

# HOW AM I?

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There are a million ways to ask the same simple question... You just need to pick the one you can hear at the time.

Dr Renee Lim – [renee.lim@sydney.edu.au](mailto:renee.lim@sydney.edu.au)

# CRISES

- Fires
- Covid
- War
- Trump
- Climate change
- Recession
- Floods



# BEYOND BLUE SURVEY 2019 UPDATES

42,942 DOCTORS, 6,658 MEDICAL STUDENTS

## Current prevalence:

- Very high psychological distress 5-7%
  - 5.9% in under 30's
- Anxiety 3.7%
  - Every had depression 9%
- Depression 6%
  - Ever had depression diagnosis 21%
- Suicide attempt 2%

## Within last 12 months:

- Suicidal thoughts 25%

## Barriers to seeking help:

- Privacy 52%
- Embarrassment 37%
- Impact on registration 34%
- Preference to rely on self 30%
- Concern for career progression 27%
- Lack to time 28%

## Notably:

More common in **females**

More common in **younger** (<30 years of age)



The New York Times

## Doctors Are Human Too

By Lisa Pryor

April 21, 2017

ABC

### Canberra's trainee doctors forced to work when sick, failing exams due to burnout, review finds

The reviewers, Australia's first Chief Medical Wellness Officer Bethan ... Services launched an investigation in August into junior doctors' pay, ...  
11 Nov 2020



Sydney Morning Herald

### Junior doctors seek tens of millions in claimed unpaid wages

The Australian Medical Association NSW's 2020 Hospital Health Check survey of doctors-in-training found more than half of respondents worked ...  
19 Dec 2020



Sydney Morning Herald

### Junior doctors on life support

Two junior doctors working at NSW hospitals killed themselves within the ... the Australian Salaried Medical Officer Federation's Hospital Health ...  
29 June 2019



InDaily

### Doctors 'bullied' and 'harassed' to discharge patients early

The pressure was particularly felt and acted on by junior doctors, with more senior ... "South Australians need to look really carefully at the narrative ... SASMOA has issued a reminder to doctors that the Health Care Act makes ...  
1 week ago



ABC

### Culture of bullying, harassment and discrimination in medicine ...

One in three trainee doctors in Australia have experienced or ... of almost 10,000 trainee doctors released today by the Australian Health Practitioner ... Bullying and harassment among junior doctors and medical students has ...  
10 Feb 2020



Sydney Morning Herald

### Tired junior doctors fear making mistakes, harassment by patients

The latest Hospital Health Check survey of NSW doctors-in-training ... to the survey of 1332 junior doctors in NSW compiled by the Australian ...  
11 Sept 2020



7News

### Junior docs overworked, underpaid, bullied

Junior doctors are overworked, underpaid and often bullied, a survey of ... "There's a lot going well in medical training in Australia and we're doing a lot ... "But there is serious work for agencies across the health sector to do to ...  
2 Feb 2021



RACGP

### Junior doctors working unsafe hours to 'earn their stripes'

A quarter of all junior doctors work unsafe hours, which researchers found ... A cohort of almost 43,000 randomly selected junior doctors in Australia were ... long working hours and poorer mental health among junior doctors.  
22 Jan 2020



# REQUESTED LEARNING OBJECTIVES...

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How to manage  
Burnout/Resilience/Moral  
Injury/Stress

How to Decide on Boundaries  
(eg  
demanding/hyperdependent  
patients) and Enforce/ Keep  
them.

How to determine your healthy  
limits (eg work hours/how  
much to fit in urgent  
appointments, how to know at  
what point to say we don't have  
the capacity when we have  
sympathy/ empathy and want  
to help but then risk burnout)

How to Manage/End a  
therapeutic relationship  
kindly/professionally/responsi  
bly whilst preventing  
medicolegal risks and which  
situations call for this

How to support our  
admin/nursing staff when  
patients are rude to them and  
sweet to the doctor

How to practically and  
psychologically cope with  
setbacks/ complications/  
complaints.



speakers bureau

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# Dr Renee Lim

...leading actress, presenter and medical doctor.

Speaker Profile Topics

Add to Enquiry list



The ABC's Ask the Doctor sends mixed messages about obesity

# THE WEEKLY REVIEW

review.property.com.au

FASHION GO RETRO

BEAUTY SPLASH OF COLOUR

IRONIC ICONIC RACHEL BERGER

MEET RENEE LIM

## NEVER A DULL MOMENT

INTRO

**Series Overview**  
 The Food Investigators DVD will available in the SBS Shop from October 21.  
 Hospital doctor, actor and healthy eating enthusiast Dr Renee Lim is a woman with a mission. From 10 high tech factories, from farmers markets to supermarkets, she's out and about finding beauty in eating.  
 Assisted by food scientist-turned-stand-up comedian Joe Avati and a team of top dietitians, the Food Investigators will use cutting edge science to take us through food diabetes, health scares and uncover exactly how our food is made.

