

Balancing Careers and Family Life



**Why work/life balance can
(and should) be done and how
to approach achieving it**

Qualifications for the talk: Family



Qualifications for the talk: 2011 Papers

Baum JR, Liao B, Cabo C, **Duffy HS** Myofibroblasts cause heterogeneous Cx43 reduction and are unlikely to be coupled to myocytes in the healing canine infarct *AJP: Heart In Press*

Prestia KA, Sosunov EA, Anyukhovskiy EP, Dolmatova E, Kelly CW, Brink PR, Rosen MR, **Duffy HS** Increased cell-cell coupling increases infarct size and does not decrease incidence of ventricular tachycardia. 2011 Vol 2 (online).

Macia E, Dolmatova E, Cabo C, Sosinsky AZ, Dun W, Coromilas J, Ciaccio EJ, Boyden PA, Wit AL, **Duffy HS** Characterization of Gap Junction Remodeling in Epicardial Border Zone of Healing Canine Infarcts and Electrophysiological Effects of Partial Reversal by Rotigaptide. 2011 *Circulation: Arrhythmia and Electrophysiology* 4(3):344-351.

Zhou B, Honor LB, He H, Ma Q, Oh JH, Butterfield C, Lin RZ, Melero-Martin JM, Dolmatova E, **Duffy HS**, Gise A, Zhou P, Hu YW, Wang G, Zhang B, Wang L, Hall JL, Moses MA, McGowan FX, Pu WT. Adult mouse epicardium modulates myocardial injury by secreting paracrine factors. *J Clin Invest*. 2011 121(5):1894-904.

Iravanian S, Sovari AA, Lardin HA, Liu H, Xiao HD, Dolmatova E, Jiao Z, Harris BS, Witham EA, Gourdie RG, **Duffy HS**, Bernstein KE, Dudley SC Jr. Inhibition of renin-angiotensin system (RAS) reduces ventricular tachycardia risk by altering connexin43. *J Mol Med*. 2011 89(7):677-87.

Sovari AA, Iravanian S, Dolmatova E, Jiao Z, Liu H, Zandieh S, Kumar V, Wang K, Bernstein KE, Bonini MG, **Duffy HS**, Dudley SC. Inhibition of c-Src Tyrosine Kinase Prevents Angiotensin II Mediated Connexin43 Remodeling and Sudden Cardiac Death. *JACC In Press* for Aug 2011.

Van Norstrand et al, Connexin43 mutation causes heterogeneous gap junction loss and sudden infant death. *Circulation In Press*

Duffy, HS. Inflammatory responses in the atria: Should they stay or should they go? [Editorial Comment] *Heart Rhythm* 2011 57(4):376-379.

Duffy HS. Fibroblasts, Myofibroblasts and Fibrosis: Fact, fiction and the future *J Cardiovasc Pharmacol*. 2011 57(4):373-375.

Baum J, **Duffy HS**. Fibroblasts and Myofibroblasts: What are we talking about? *J Cardiovasc Pharmacol*. 2011 57(4):376-379.

Sosinsky GE, Boassa D, Dermietzel R, **Duffy HS**, Laird DW, Macvicar B, Naus CC, Penuela S, Scemes E, Spray DC, Thompson RJ, Zhao HB, Dahl G. Pannexin channels are not gap junction hemichannels *Channels (Austin)*. 2011 5(3):193-7.

Duffy HS. The Molecular Mechanisms of Gap Junction Remodeling *Heart Rhythm Viewpoints In Press*

How Do We Define Work/Life Balance?

