

Starting University Clinical Careers Efficiently, Scholarly, and Successfully

Personal and Professional Wellbeing at UT Southwestern

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Five Essentials for Workplace Mental Health & Well-Being

Centered on the worker voice and equity, these five Essentials support workplaces as engines of well-being. Each Essential is grounded in two human needs, shared across industries and roles.



Components

Creating a plan with all workers to enact these components can help reimagine workplaces as engines of well-being.

Protection from Harm

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA* norms, policies, and programs

Connection & Community

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

Work-Life Harmony

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

Mattering at Work

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission

Opportunity for Growth

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback

*Diversity, Equity,
Inclusion & Accessibility



Office of the
U.S. Surgeon General

The Well Workplace

<https://www.hhs.gov/sites/default/files/workplace-mental-health-well-being.pdf>

The 5 “P”s of Wellbeing at UTSW

- Person
- Purpose
- Path
- Prioritize
- Permission

Person: Understand Your Needs

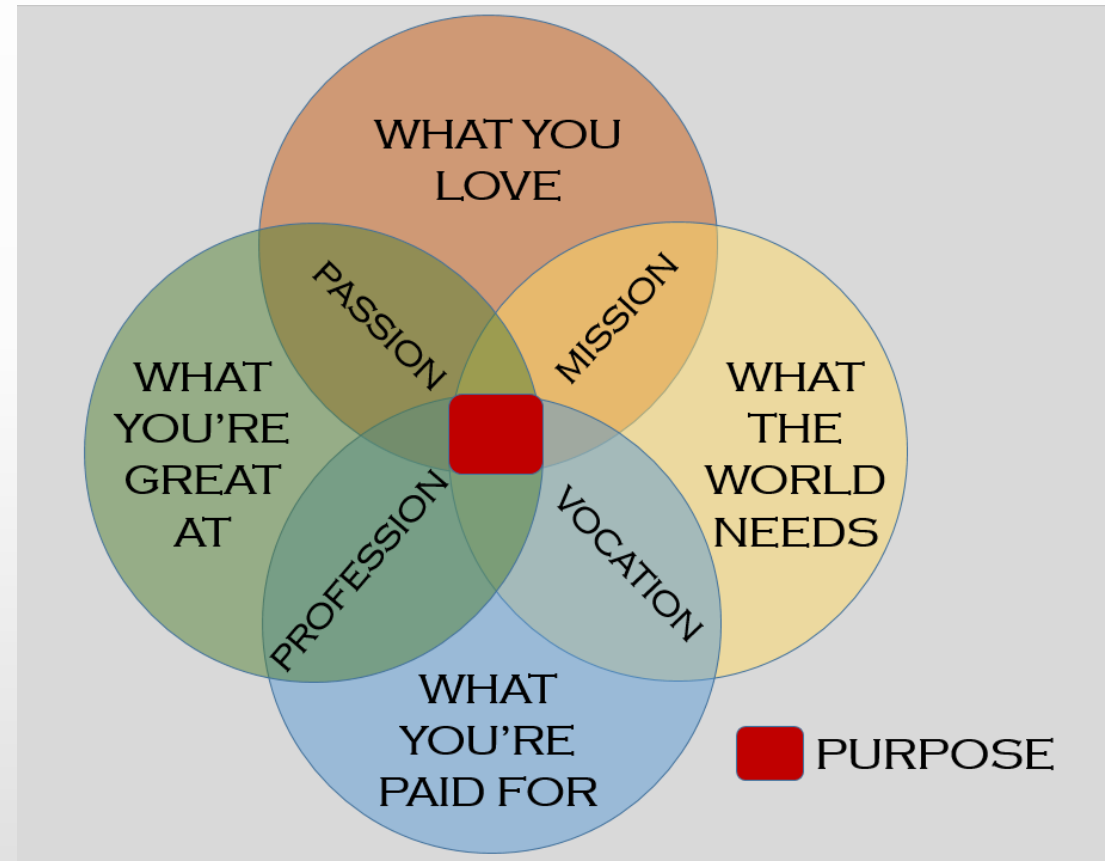


Person: Understand Your Needs

Self-actualization desire to become the most that one can be	Wellness Counseling or Coaching, Chairs & Chiefs, Mentors, Faculty Affairs, leadership and development programs
Esteem respect, self-esteem, status, recognition, strength, freedom	Coaching, Chairs and Chiefs, leadership development programs, national and regional organization programs
Love and belonging friendship, intimacy, family, sense of connection	Virtual communities (Facebook UTSW Faculty Wellness, UTSW Working Parents, UTSW Faculty Women's Group), BRGs, Working Parent Transition Back to Work program
Safety needs personal security, employment, resources, health, property	Police escorts from on campus or near campus 214-648-8311, Wellness and Benefits, utsw.caresforyou.org
Physiological needs air, water, food, shelter, sleep, clothing, reproduction	Administrative Assistants will have info on white coat laundering, location of scrub machines at the hospitals, Faculty Wellness, Wellness and Benefits

Purpose: Understand Your Why

- What matters to you most?
- What do others appreciate in you?
- What do you like about your work the most?
- How does what matter align with the values of your work environment?