# Renee Lim



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IMDb

Movies, TV & Showtimes Celebs, Events & Photos News & Community Watchlist

Renee Lim

Actress Miscellaneous Crew

View Resume Official Photos

Renee Lim is known for her work on Please Like Me (2013), Dead Moon Circus (2012) and Packed to the Rafters (2008). See full bio

More at IMDbPro

Contact Info: View agent and manager Represent Renee Lim? Add contact information

If you could only use one as Artist? Educator? Chore one as she is all the abc hospital, playing another professionals and busin her work with dedication understand and implem education sectors is a u her loose and watch her

DR. RENEE LIM - HUMANS



Renee Lim: Under pressure to balance being a human being with being a doctor.  
 Photo: Louise Dennis

photos 2 videos





# NAY

- Divorced parents
- Had relationships involving alcoholism, physical abuse, mental illness
- Hospitalised after a suicide attempt
- 2 miscarriages
- 9 deaths in 10 years of people under 50
- My house was burnt down... probably by my mum
- Funeral on Facebook
- LGA of concern
- Lost a job
- Abusive home environment
- Relationship breakdown





## **LOOK IN THE MIRROR**

- See
- Recognise
- Identify
- Understand
- Interact





# DO YOU KNOW WHO YOU ARE?

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IDENTIFY  
YOURSELF WITH  
“WORDS”. (NOT  
WITH LABELS)



HOW DO YOU  
VALUE  
YOURSELF? (NOT  
HOW ARE YOU  
VALUABLE TO  
OTHERS)



WHAT ARE YOU  
GOOD AT? (NOT  
WHAT MAKES YOU  
SPECIAL)



WHAT ARE YOU  
SCARED OF? (NOT  
WHAT ARE YOU  
BAD AT)