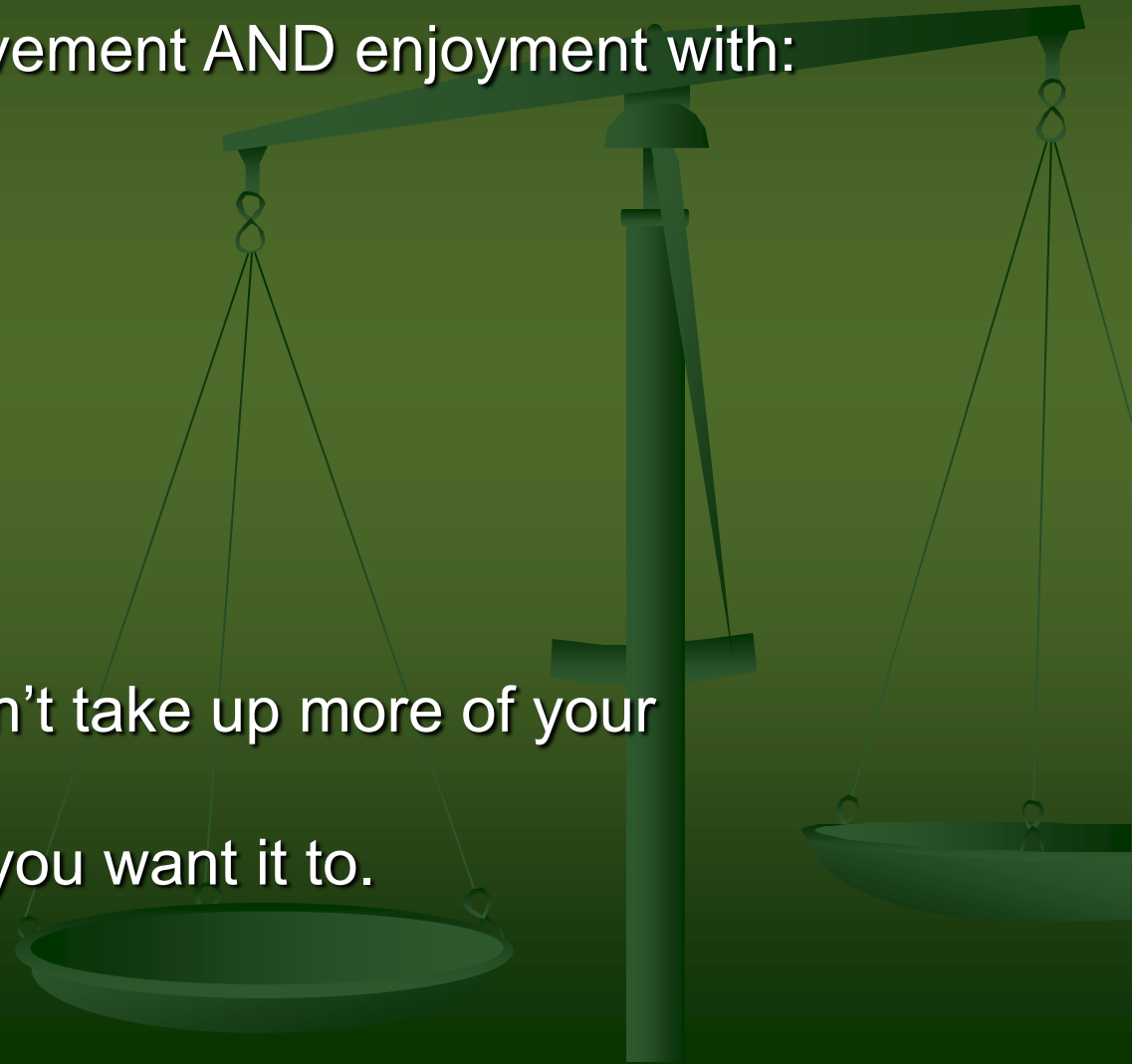
Jim Bird, 2003

Meaningful daily achievement AND enjoyment with:

Family
Friends
Self
Work

British Medical Journal

Ensuring that work doesn't take up more of your life than it should, OR
...more of your life than you want it to.



Am I Out of Balance?

No time for yourself

Unable to refuse work

Long hours

Too many commitments

Reluctance to take holidays

Lack of enjoyment and/or fun

Frustration with results

Regular feelings of **GUILT**



Why Do We Care? Is it Just to be “Happy”?

Mayo Clinic says

Lack of work/life balance in medicine and science leads to:

Fatigue

- Dangerous/costly mistakes

- Impaired reputation

Lost time with friends/family

Increased expectations from employer or self

- Propagates the spiral

So how do we start?

Defining You

Who are you? Who do you want to be?
(Work)

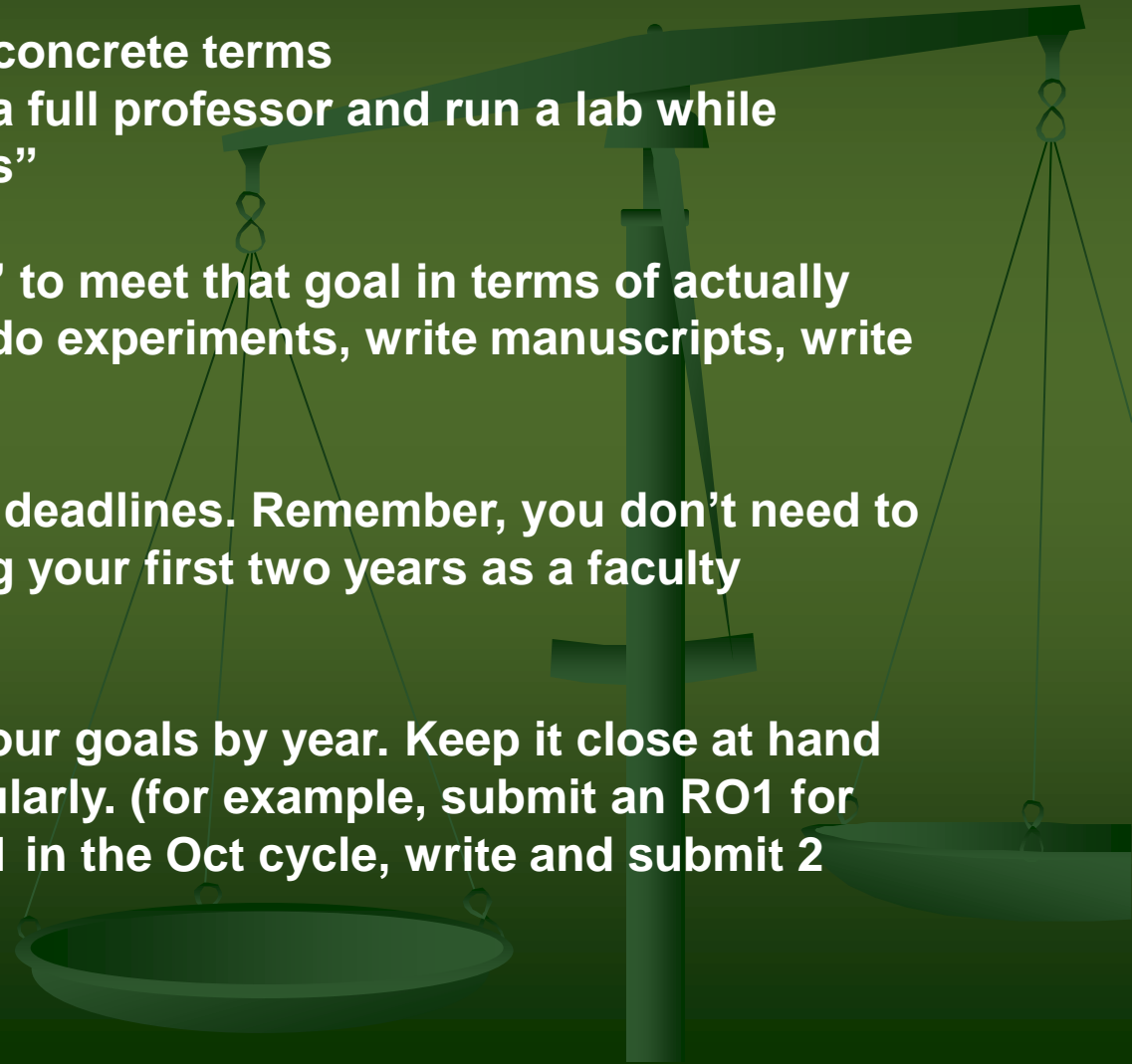
Identify your life goals in concrete terms

