


HOW TO ACHIEVE PERSONAL AND PROFESSIONAL BALANCE, FULFILLMENT AND JOY

Nahille I. Natour
Coach, Speaker, Author
Obstetrician/Gynecologist



BRIEF INTRODUCTION




- Certified Professional Co-Active Coach
- Transforming lives through speaking and coaching
- Board certified Obstetrician/Gynecologist with over 15 years of experience in various practice settings
- Clients include health care professionals, entrepreneurs, and other individuals seeking fulfillment and balance



GOALS

- My Unsolicited Advice for You
- My Story
- Lessons Learned
- Questions to Guide Your Journey



UNSOLICITED ADVICE

- Explore as many opportunities as possible
- Meet and **connect** with others
 - Ask and share why you are here
 - Take advantage of mentors
- Reconnect **AFTER** the conference
 - Social media is great for this
- Once you are at home
 - Figure out what you want
 - Create goals
 - Go for it!

www.InspiringBalanceCoaching.com



MY STORY

- Private Practice OB/Gyn
- I felt like there was something more
- Eventually felt burnt out and needed change



WHAT WAS I UP AGAINST?

- Burnout
- Knowledge Deficit
- Time
- Connections



BURNOUT

Definition from Merriam-Webster Dictionary:

- o Exhaustion of physical or emotional strength or motivation usually as the result of prolonged stress or frustration



BURNOUT

Features

- o Emotional Exhaustion
- o Depersonalization (cynicism)
- o Diminished Sense of Personal Accomplishment

Characteristics

- o Disengagement
- o Blunted emotions
- o Feelings of helplessness
- o Loss of motivation
- o Leads to detachment
- o Can lead to depression



Stressed Eric Burnt out Eric



(Eric was too tired to pose for this cartoon, apologies)

©killa www.myburnoutfixing.com

www.InspiringBalanceCoaching.com



MY OPTIONS

- Find a job opportunity in OB/Gyn
 - Traditional private practice
 - Employed private practice
 - OB/Gyn Hospitalist
 - Each option had its own benefits and concerns
- Leave clinical medicine
 - Knowledge deficit
 - Financial concerns



WHAT I DID

- Lateral transition to OB/Gyn hospitalist
- Moved to Houston
- Explored non-clinical options
 - SEAK Conference
 - SEAK Book "Non-Clinical Careers for Physicians"
- Trained and certified as a Coach



WHY I CHOSE COACHING

- Personal experience
- I wanted MORE than work
- I had poor life management skills:
 - Stress management
 - Work/Life Balance
- Coaching encouraged me to live authentically and to focus on what is important
- Created an internal shift to "work to live"



WHY I CHOSE COACHING

- I was approached for advice based on the changes I made
- I noticed characteristics of burnout in colleagues
- Coaching as a unique vector to:
 - “Give-back” to other health care providers
 - Means to provide resources to others who are unhappy and/or making change
 - Platform through which I could transition out of clinical medicine



WHAT IS A CERTIFIED PROFESSIONAL CO-ACTIVE COACH?

- “The Co-Active Model balances self-awareness, a keen agility with relationships, and courageous action to create an environment where individuals can be deeply fulfilled, connected to others and successful in what matters most.”*
- Coaching is about empowering others to uncover their own wisdom

*from www.thecoaches.com





WHAT I LEARNED

www.InspiringBalanceCoaching.com





BELIEVE IT IS POSSIBLE

- It is possible for me to use my education and find a job I enjoy
- I don't have to give up my income
- I can find balance between work and life
- I needed to make myself a priority

DEFINE MY LIFE



- What I wanted in my career/job
- Priorities
- Boundaries
- Values
- Goals
- What is my Passion?
- How do I stay connected to my passion?

DEFINE

What do I want?

- I wrote out everything I wanted in a "perfect" job
 - Including items I thought were impossible
- I specified what was most important
 - Work hours
 - Location
 - Employed versus private practice
 - Income
- What would I do in the long term?

DEFINE

Priorities

- What was most important
 - First goal to work on
 - Work/life balance
 - Change employment
- What was missing
 - Time for myself

Boundaries

- What were my limits
- What I was willing to do
 - Especially important as I was leaving my position
- How rigid are these boundaries?





DEFINE VALUES

- "Values are the qualities of a life lived fully from the inside out."*
- Values represent our unique and individual sense
- Serve as a compass
- They are principles that you hold to be of worth.
- Honoring values consistently leads to fulfillment
- If a value is not honored that leads to internal tension or dissonance.

* From 3rd Edition of Co-Active Coaching



EXAMPLES OF VALUES

- Humor
- Honesty
- Integrity
- Adventure
- Spirituality
- Independence
- Success
- Courage
- Accomplishment
- Learning
- Trust
- Self-Expression
- Creativity
- Collaboration
- Organization
- Fun/Play
- Connection
- Risk-Taking
- Directness
- Community



WHAT ARE YOUR VALUES?