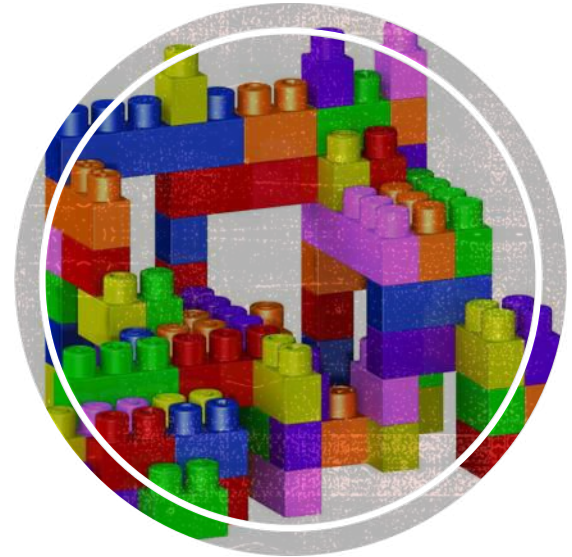


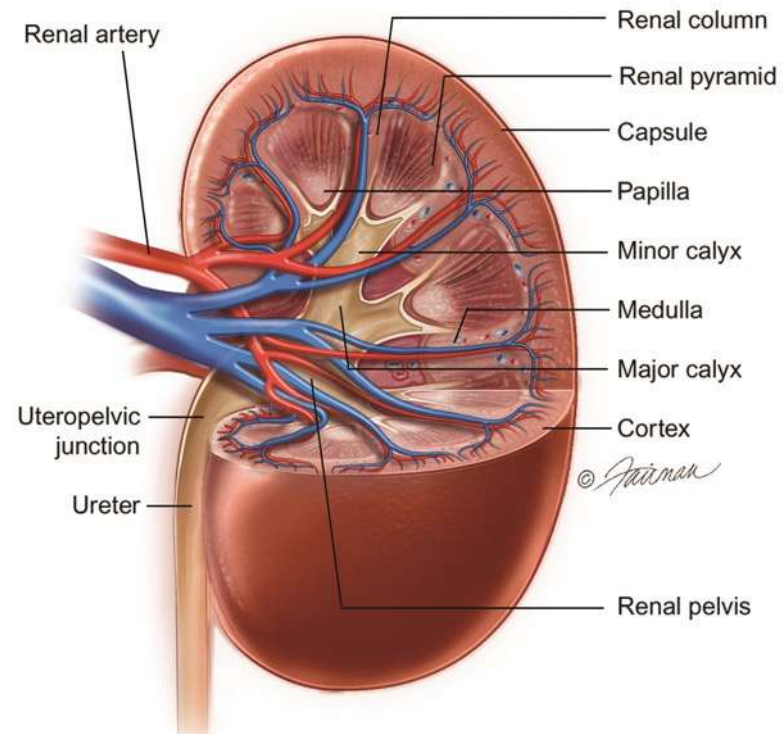
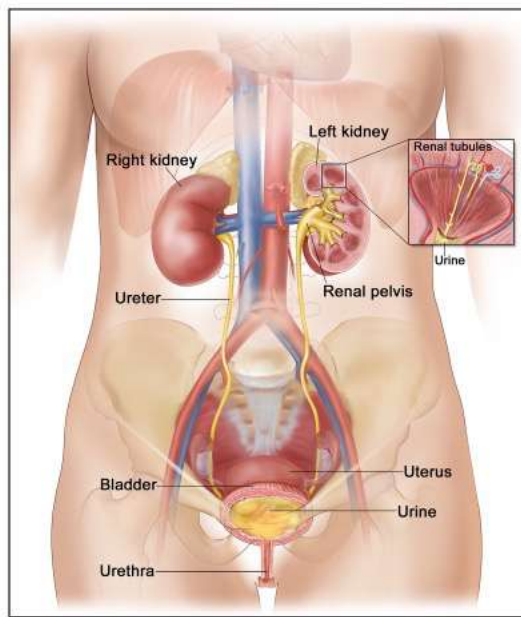
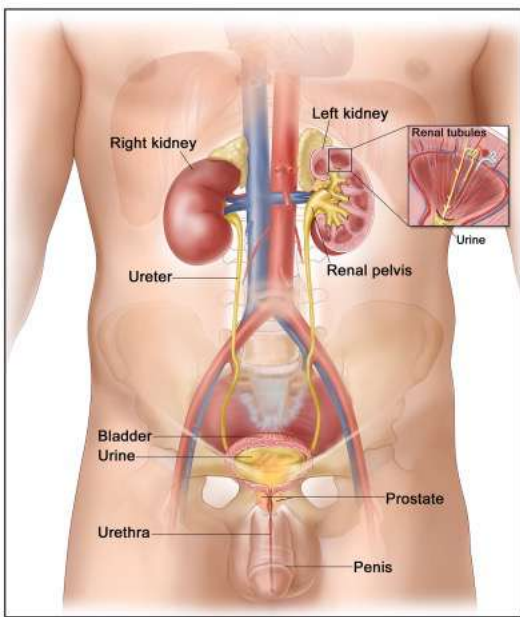
WHAT TRIGGERS  
YOU? (NOT WHAT  
IS TO BLAME)



# INSTIGATION CAPITAL

- What are you made of?
- How do you work?
- When should you use which bit?
- What do you need to develop?
- Grasp opportunities – Say yes!