e.g. “I want to become a full professor and run a lab while teaching medical students”

Identify the “job required” to meet that goal in terms of actually daily tasks (write grants, do experiments, write manuscripts, write and give lectures)

Identify realistic concrete deadlines. Remember, you don't need to win the Nobel Prize during your first two years as a faculty member

Write out a time line for your goals by year. Keep it close at hand so you can go over it regularly. (for example, submit an RO1 for the June cycle and an R21 in the Oct cycle, write and submit 2 papers)



Defining You

Who are you? Who do you want to be?
(Home)

Identify your life goals in concrete terms

e.g. “I want to be home each night to have dinner with my family and to go to as many sports/arts/school events as possible

Identify the “job required” to meet that goal in terms of actually daily tasks (leave work by 6 pm, arrange schedules to leave early on event days)

Identify realistic limitations (dinner has to occur after 7 pm, you won't make every event)

Talk to your significant other, include them in the planning and be willing to share the time with the kids.

Give up “total control” of the schedule. Let others help you (like grandparents, siblings, friends etc)

A Few Definitions to Get Us Started

At Work:

Meeting: Any time you stop to speak with anyone else, even casually
(in the hall, over lunch etc)

Actual Work: Clinical or bench research time

Writing: Grants, papers, protocols, charts, calendars, schedules

Transportation (w)-Commuting

At Home:

Chores: Anything that has to get done, whether you love it or hate it
(cooking vs. laundry, they are both chores)

Family Time: Time you spend with your family not doing chores
(meals, TV time, movies, play time)

Events: Sports, plays, recitals, dances, school nights, conferences

Transportation (h)-Chauferring

Personal Time: Gym, reading for pleasure, music, shows, hobbies

Calculating Your Personal Work/Life Balance

<http://www.cnn.com/2008/LIVING/worklife/06/04/balance.calculator/>

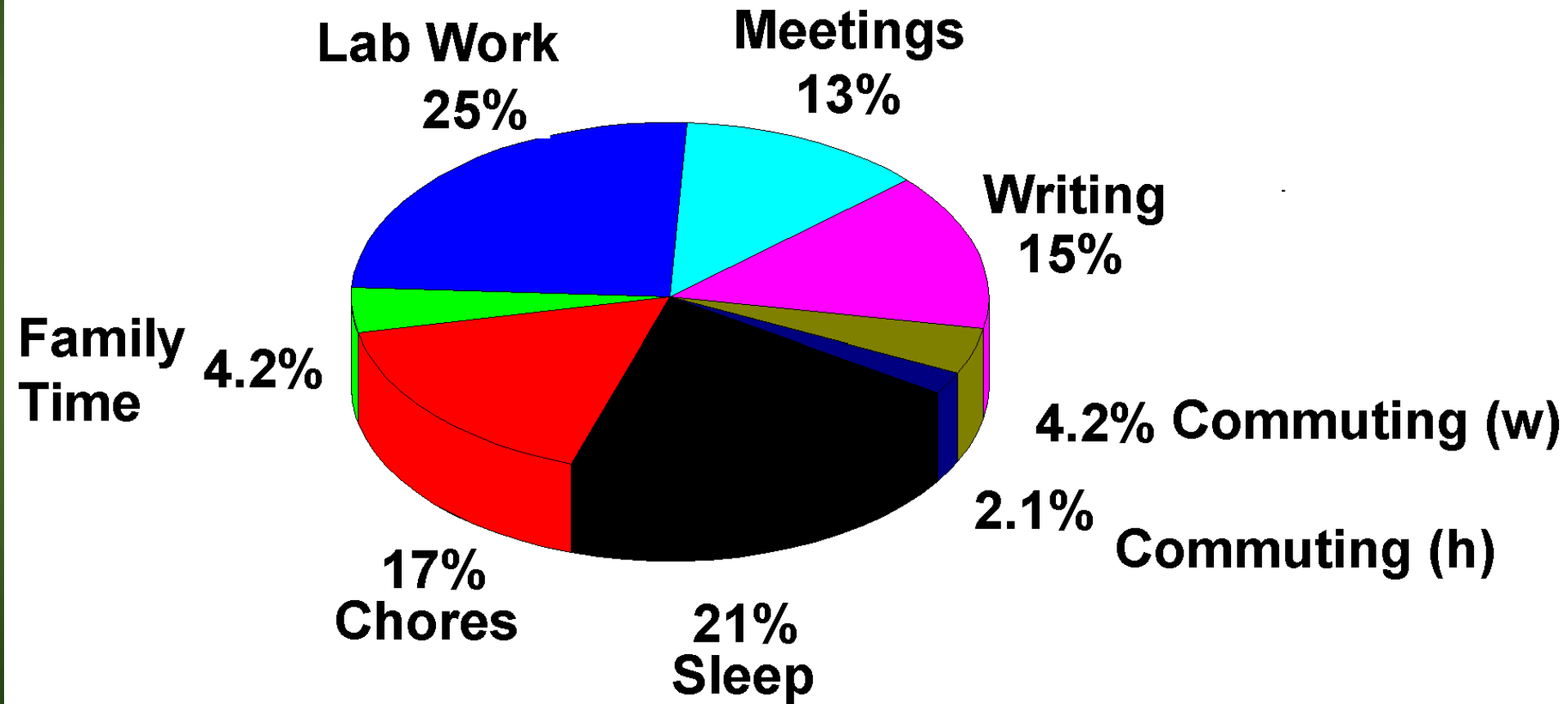
[http://www.huffingtonpost.com/2008/06/05/
the-worklife-balance-calc_n_105549.html](http://www.huffingtonpost.com/2008/06/05/the-worklife-balance-calc_n_105549.html)

