

The Opportunity to Lead, The Courage to be Humble



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GRIT

*Passion and
Perseverance for Very
Long-Term Goals*

*What differentiates persons
who succeed in achieving their
goals from those who do not?*

How Do We Get Grit?



Evidence is limited...don't know yet



Two key features of Grit:

The ability to believe we can continue to learn and grow from failure- ***not being afraid to fail***

The ability to be consistent and focused on our goals

Resilience

Adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress

How do we sustain our energy level under pressure, keep going in a world of disruptive changes and continue to adapt?

My Story...

Spondyloepiphyseal Dysplasia



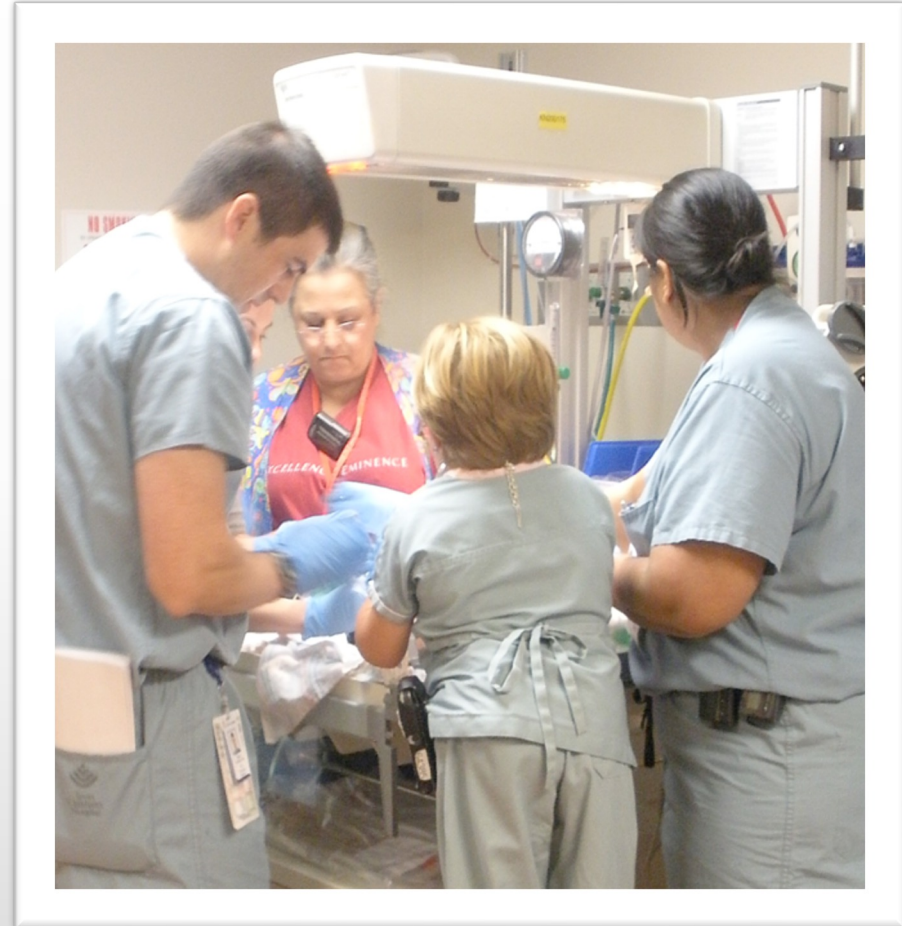
When I Grow up

- Lots of things I hoped for:
 - Become a physician ←
 - Become a marine biologist
 - Become an actress
 - Become a cheerleader
 - Become a member of the Mickey Mouse Club