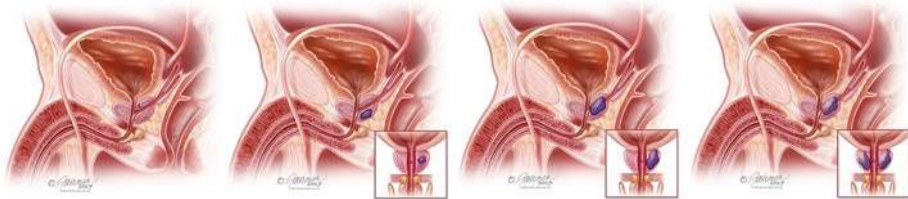


T1 Prostate Cancer

T2a Prostate Cancer

T2b Prostate Cancer

T2c Prostate Cancer



T3 Prostate Cancer

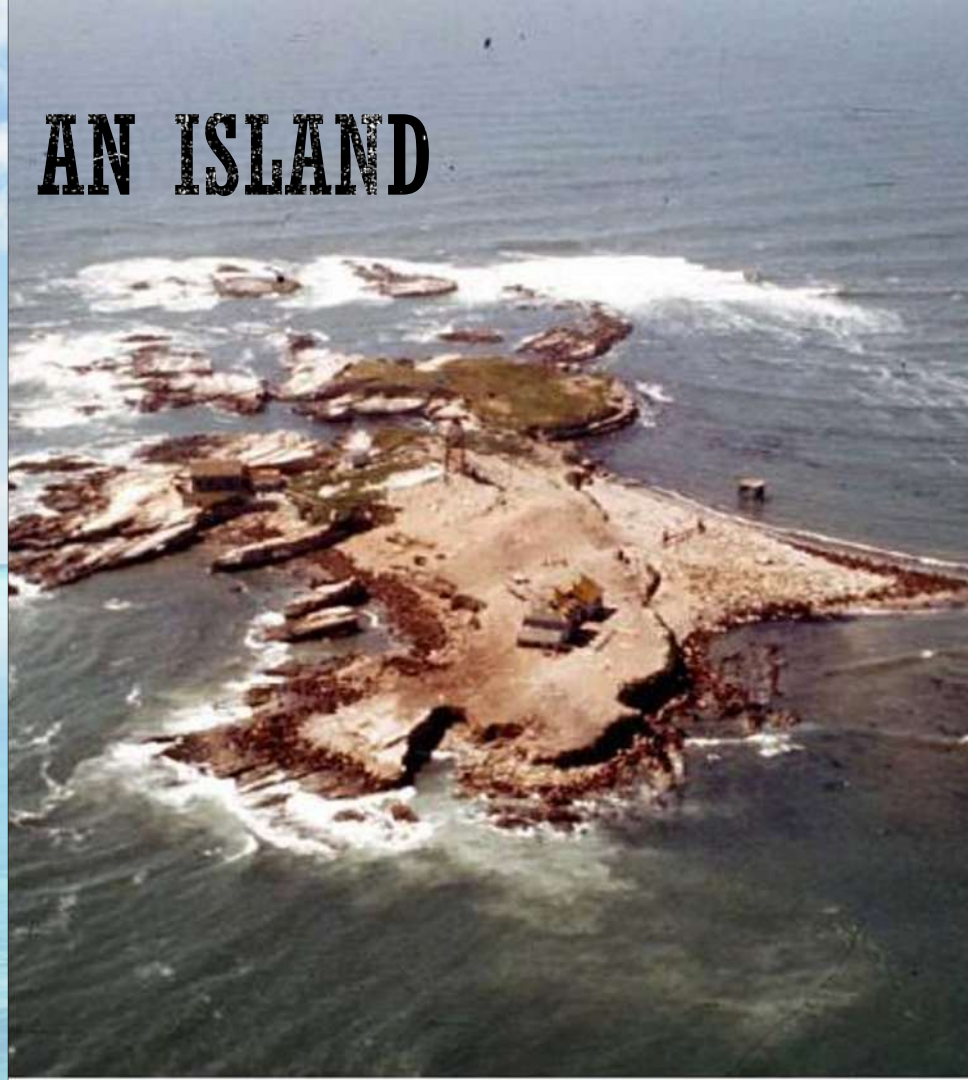
T3a Prostate Cancer

T3b Prostate Cancer

T4 Prostate Cancer



**EVERY MAN IS AN ISLAND**



# AND THAT ISLAND HAS A CONNECTION TO A MAINLAND





# STRATEGY VS CULTURE

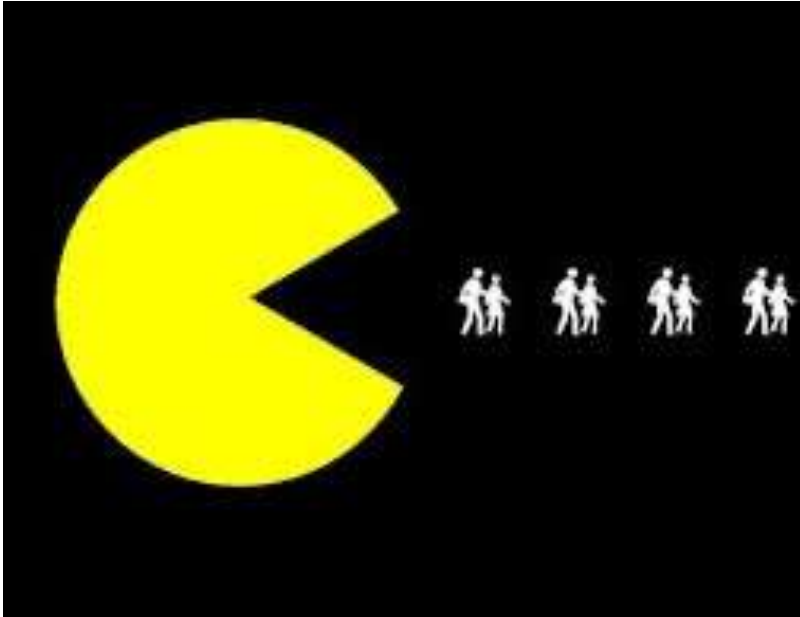
Harvard Business Review says:

Strategy offers a formal logic for the company's goals and orients people around them.

