. 2018

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The Day



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Chronotypes

- Experiment at German auto plant and steel factory
 - Matched work schedules to people’s chronotypes
 - Greater productivity
 - Reduced stress
 - Higher job satisfaction




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Larks, Owls, and Third Birds

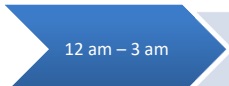
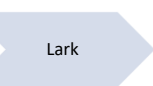
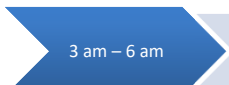
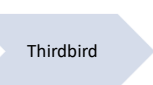

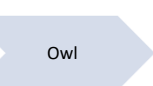
- On a non-work day:
 - What time do you usually go to sleep?
 - What time do you usually wake up?
 - What is the middle of those two times?




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Midpoint of Sleep

 12 am – 3 am	 Lark
 3 am – 6 am	 Thirdbird
 6 am – 12 pm	 Owl




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Population

Lark	Thirdbird	Owl
<ul style="list-style-type: none"> Young Children Adults > 60 years 	<ul style="list-style-type: none"> Majority of the population 	<ul style="list-style-type: none"> Teenagers Men > Women



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Traits

Lark

Introverted
Agreeable
Emotionally stable
Plan for the future

Owl

Extroverted
Impulsive
Sensation-seeking
More prone to addiction and depression




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Your When Chart

	Lark	Third Bird	Owl
Analytical Tasks	Early morning	Early to midmorning	Late afternoon and evening
Insight Tasks	Late afternoon/early evening	Late afternoon/early evening	Morning
Making an Impression	Morning	Morning	Morning
Making a Decision	Early morning	Early to midmorning	Late afternoon and evening



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Dangerous Trough

- Duke Medical Center review of 90,000 surgeries
 - Four times greater chance of adverse anesthetic event during “trough times” compared to “peak times”
 - Threefold increase in harm
- Sleep-related vehicle accidents peak twice during the day
 - 2 am to 6 am
 - 2 pm to 4 pm



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Combating the Trough

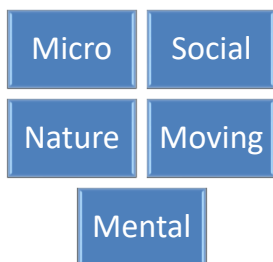
- Veterans Health Administration
 - In response to medical errors created a concept with intentional and more frequent breaks
 - Surgical mortality rate decreased 18%



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Restorative Breaks



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Beginnings, Endings, and in Between




The slide features a title "Beginnings, Endings, and in Between" centered in the upper half. In the bottom right corner, there is a logo for PPAG (Perfect Timing Parenting Association) which consists of a blue circle containing silhouettes of a family (two adults and a child) with the letters "PPAG" below it.

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New Year's Resolution

- 80% increase in Google search for the word "diet" on January 1st
- Spikes also increased on other temporal landmarks
 - After a federal holiday
 - Start of a new week




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Temporal Landmarks

- Social
 - Mondays
 - First day of the month
 - National Holidays
- Personal
 - Birthday
 - Anniversary
- Goal
 - Focus on goals by looking at the big picture and make a fresh start




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Midpoint Slump


- Set interim goals
- Publicly commit to goals
- Stop in the middle of a sentence
- Don't break the chain
- Identify someone your work will help



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- When do you think people are most likely to run their first marathon?
 - A. Age 21
 - B. Age 25
 - C. Age 29
 - D. Age 50




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9-Enders

- End of the decade triggers pursuit of significance
 - More likely to run a first marathon at age 29
 - Three times as likely to run a marathon at age 49 vs age 50
 - Higher suicide rate among ages ending in 9 compared to any other digit




PPAG

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Elevating Endings

- At the the end of the workday
 - Reserve the last 5 minutes for small tasks that create a fulfilling end to the day
 - Recording what you’ve accomplished for the day
 - Plan the tasks for the following day
- At the end of vacation create a final elevating experience




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Applicability

Strengths	Weaknesses
Handbook summary at end of each chapter	Applicability to corporate world
Evidence based research with references	Geared more to personal development
Specific examples of how to apply the information	Group timing examples may be challenging to apply

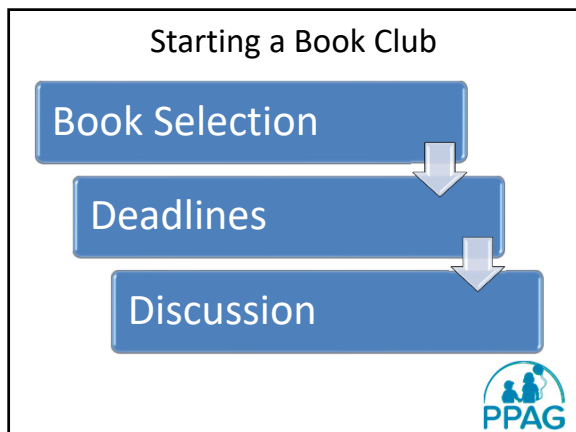


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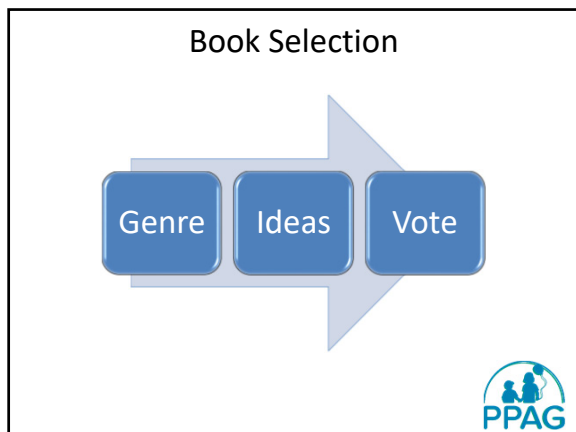
Arnold Palmer Medical Center Book Club



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- ### Deadlines
- Obtaining the book
 - Set a meeting time
 - Reading assignment
 - Divided into the three parts of the book
 - 2 weeks per section
 - ~80 pages
- The slide lists the key deadlines for a book club. It includes a bulleted list with three main items: 'Obtaining the book', 'Set a meeting time', and 'Reading assignment'. The 'Reading assignment' item has two sub-points: 'Divided into the three parts of the book' and '2 weeks per section', with a further sub-point under the second: '~80 pages'. A small PPAG logo is in the bottom right corner.

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Discussion


- Scheduled meetings
 - 3 meetings
 - Part One (1 hour)
 - Part Two (1 hour)
 - Part Three (30 minutes)
 - Lunch/early afternoon
- Open dialogue



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Lessons Learned

- Leading the discussion
 - Appoint a leader/facilitator
- Set the timeline
 - No deadlines = No book club!
- Including the non-reader
- Round Two
 - Selection of the next book
 - Variation in genre



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Recommendations?



<http://clipart-library.com/clipart/jt9rkoac.htm>

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