Facebook App

Excel

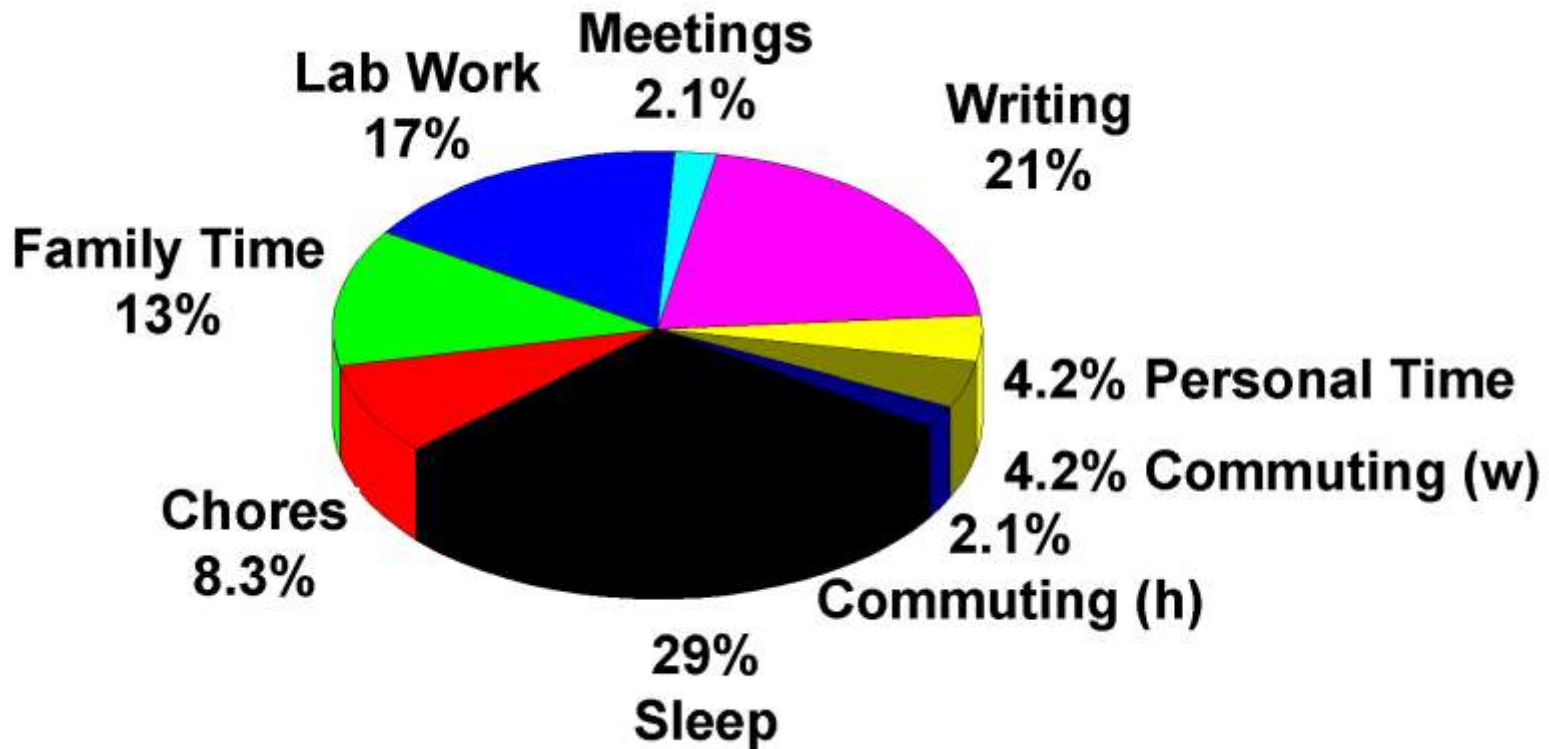
1. Over several days, write down how you spend every hour. e.g. Sleep 5.5 hours, morning routine 2.5 hours, commuting 0.5 hours, lab work 3 hrs, writing 2 hr, lab work 4 hrs etc etc
2. Add up all the “like behaviors” to come up with total hours spent on each thing.
3. Graph it!

First Identify How Your REALLY Spend Your Day



Next Identify How You WANT to Spend Your Day

1. Identify things you want more of, things you want less of.
2. Change the Excel numbers to identify the number of hours you'd really like to spend on each behavior
3. Graph it!



