

# THE OWL POST DISPATCH

Official Newsletter of the TUH Practitioner Wellness Committee



Feeling Burned Out?  
Talk with a colleague who  
gets it.



**Temple Peer Support  
Network  
(PSN)**

Sign Up to Receive a 20 min  
Check-In Call from a Peer.



## MEDICAL STAFF SPOTLIGHT

Get to know your fellow Owls.



**Who:** Linda Ruppert, DNP, CRNP, AACC, CHFN  
Cardiology - Advanced Heart Failure

**When:** Came to Temple in April of 2005

**Why:** I was invited to “take a look” at Temple’s Advanced Heart Failure Program to work as a heart failure nurse practitioner. I loved what I saw and never looked back.

**Recent proud moment:** Walking across the Liacouras Stage to accept my Doctorate degree with my aging mother sitting in the audience in her wheelchair.

**Owl I admire:** Dr. Eman Hamad. She is truly an exemplary woman who has succeeded in her profession. She is a true leader who leads and grows her team to reach their potential and beyond.

**Little known fact:** I love Spanish cuisine, dining with friends and celebrating life events. I am a bargain hunter and love the trill of finding a bargain.

**Favorite thing about Temple:** Temple is a hidden Jewel in North Philly where the patients are culturally and socio-economically diverse...where the staff with the finest talent work their craft caring for our patients, our community, and our Temple family.

# WELLNESS CONSULT SERVICE

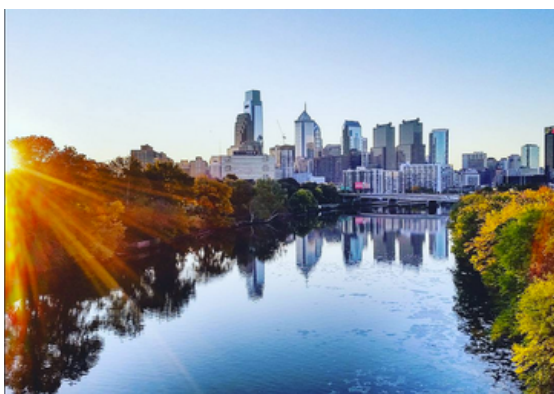
A place to crowdsource the wisdom of peers. The easiest consult you'll ever call.

## What tips do you have for navigating task overwhelm?

- Create a "no" list for tasks you've been dreading. Go through each one and figure out if *you* really need to do it - can you reduce, delegate or replace the task?
- Go for a walk if possible. Move your body to break out of rumination.
- Make a list - dump your thoughts down on paper. No organization necessary. Get it out of your brain.
- Identify any assumptions such as "I always need to be the one to fix x." Challenge these thoughts.
- Beware shiny object syndrome - you'll be especially prone to taking on something new if you're trying to avoid something else.
- Try breaking complex tasks into small, less intimidating steps/chunks. If you're avoiding writing a paper, first step is to open word and sketch an outline of required sections.
- It can be tempting to send an email (feels productive), but beware often email begets more email.  
(portions of advice above adapted from @themindfriend)
- "Our typical response to ever-growing workloads is to work harder and put in longer hours, rather than to step back and examine what makes us do this and find a new way of operating." Instead try time blocking, and set a definite end to your day. - Rebecca Zucker, HBR
- In the thick of it, prioritize just one task for the day that absolutely must get done. Focus there. Typically the most stressful tasks aren't objectively hard but emotionally hard (giving bad news, having a tough conversation with a coworker). Finishing something you've been avoiding can breed more action.

## What's the best part of fall in Philly?

- Kids are back to school.
- I love shopping for and organizing school supplies. I buy new office supplies for myself as well.
- Pumpkin spice.
- Football season - Go Birds
- Lower AC bill.
- Going to the shore in September when it's quiet and the water is warm.
- New restaurant openings - can't wait to try Amina, Izakaya by Yanaga (splurge) and La Chingonita
- Hikes in Fairmount Park and beyond



## Wellness Lit Highlight: *Do No Harm: Health Systems Duty to Promote Clinician Wellbeing*

Agarwal, A., Gallagher, T.  
Am J Hosp Med 2022 April;6(2):2022.  
DOI: <https://doi.org/10.24150/ajhm/2022.006>

Read time: 6 minutes

### Key Takeaways:

#### 1) Acknowledge and address toxic work culture in medicine

*"Too long have we glorified working more hours, seeing more patients, or performing more procedures at the expense of sleep, nutrition, time with loved ones, or personal time off. The expectations only increase year after year, with a greater focus on money and productivity as primary goals. Moreover, the stoicism inherent to medicine hinders our progress and reinforces the deep stigma in identifying and accessing mental health services or resources."*

#### 2) Deploy proactive methods to identify symptoms early

*"Many institutions already employ and encourage anonymous reporting safety mechanisms related to patient safety. A similar yet distinct platform could allow clinicians to report or highlight well-being concerns in a democratizing fashion."*

#### 3) Adjust expectations to allow time for clinicians to rest, recover, and recharge

*"Health systems must realize a need for structural change in clinician capacity. A goal of maximizing efficiency for clinicians may equate to maximizing burnout and distress."*

### Bottom Line:

*"The pandemic has highlighted the structural problems that contributed to clinicians' burnout and distress. The time is now for systems to double down on upstream strategies to decrease stigma in identifying mental health strains, identify issues early, and build mechanisms for clinicians to recover."*



### Owl Ribbon Awards

Scan below to nominate a Temple attending, resident or advanced practice provider that you know for an Owl Ribbon to recognize excellence in teamwork, professionalism or patient care.



It takes just 2 minutes to recognize a colleague for their efforts (and it can be anonymous).

July/August 2022

## Have an idea for a wellness-related program or initiative? Submit a proposal for a PWC Wellness Mini Grant!

Any member of the medical staff, or a group of members, can apply for a Mini Grant of up to \$2500 to pursue a project that addresses one or more of the key domains of practitioner wellness: culture of wellness, efficiency of practice and/or personal resilience.

Priority will be given to proposals that benefit the medical staff at large.

Submissions will be reviewed on a rolling basis by the PWC. Thank you in advance for your thoughtful and creative submissions.

Application link here: <https://form.jotform.com/220094596777065>



@fosslien

## PARTING WELLNESS WISDOM

1. Whatever the work is, do it well - not for the boss but for yourself.
2. You make the job; it doesn't make you.
3. Your real life is with us, your family.
4. You are not the work you do; you are the person you are."

-Toni Morrison

from "The Work You Do, the Person You Are"