Path: Understand How to Get There

Define Your Intrinsic Motivators

- Journal, write a mission statement or individual development plan
- Coaching
- Mentors
- VIA strengths finder, DISC profile

Find Opportunities

- Chairs, chiefs, medical directors
- National societies, Local organizations
- Faculty Affairs

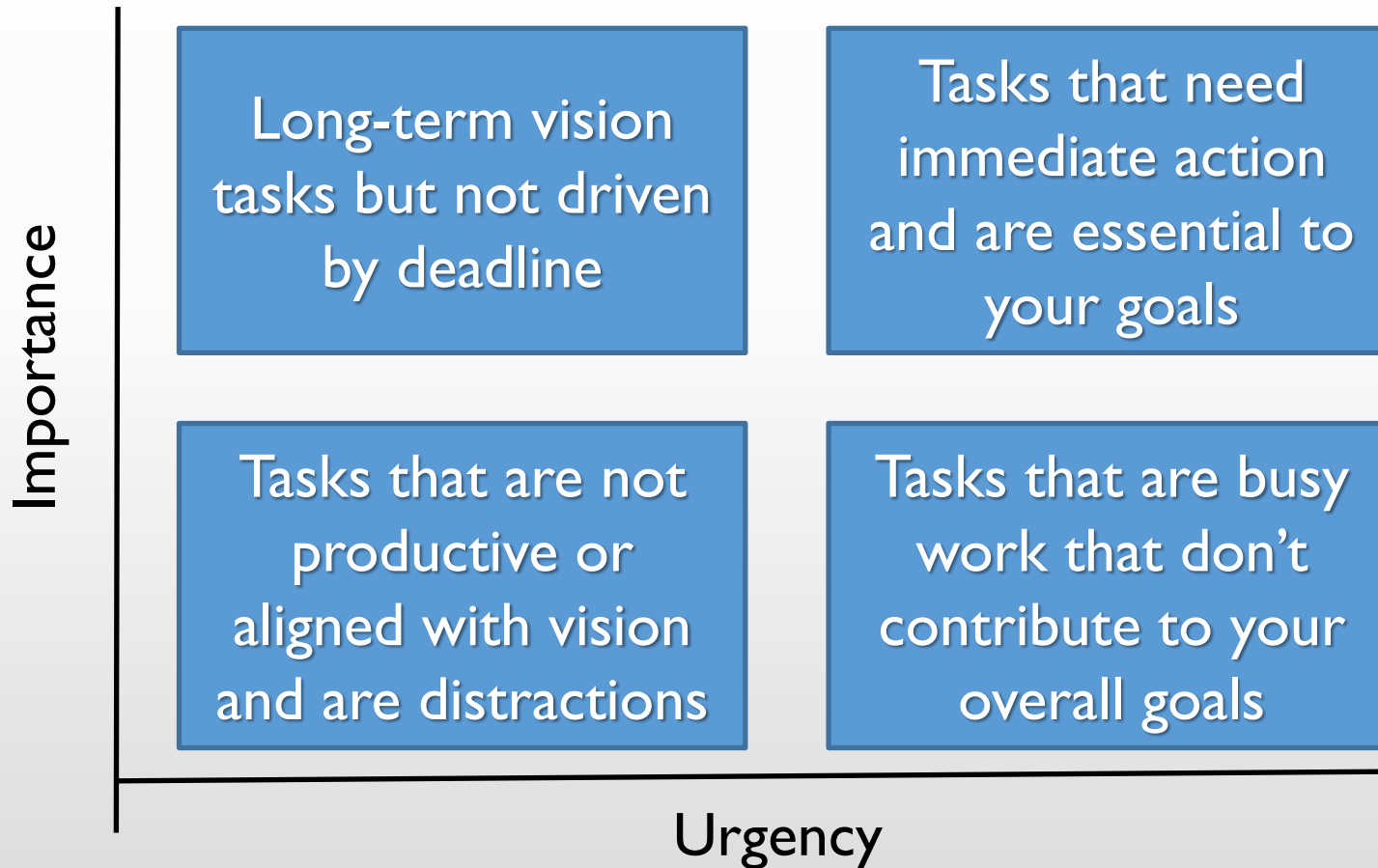
Communicate and Prioritize

- Discuss your purpose and goals with your colleagues and leaders
- Set boundaries and prioritize what's important to help maximize your passion/purpose
- Ensure that boundaries are not set because of fears of short-term interference but because of alignment to long-term success (learning when to say 'no' and 'yes')

Reassess

- Look at the balance of what you are doing and what you want to do and see if still aligned with your personal mission and purpose
- Assess how you are doing on your personal path to success
- Discuss with chairs, chiefs, coach, mentor

Prioritize: Understand the Timeline and the Importance



Permission: Understand Your Emotions

- Purposeful work with passion is also emotional work
- It's ok to not be ok
- It's ok to change directions or try another path
- Recognizing emotions that arise and understanding what is driving that response is important

Resources:

- Headspace
- Wellness coaching
- MDLive
- Group and individual coaching
- Mentors
- Peers
- Friends and Family
- Chairs and Chiefs

Personal and Professional Wellbeing

Summary of Key Points

Person: Understand your needs and know we are here to help you with those needs

Purpose: Understand what motivates you and provides joy and discuss with others

Path: Define your path at UTSW with the help of chairs/chiefs, mentors, coaches, and colleagues

Prioritize: Categorize your tasks on your path based on urgency and importance

Permission: Give yourself permission to acknowledge your emotions, re-assess, change directions, adjust your vision and ask for help as you find your way at UTSW

Additional Resources & Information

1. The Purpose Playbook by Alexandra Cole
2. [How to Set Boundaries Even When Its Hard from Forbes](#)
3. Flourish by Martin E.P. Seligman
4. The Parental Leave Playbook by Amy Beacum, Ph.D. & Sue Campbell
5. Drive by Daniel H. Pink
6. Permission to Feel by Marc Brackett, Ph.D.
7. Office of Faculty Wellness website:
<https://www.utsouthwestern.edu/about-us/faculty-wellness/>
8. Wellness and Benefits: <https://www.utsouthwestern.edu/employees/hr-resources/wellness/>
9. Email us! FacultyWellness@UTSouthwestern.edu

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Questions?



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