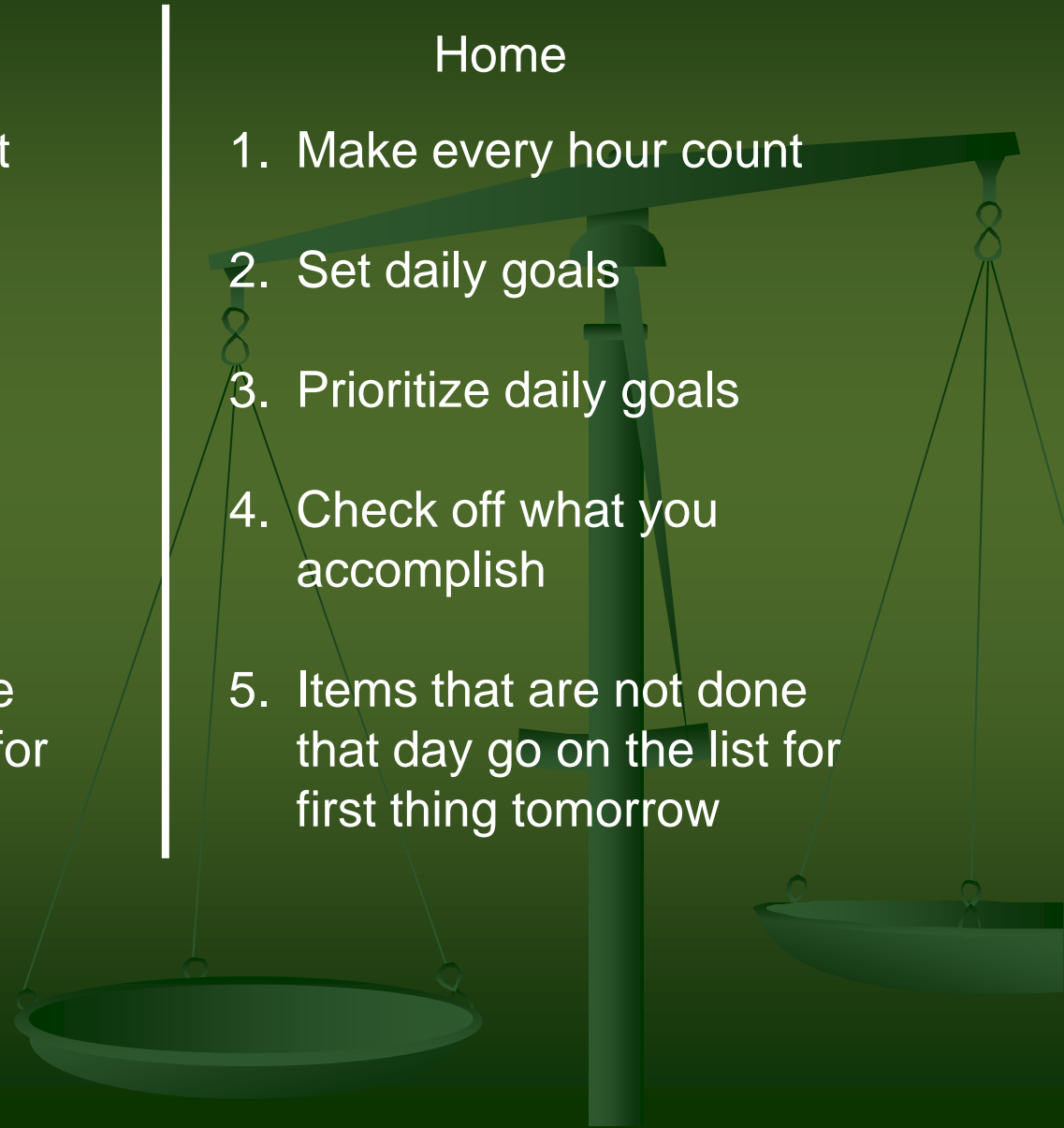
Time Management

Work

1. Make every hour count
2. Set daily goals
3. Prioritize daily goals
4. Check off what you accomplish
5. Items that are not done that day go on the list for first thing tomorrow

Home

1. Make every hour count
2. Set daily goals
3. Prioritize daily goals
4. Check off what you accomplish
5. Items that are not done that day go on the list for first thing tomorrow



Getting Help No one is Wonder Woman or Superman

Housekeepers-The biggest bang for the buck (and don't be ridiculous, you don't have to clean the house before they get there).

Nannies that drive-Get a reputable licensed company to find you a driver. This will free you from the panic at the end of the day that you'll be late picking up the kids.

Public Transportation-Can be a great place to get email and paperwork done during the commute.

Friends/Family-It truly does take a village. Use yours. Offer to babysit when you have time so that you can get the favor returned when you are in a pinch.

Using Technology

Technology keeps you sane

Tracking your Jobs-Put EVERYTHING on your to do list in the Blackberry especially stuff that will happen in the distant future. Set the alarm to warn you about it a few weeks ahead.

Keeping Appointments-Transition when your calendar says it is time to (unless the deadline is that day)

Work Promptly-Put the work put in front of you in the earliest slot possible. Do it promptly. Don't wait until the deadline.