**Culture is the tacit social order of an organization... (it) expresses goals through values and beliefs and guides activity through shared assumptions and group norms. Culture is a more elusive lever, because much of it is anchored in unspoken behaviors, mindsets, and social patterns.**



**"CULTURE EATS STRATEGY FOR BREAKFAST."**  
*PETER DRUCKER*



**Shared**  
**Pervasive**  
**Enduring**  
**Implicit**

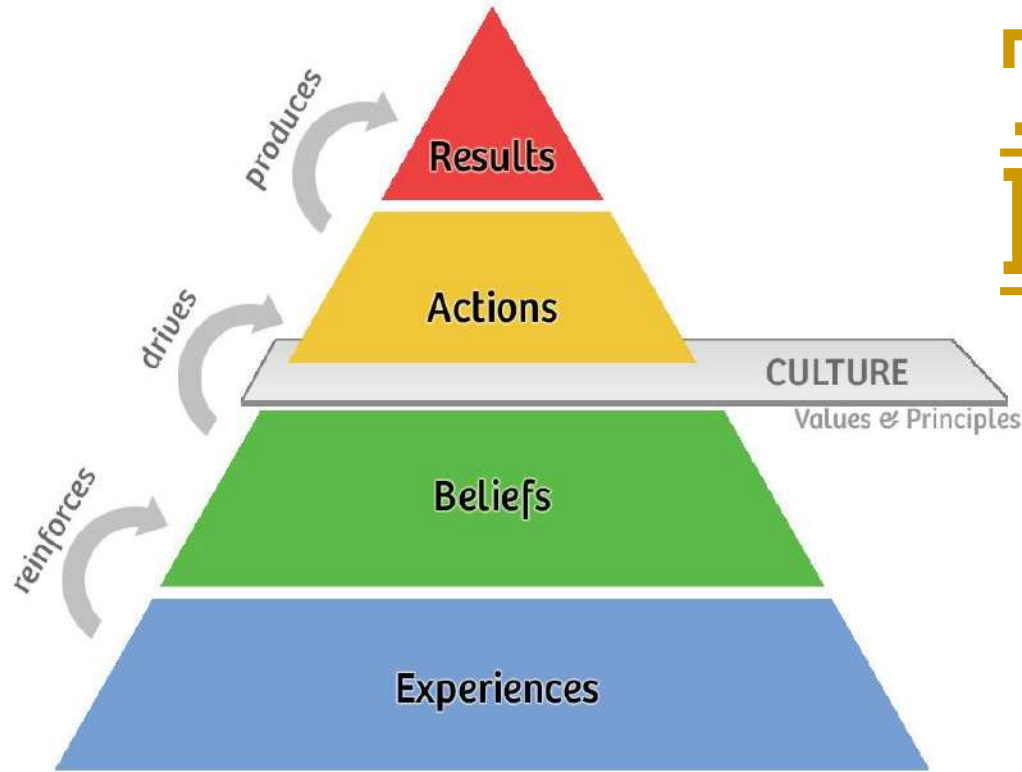


# FACTORS THAT AFFECT CULTURE CHANGE

- ▶ Harvard Business Review identified eight main factors that affect culture and cultural change.
- ▶ These rely on many components to work.