- Exercise in the handout
 - Look at “must haves” and “can’t stands”
 - Traits you admire in others
- Mentoring session
- When working with a coach, you will not only define values but you see their impact on your life and your decisions



GOAL SETTING



- Goals are the desired result of action
- Goals should be
 - Specific
 - Measurable
 - Accountable
 - Resonant
 - Thrilling*
- May seem obvious that goal setting is important
- Goal setting provides direction and an action plan

* From 3rd Edition of Co-Active Coaching



GOAL SETTING

- Goals should be written
- Goals should be stated positively
- Goals should be precise
- Goals help set priorities and separate what's important
- Use you goals to answer the question: "What is missing anything in life?"
- Goals provide motivation
- Goals should excite and scare you





WHAT ARE YOUR GOALS?

Possible Areas of Focus	Questions to answer:
<ul style="list-style-type: none">○ Career○ Finances○ Health○ Recreation○ Family/Friends○ Significant Other	<ul style="list-style-type: none">○ What is important to you?○ What do you <u>really</u> want?○ What is your dream?



AFTER YOU WRITE YOUR GOALS

- Split the goal(s) into manageable pieces
- Create an action plan for each goal
 - Set deadlines
- Accountability helps drive action



PASSION: WHAT IS IT?

- Passion is more than just enthusiasm or excitement.
- Passion is ambition that is materialized into action to put as much heart, mind body and soul into something as is possible.
 - a concept
 - a cause
 - a hobby
 - a career or line of work



PASSION: WHY IT IS IMPORTANT

- Our profession is part of our identity
- We are passionate about what we do
 - Why did you choose your career?
 - What motivates you to get out of bed in the morning?
- Passion can be diluted or lost over time



PASSION: WHY IT IS IMPORTANT

- Remaining connected to your passion is dependent on stress management

AND

- Stress management is dependent on your connection to your passion



PASSION: ANSWER THESE QUESTIONS

- o What are you good at?
- o What motivates you?
- o What excites you?
- o What activities energize you?

- o Refer to this when you are feeling lost or under appreciated



IMPORTANCE OF SELF CARE



www.InspiringBalanceCoaching.com



IMPORTANCE OF SELF CARE



- o I felt like an empty vessel
- o How do I replenish my spirit?
 - What do I like to do when I'm not working?
 - How do I do this regularly?
 - Preferably participate in an activity **DAILY**



NURTURE RELATIONSHIPS

- Stay connected with family and friends
- Connect with community
 - Local groups
 - Spiritual groups
 - Work place activities
- Connect with those who may know of job opportunities
 - Clinical and Non-Clinical



MAKE TIME FOR FUN/RECREATION

- Strong values around creativity and learning
- Value of connection



MAKE TIME FOR RELAXATION



- Designate time for rest
- Turn **OFF** electronics



CHALLENGE!

Find DAILY practices that you enjoy


- Journaling
- Exercise
- Meditation
- Practicing Mindfulness
- Expressing Creativity

Add a practice to your DAILY routine, even if it is for 10 minutes.


www.InspiringBalanceCoaching.com



**Questions to Consider
When Exploring a
Career Change**



INSPIRING
BALANCE




Self Exploration Question

WHAT ARE YOU PASSIONATE ABOUT?

My guess is that "medicine" is/was the answer for most of us in this room at some point.

What else are you passionate about?

www.InspiringBalanceCoaching.com




Self Exploration Question

WHAT IN PARTICULAR ABOUT MEDICINE ARE YOU PASSIONATE ABOUT?

- Developing Relationships
- Intellectually Challenging
- Continual Learning
- Integral role as Teacher
- Altruism

www.InspiringBalanceCoaching.com




Self Exploration Question

WHAT ARE YOU UNHAPPY ABOUT?

For me it was the business of medicine.

- EMR
- Endless charting
- Insurance companies
- Not being paid for the value I offered

www.InspiringBalanceCoaching.com




Self Exploration Question

WHAT IS THE DISCONNECT?

Often this represents values that are not being honored.

www.InspiringBalanceCoaching.com




Self Exploration Question

WHAT WOULD YOU REGRET NOT DOING?

Consider two sides to this coin:

- Leaving medicine
- Not leaving medicine

www.InspiringBalanceCoaching.com



**DON'T HIDE BEHIND
YOUR WHITE COAT!**

 INSPIRING
BALANCE




Self Exploration Question

WHAT ARE YOU GOOD AT?

WHAT DO YOU WANT (PROFESSIONALLY
AND PERSONALLY)?

www.InspiringBalanceCoaching.com



Self Exploration Question

HOW DO YOU MATCH WHAT YOU ARE GOOD AT WITH WHAT YOU WANT?

This is where what you learn at SEAK comes into play.

www.InspiringBalanceCoaching.com



Self Exploration Question

WHO DO I KNOW?

This is where who you meet and the networking you have done comes into play.

www.InspiringBalanceCoaching.com



STAY IN TOUCH!

- o nahille@inspiringbalancecoaching.com
- o [linkedin.com/in/nahillenatour](https://www.linkedin.com/in/nahillenatour)
- o [linkedin.com/company/inspiring-balance](https://www.linkedin.com/company/inspiring-balance)
- o [facebook.com/inspiringbalancecoaching](https://www.facebook.com/inspiringbalancecoaching)
- o twitter.com/inspbalcoach
- o plus.google.com/+Inspiringbalancecoaching
- o www.InspiringBalanceCoaching.com
- o Text INSPIRINGBALANCE to 22828