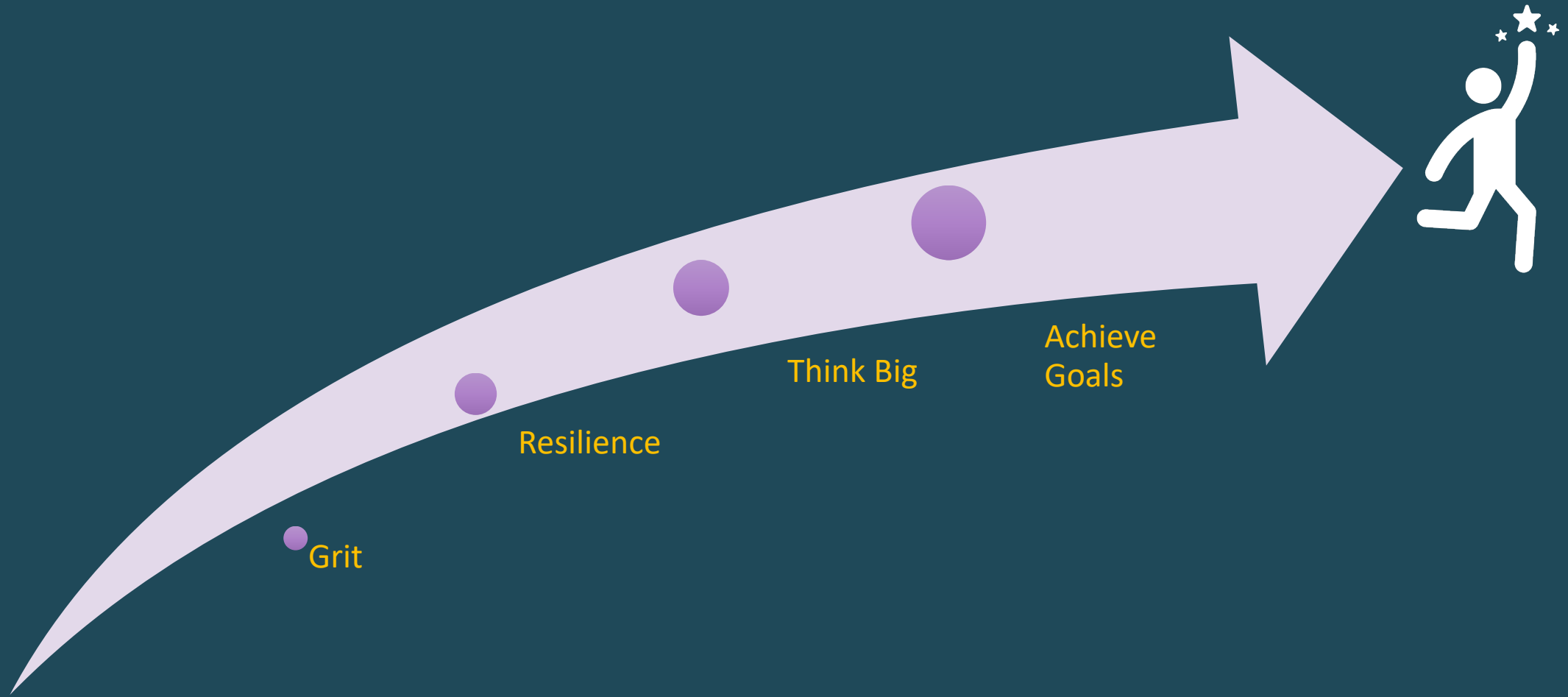


The Odds Were Against Me...

- 20 % of our population includes persons with disabilities
 - Estimated that 0.2% of medical school graduates have disabilities
 - 2-10% of physicians in practice have a disability
- Even when statistics are not in our favor, I knew I had to try knowing I may fail
- To become a physician as a woman with a disability seemed unlikely to many



We Each Have Our Own Journey To Our Goals: Grit, Resilience, & THINKING BIG Can Get Us There



THINK BIG

- **T** is for try
- **H** is for hope
- **I** is for initiate
- **N** is for no
- **K** is for know
- **B** is for believe
- **I** is for improve
- **G** is for go

Reflect and Write Down

- Your version of THINK BIG
- Your story
- Your goals



TRY

Some things in life may seem impossible, but we never will know unless we are not afraid to fail




What will you TRY for?

- Try to make a difference in the lives of patients and others around you?

“You miss 100% of the shots you don’t take”

Wayne Gretsky

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*Trying even when it seems impossible or difficult
increases grit*

HOPE

Some hopes and dreams may seem crazy to others, but if they get us through the tough times, then they are worth having



What will you Hope for?