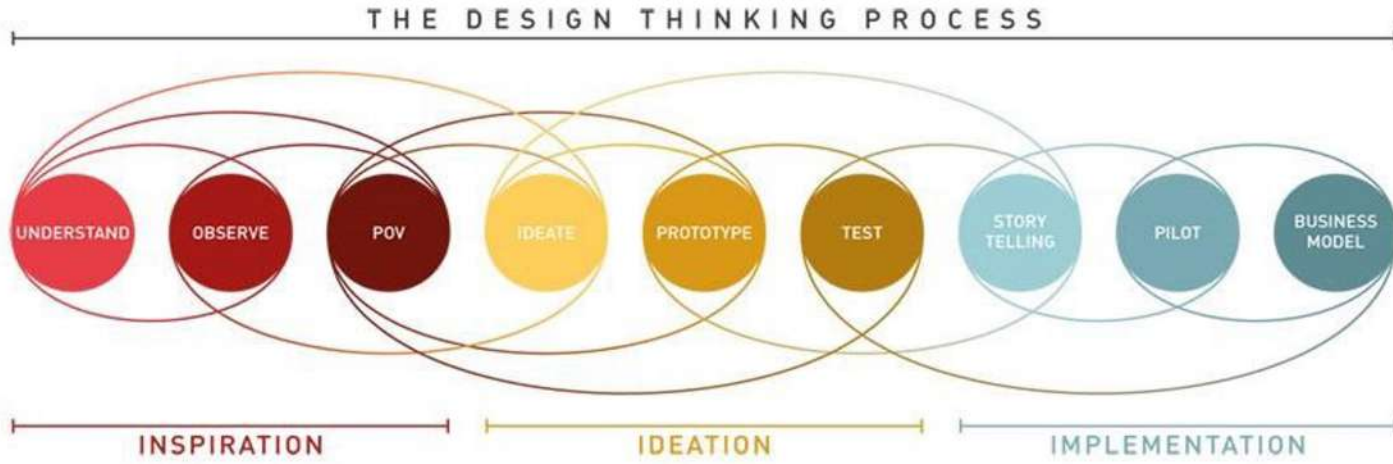






# THE RESULTS PYRAMID





# DESIGN THINKING = THE JOURNEY OF CULTURE CHANGE

UX DESIGN – BY DAM AND SIANG ([HTTPS://WWW.INTERACTION-DESIGN.ORG/LITERATURE/ARTICLE/DESIGN-THINKING-A-QUICK-OVERVIEW](https://www.interaction-design.org/literature/article/design-thinking-a-quick-overview))



# THE BUY IN — I ME I

RENEE LIM, 2011



Inspire



Motivate



Engage



Invest





**EXPOSE THE FOUNDATIONS**



## Associations of *ikigai* as a positive psychological factor with all-cause mortality and cause-specific mortality among middle-aged and elderly Japanese people: Findings from the Japan Collaborative Cohort Study<sup>☆</sup>

Kozo Tanno<sup>a,\*</sup>, Kiyomi Sakata<sup>a</sup>, Masaki Ohsawa<sup>a</sup>, Toshiyuki Onoda<sup>a</sup>, Kazuyoshi Itai<sup>a</sup>,  
Yumi Yaegashi<sup>a</sup>, Akiko Tamakoshi<sup>b</sup>  
for JACC Study Group

<sup>a</sup>Department of Hygiene and Preventive Medicine, Iwate Medical University School of Medicine, Iwate, Japan

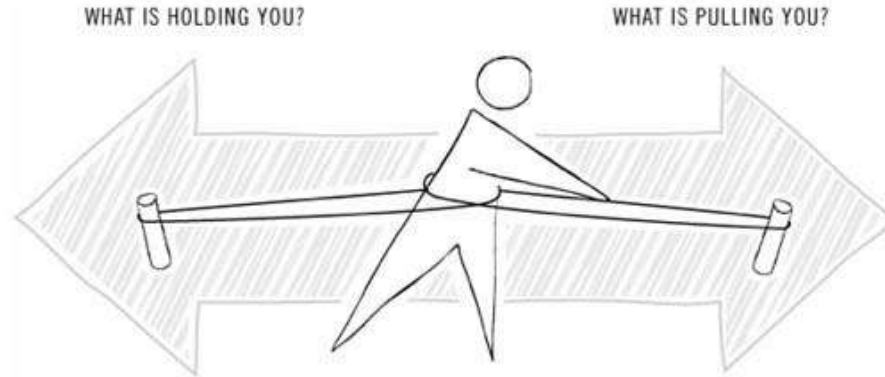
<sup>b</sup>Department of Public Health, Aichi Medical University School of Medicine, Aichi, Japan

- 30,155 men and 43,117 women aged 40 to 79 years completed a lifestyle questionnaire including a question about *ikigai*
- Men and women with *ikigai* had decreased risks of mortality from all causes in the long-term follow up period and the risk of cardiovascular mortality was reduced in men with *ikigai*
- Study conclusion: A positive psychological factor such as *ikigai* is associated with longevity among Japanese people.

# IKIGAI

- Now - General
- Now - Medicine specific
- Future - General/Medicine





If you have to decide between two good options, ask yourself what is holding you, and what is pulling you.

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[THE DECISION BOOK: FIFTY MODELS FOR STRATEGIC THINKING](#)

MIKAEL KROGERUS AND ROMAN TSCHÄPPELER

# The Rubber Band Model



**Rules** are “a set of explicit or understood regulations or principles governing conduct within a particular activity or sphere.”

Rules are something you impose on another,

Often to make things better.

They are often more general, and failure to comply comes with risk.

**Synonyms** are:

Regulation Ruling Requirement

Directive **Order** Act Law Statute

Edict Canon Mandate Command

Dictate Decree Guideline Injunction

Direction Commandment Stipulation





**Boundaries**  
are "a limit of a  
subject or  
sphere of  
activity"

**Synonyms** are:

**Order** Frontier

Borderline Partition

Bounds Confines Limits

Margins Edges Fringes

A boundary is where you  
stop and the rest of the  
world begins.



Something you put around  
yourself, to be safe. Failure  
to hold a real boundary  
usually leads to damage.





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The only shared synonym is Order –  
both rules and boundaries create order.

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If there is a NO Trespassing sign – that  
is the rule

---

The fence is the boundary in which that  
rule applies.

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Boundaries change, and are contextual  
to you, not arbitrary to a group.