Using Technology

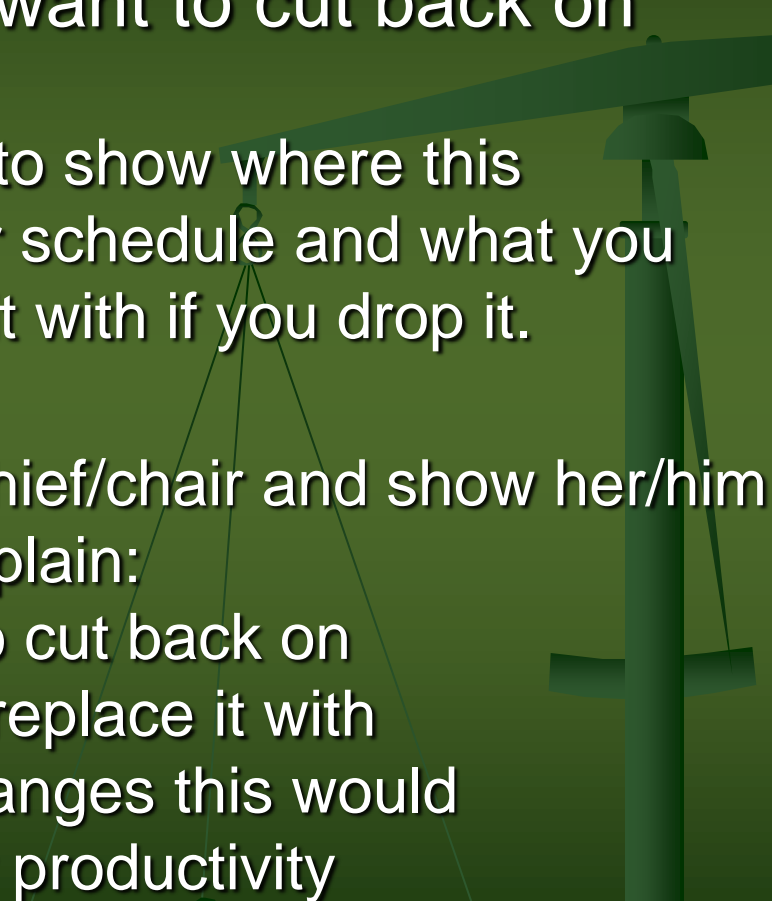
Technology makes you insane

Turn off the email at home-Unless you are the head of the program, you can turn off the email when you are not at work.

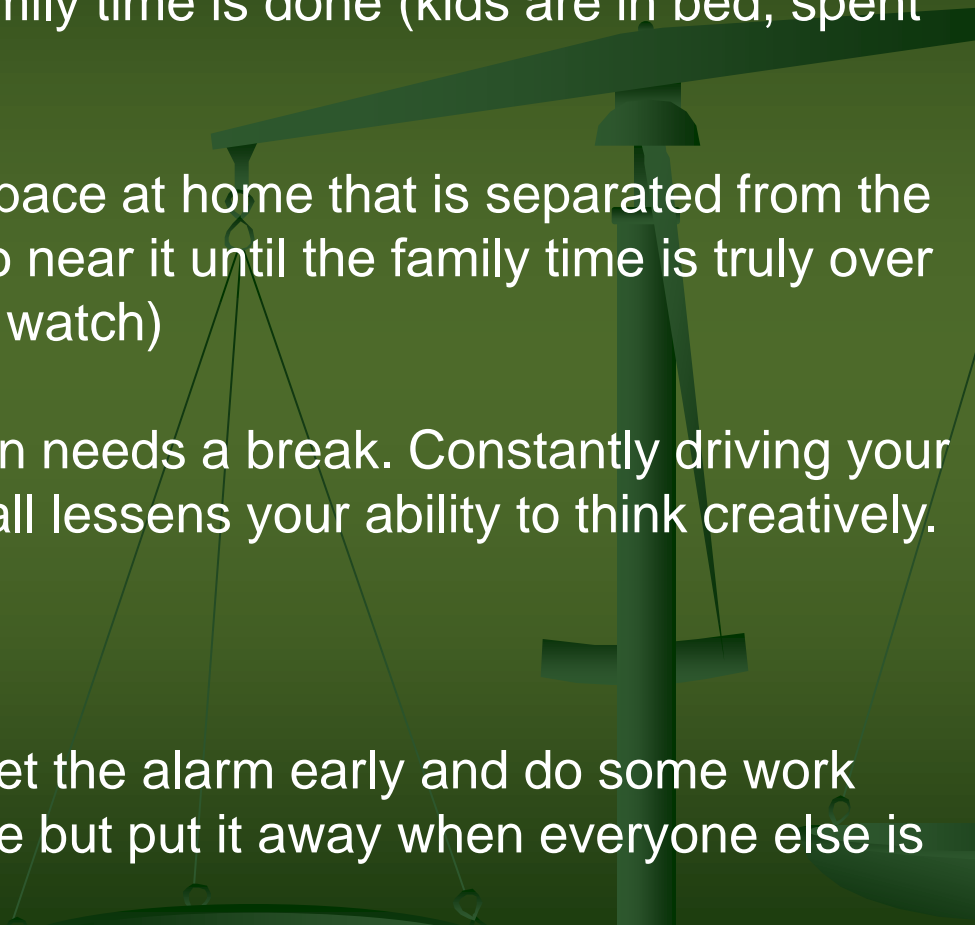
Leave it at home-When on vacation, don't take the email everywhere you go. Set up an "Away from my office" auto-response when you are on vacation.

Set time aside-To make sure that no emergencies have come in, set time at home/vacation aside to quickly check email but DO NOT RESPOND to non-emergencies. They will still be there in the morning.