- Professionally:
 - Goals
 - Satisfaction
 - Success
- Personally:
 - Love
 - Happiness
 - Health



By having hopes you can stay resilient during and after the tough times

INITIATE

Kindergarten graduation is far away from medical school graduation, but we had to get through each step to get to where we are today



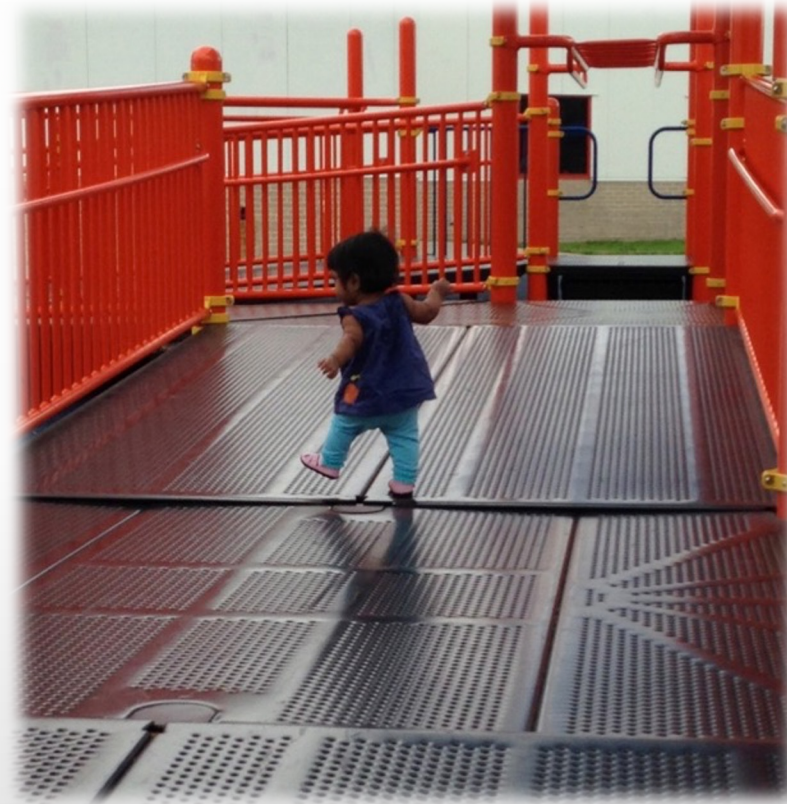
Many Steps To Get To Medical School



How will you INITIATE your goals?

- Towards career goals?
- Towards personal goals?
- Towards something that seems far away from now?

Initiative is a key feature of grit and resiliency



NO

Never Listen to the No's



Despite the paucity of interviews, one institution took a chance on me...

Medical School Graduation Class of 2000



How will *you NEVER LISTEN TO THE NOs?*

- When you know its in the best interest of _____
- When you know it might seem impossible, but it's the right thing to do
- When others don't think you could, but you know you can



*Viewing failure as a beginning instead of an end point promotes
grit*

KNOW

Each of us knows our capabilities and limitations better than anyone else



“My step stool is as important a tool as my stethoscope”

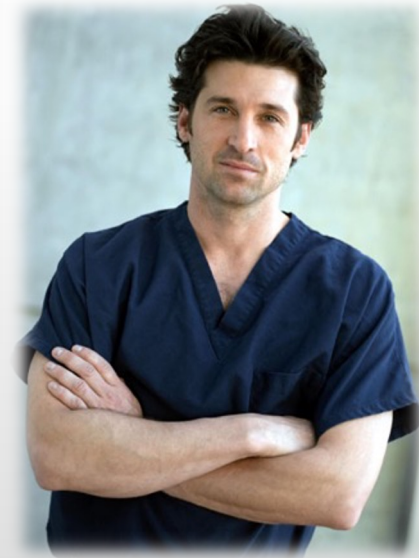


Realizing Our Limitations

- No matter how well trained, intelligent, or well intended we are, we will encounter:
 - Patients we cannot save
 - Puzzles we cannot solve
 - Problems we cannot fix



Healthcare & Media Do Not Promote Humility



How Can We Remain Humble, Yet Have Resolve?



Step 1: Self-Awareness

Be confident in what you do know and can do, but also accepting of limitations



J Coulehan

Step 2: Empathetic Openness...

- *To understand or feel another's pain*
- To attack each patient's suffering with an understanding of your own past suffering



Step 3: Appreciation of and gratitude for the privilege of caring for others...




Are You HUMBLE?

The HUMBLE Quiz

- Do you take an opportunity to claim credit for things that you are involved in, regardless of the level of your involvement?
- Do you like to be right and to prove what you know?
- Do you think your role as a physician or clinician is more important than the role of another such as a janitor, teacher, or politician?
- Do you believe you are capable of handling things on your own without help from others?
- Do you ever brag about things you do or can do?

How will you *KNOW YOUR CABILITIES?*

- When you're afraid to share your limitations and/or capabilities
- When others don't believe in you
- When you don't have all the answers

 The picture can't be displayed.