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You need to know the difference in your  
life, so that you know what you "need to  
fight for" and what you can "let go of."

A top-down view of various hand tools laid out on a rustic wooden surface. The tools include a silver adjustable wrench, a silver caliper, a red-handled screwdriver, black-handled pliers, a blue-handled brush, a yellow level with a circular gauge, a blue-handled brush, a yellow-handled brush, a red-handled brush, a hammer with a wooden handle, a silver flashlight, a pair of red-handled pliers, a green-handled screwdriver, a silver flashlight, a saw blade, and several silver nuts. The text "CHOOSE YOUR TOOLS" is overlaid in large, white, bold, sans-serif font across the center of the image.

# CHOOSE YOUR TOOLS

# THE THIN BOOK OF TRUST – CHARLES FELTMAN

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# DARE TO LEAD — BRENE BROWN



## **BRAVING**

- **Boundaries**
- **Reliability**
- **Accountability**
- **Vault**
- **Integrity**
- **Non Judgement**
- **Generosity**

- [https://youtu.be/OSqFiTeka\\_](https://youtu.be/OSqFiTeka_)



# TEAM CHEMISTRY (HBR)

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**Pioneers** value possibilities, and they spark energy and imagination on their teams.

- Risks are worth taking , It's fine to go with your gut, Big-picture, Bold new ideas, Creative approaches.

**Guardians** value stability, and they bring order and rigor.

- Pragmatic, Hesitate to embrace risk, Data and facts are essential, Details matter, It makes sense to learn from the past.

**Drivers** value challenge and generate momentum.

- Getting results, Winning counts, Black-and-white, Tackle problems head on, Armed with logic and data.

**Integrators** value connection and draw teams together.




- Relationships and responsibility to the group are paramount, Most things are relative, Diplomatic, Gaining consensus

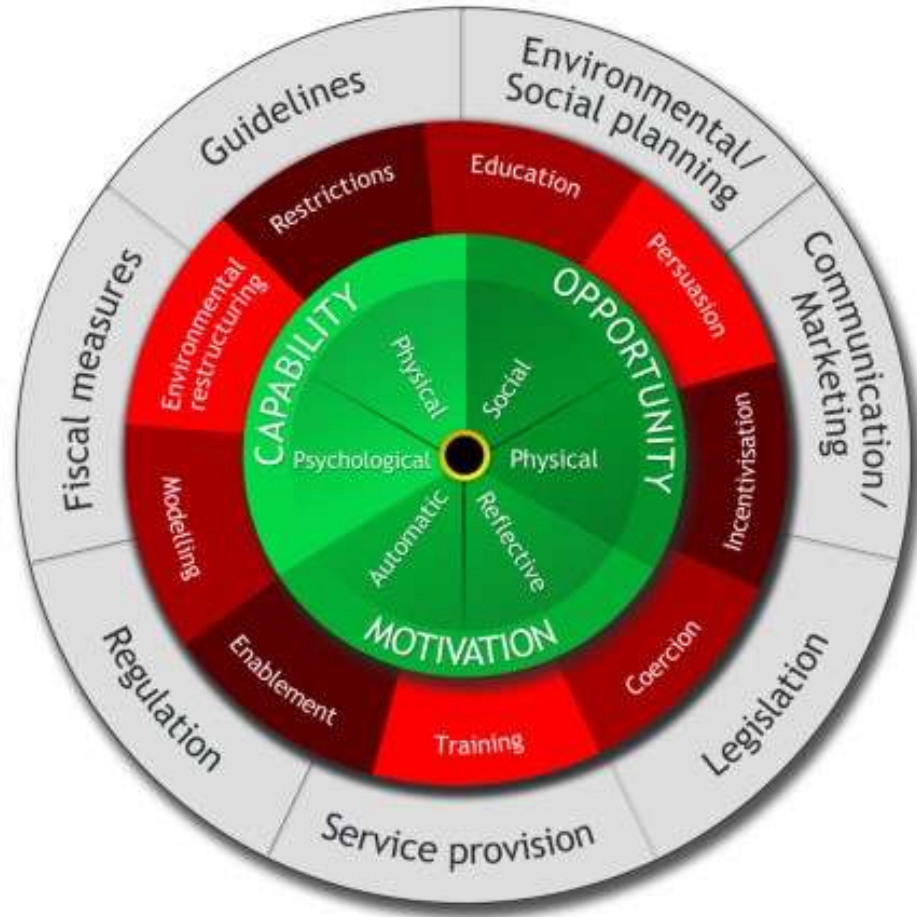




# CONFLICT MODELS – THOMAS KILLMAN



-  Sources of behaviour
-  Intervention functions
-  Policy categories



# THE BEHAVIOUR CHANGE WHEEL (MICHIE)





A pair of black-rimmed glasses is centered in the image, resting on a surface covered with scattered letters and numbers. The letters and numbers are in various orientations and colors (black, blue, yellow). The background is a light, textured surface. A semi-transparent grey banner is overlaid across the middle of the image, containing the text "FIND THE WORDS" in a bold, black, serif font.