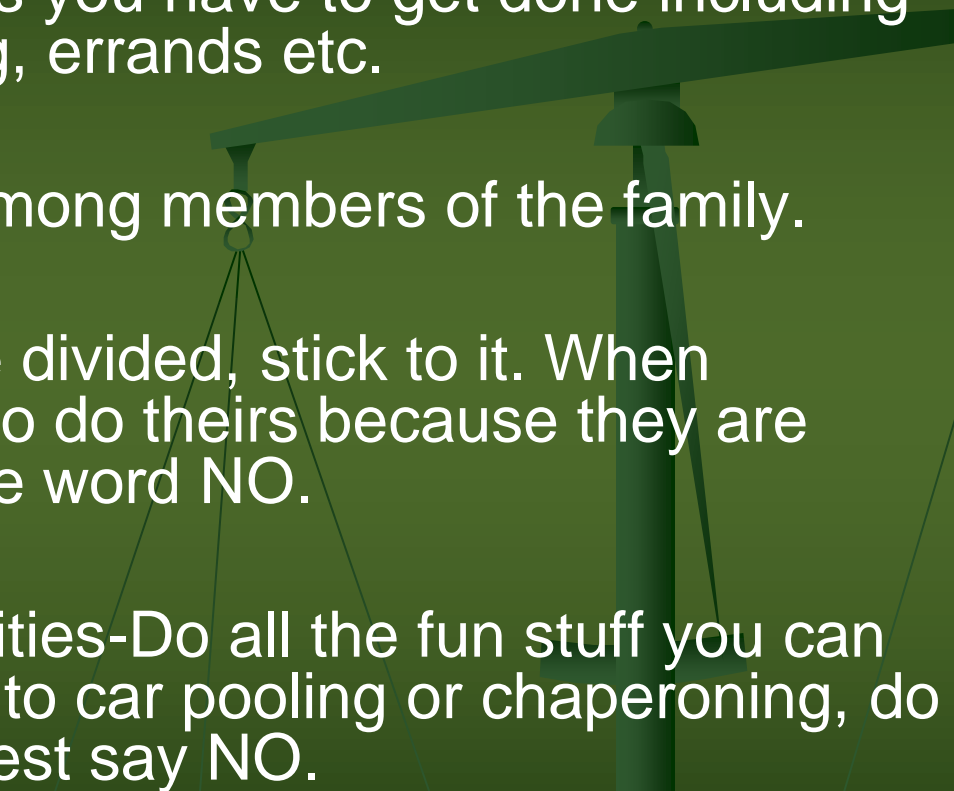
Getting to NO at Work

1. Identify what you want to cut back on
 2. Make a day planner to show where this activity is in your schedule and what you want to replace it with if you drop it.
 3. Sit down with your chief/chair and show her/him the schedule and explain:
 - What you want to cut back on
 - What you would replace it with
 - What positive changes this would have on your productivity
- 

Organization at Home

1. Set realistic ideas of what has to get done. **FAMILY TIME HAS TO BE PART OF THIS.** Do not even open your computer or phone/device until the family time is done (kids are in bed, spent time with spouse etc)
 2. If possible have a work space at home that is separated from the family space and don't go near it until the family time is truly over (and stop looking at your watch)
 3. Remember that your brain needs a break. Constantly driving your head against the work wall lessens your ability to think creatively.
 4. Get some sleep
 5. Need more work time? Set the alarm early and do some work before the family is awake but put it away when everyone else is stirring.
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Getting to NO at Home

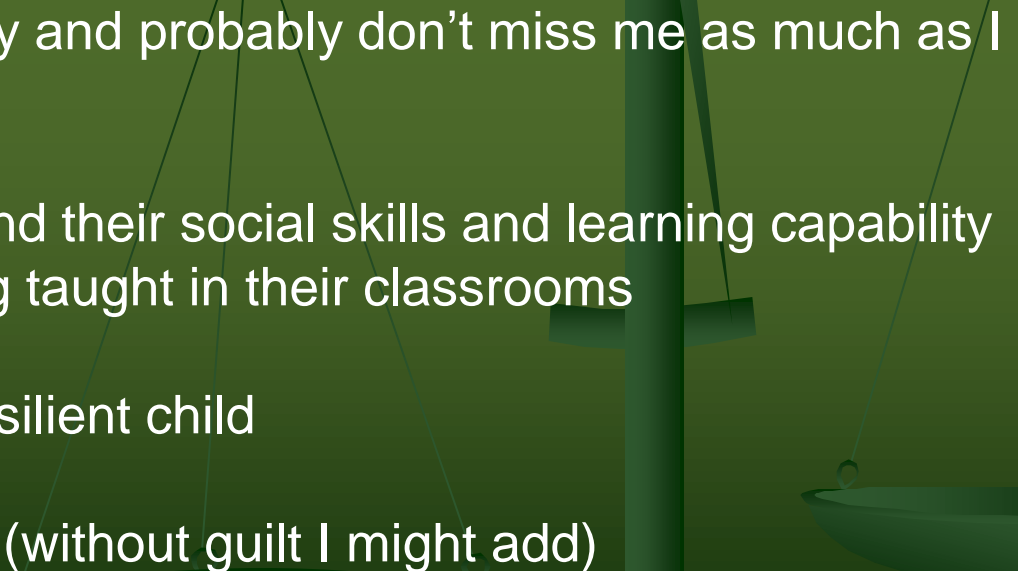
1. Identify ALL the things you have to get done including chores, chaperoning, errands etc.
 2. Separate the duties among members of the family.
 3. Once the projects are divided, stick to it. When someone asks you to do theirs because they are “busy” remember the word NO.
 4. School/child/pet activities-Do all the fun stuff you can BUT when it comes to car pooling or chaperoning, do a share and to the rest say NO.
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Saying NO to Guilt

In general, attitudes of the high-guilt parent were seen as more likely to produce psychological disturbance in their children.