Self worth and humility make us resilient after setbacks and challenges

BELIEVE

*No matter how hard you
work, try, and hope for
something we may not be
able to make it happen...
that's where believing
comes in*



Never stop believing



How will you continue to BELIEVE in the things you have to work hard to BELIEVE in?

- When you want to give up
- When no one else believes
- When results are not immediate, but well worth waiting for



Optimism is a key feature of resiliency

IMPROVE

*Once we achieve a goal,
our work is never done*



Healthcare Is Complex

- From a patient's perspective
 - From a provider's perspective
 - From an administrator's perspective
-
- Adult and pediatric patients receive recommended care only 50% of the time
 - Medical errors are the 3rd leading cause of death

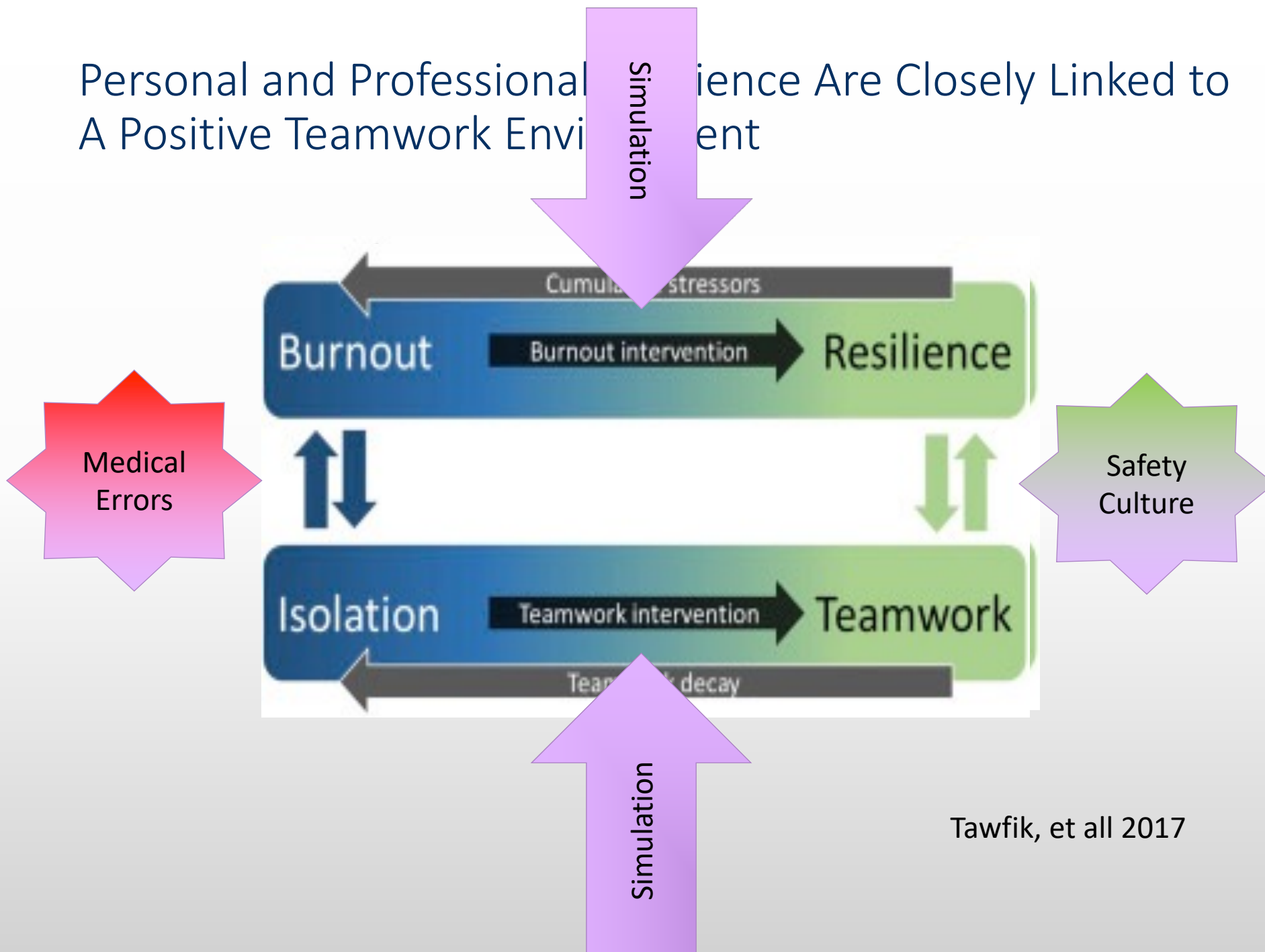
Why So Many Challenges in Delivering Safe Healthcare?

- High-quality health care delivery is inherently reliant on providers maintaining individual excellence and working together effectively as a team
- Poor teamwork, communication, and safety culture are the leading causes of medical errors in up **70%** of cases

Healthcare Simulation: A Tool For Improving by Building Teamwork and Ultimately Resilience in Teams



Personal and Professional Resilience Are Closely Linked to A Positive Teamwork Environment



Tawfik, et all 2017

Resilience and Teamwork Promote Safety Culture

- Models to promote safety culture in patient safety and quality emphasize the need to engage individuals, teams, and the community
- Two key features that promote a safety culture are effective teamwork and individual/team resiliency



Simulation Is A Tool for Improvement

- Provides a safe environment to make mistakes and learn from them
- Provides an opportunity to identify hazards in our clinical spaces and processes
- Provides an opportunity to train non-healthcare providers in lifesaving clinical care
- Provides repetitive practice how we work together during a crisis



**Boston
Children's
Hospital**

Until every child is well™

Simulator
Program

ECMO Genoa Italia 2014:
Simulazione avanzata con ECMO neonatale e pediatrica
16-18 Aprile 2014



How can you IMPROVE the world around you?

- When our systems are so complex
- When there is not sufficient support
- When we have competing priorities
- When there is not enough time in the day



Efforts to improve teamwork and communication can build resilience within our healthcare teams and systems

GO For It

*Sometimes we may have
to throw caution to the
wind!*

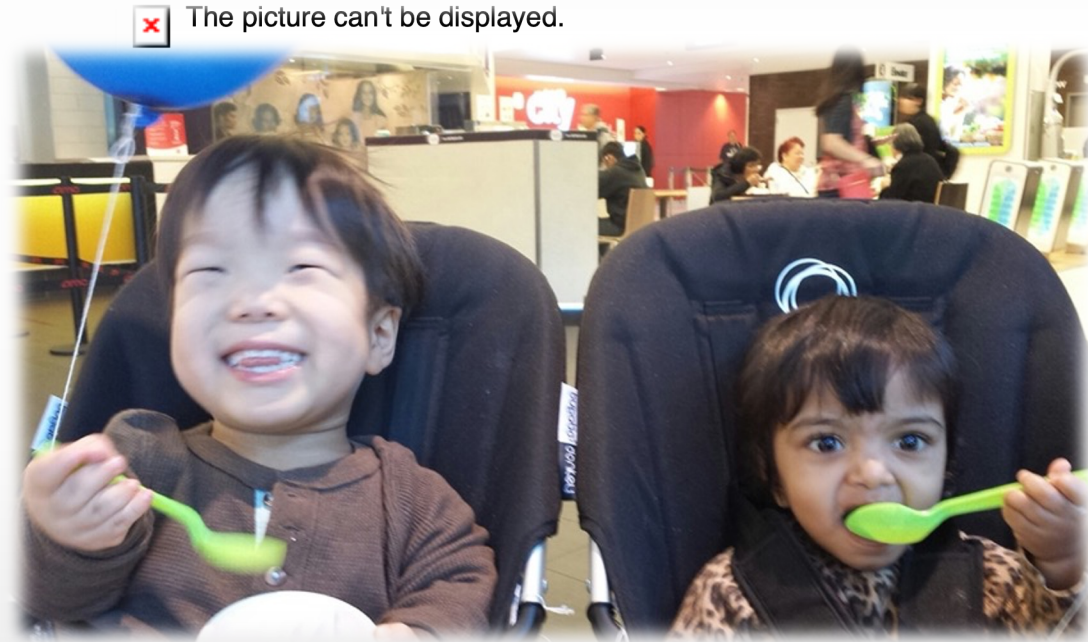


What cancer has taught me



Identify one thing that you are going to just *GO FOR IT?*

- Take the risk
- Don't delay
- Today is the day!




Sometimes We Just Need to Be A Little Gritty!

It's a Marathon, Not a Sprint

- We must be in it for the long haul, find our inner GRIT & Think Big to build resilience so we can achieve our goals in life, love, and work



A young girl with dark hair, wearing black-rimmed glasses and a white lab coat, is smiling and holding a black stethoscope. She is looking towards the camera. The background is a bright, out-of-focus indoor setting.

Use this slide if you use
are planning to take
audience questions.
Please delete this text if
you do.

Let's take some questions