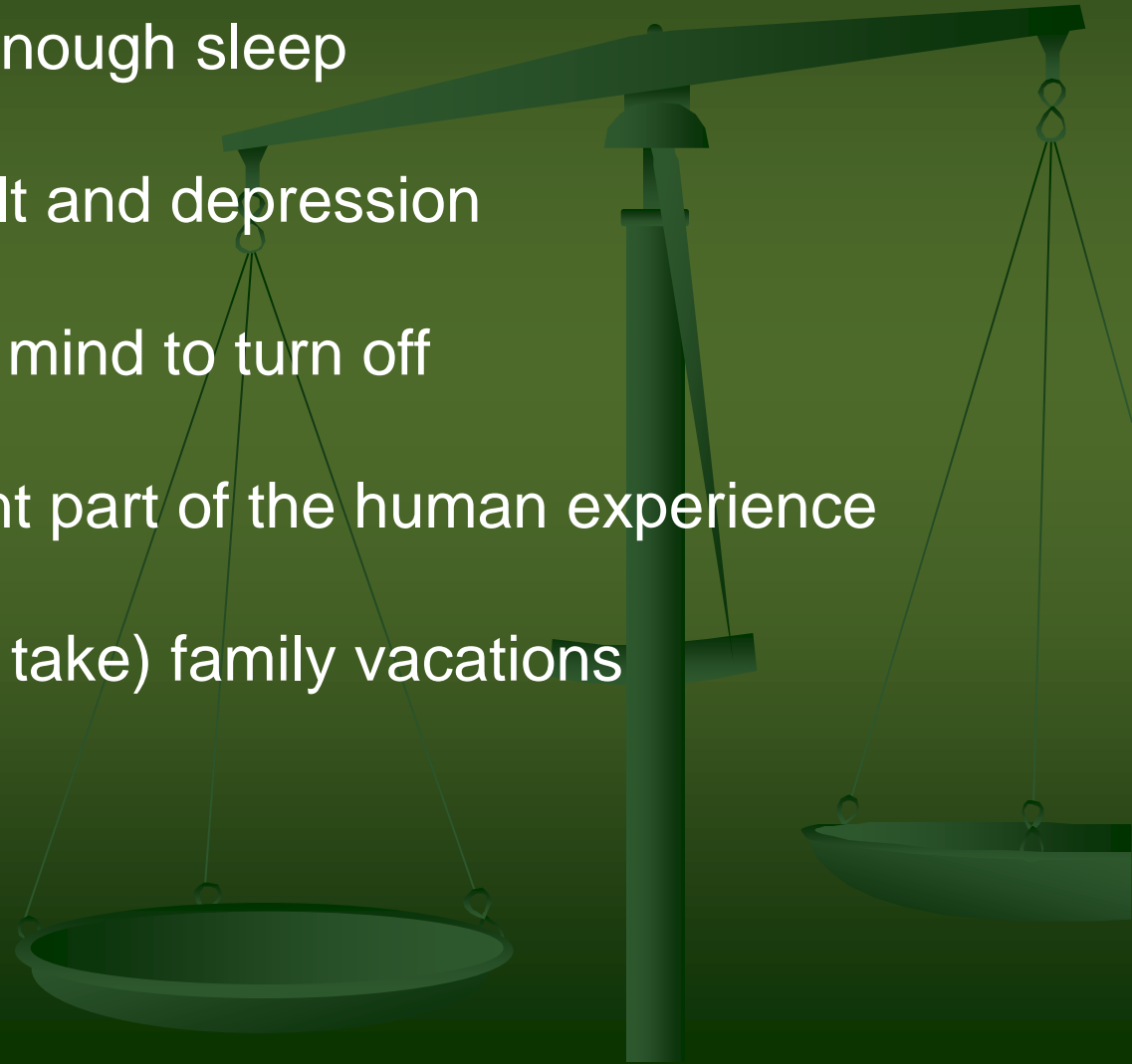
Schill et al, 1976 J. Clin Psych

Key phrases to remember

1. My children are safe, healthy and probably don't miss me as much as I miss them
 2. After school programs expand their social skills and learning capability past the topics which are being taught in their classrooms
 3. An independent child is a resilient child
 4. Children grow up and leave (without guilt I might add)
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Taking Care of Yourself

1. Everyone needs enough sleep
2. Exercise limits guilt and depression
3. Hobbies allow the mind to turn off
4. Fun is an important part of the human experience
5. Plan (and actually take) family vacations



It's Not a Balance, It's a Seesaw

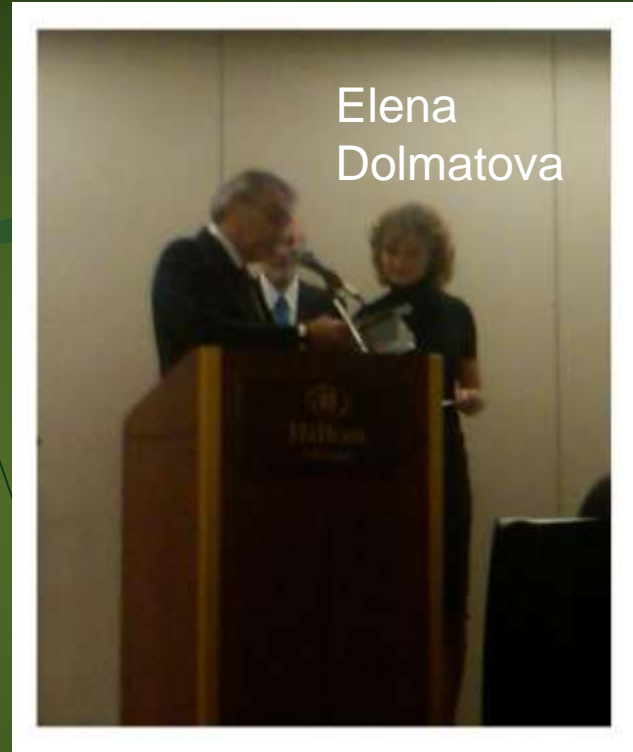


But if you go up and down fast enough it looks like you are balanced

Acknowledgments



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