**FIND THE WORDS**

Accountability	Efficiency	Leadership
Achievement	Enthusiasm/ Positive Attitude	Listening
Adaptability	Entrepreneurial	Making A Difference
Ambition	Environmental Awareness	Openness
Balance (Home/Work)	Ethics	Patience
Being The Best	Excellence	Perseverance
Caring	Fairness	Personal Fulfillment
Clarity	Family	Personal Growth
Coaching/ Mentoring	Financial Stability	Professional Growth
Commitment	Forgiveness	Recognition
Community Involvement	Friendship	Reliability
Compassion	Future Generations	Respect
Competence	Generosity	Risk-Taking
Conflict Resolution	Health	Safety
Continuous Learning	Humility	Self-Discipline
Courage	Humor/ Fun	Teamwork
Creativity	Independence	Trust
Dialogue	Initiative	Vision
Ease With Uncertainty	Integrity	Wealth

EXAMPLES OF  
HEALTH "VALUES" –  
WHICH WOULD YOU  
PRIORITISE?

(RIVERA, A. 2016)





## Blooms Taxonomy



You don't need to change the whole world to create something different.

**S** **SUBSTITUTE:**  
Replace a thing, or concept with something else.



**C** **COMBINE:**  
Unite! What? Who? Ideas? Materials?



**A** **ADAPT:**  
Adjust to a new purpose. Re-shape? Tune-up?



**M** **MODIFY, MAGNIFY, MINIFY**  
Change the colour, sound, motion form, size.  
Make it larger, stronger, thicker, higher, longer.  
Make it smaller, lighter, slower, less frequent, reduce.



**P** **PUT TO ANOTHER USE:**  
Change when, where, location, time, or how to use it.



**E** **ELIMINATE:**  
Omit, get rid of, cut out, simplify, weed out...



**R** **REARRANGE, REVERSE**  
Change the order, sequence, pattern, layout, plan, scheme, regroup, redistribute...



PLACES WE GO WHEN

**Things Are Uncertain  
Or Too Much**

- Stress
- Overwhelm
- Anxiety
- Worry
- Avoidance
- Excitement
- Dread
- Fear
- Vulnerability

PLACES WE GO WHEN

**We Compare**

- Comparison
- Admiration
- Reverence
- Envy
- Jealously
- Resentment
- Schadenfreude
- Freudenfreude

PLACES WE GO WHEN

**Things Don't Go As  
Planned**

- Boredom
- Disappointment
- Expectations
- Regret
- Discouragement
- Resignation
- Frustration

PLACES WE GO WHEN

**It's Beyond Us**

- Awe
- Wonder
- Confusion
- Curiosity
- Interest
- Surprise

PLACES WE GO WHEN

**Things Aren't What  
They Seem**

- Amusement
- Bittersweetness
- Nostalgia
- Cognitive Dissonance
- Paradox
- Irony
- Sarcasm

PLACES WE GO WHEN

**We're Hurting**

- Anguish
- Hopelessness
- Despair
- Sadness
- Grief

PLACES WE GO

**With Others**

- Compassion
- Pity
- Empathy
- Sympathy
- Boundaries
- Comparative Suffering

PLACES WE GO WHEN

**We Fall Short**

- Shame
- Self-Compassion
- Perfectionism
- Guilt
- Humiliation
- Embarrassment

PLACES WE GO WHEN

**We Search for  
Connection**

- Belonging
- Fitting In
- Connection
- Disconnection
- Insecurity
- Invisibility
- Loneliness

PLACES WE GO WHEN

**The Heart Is Open**

- Love
- Lovelessness
- Heartbreak
- Trust
- Self-Trust
- Betrayal
- Defensiveness
- Flooding
- Hurt

PLACES WE GO WHEN

**Life is Good**

- Joy
- Happiness
- Calm
- Contentment
- Gratitude
- Foreboding Joy
- Relief
- Tranquility

PLACES WE GO WHEN

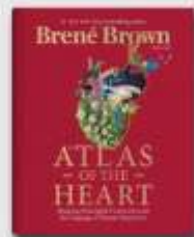
**We Feel Wronged**

- Anger
- Contempt
- Disgust
- Dehumanization
- Hate
- Self-Righteousness

PLACES WE GO

**To Self-Assess**

- Pride
- Hubris
- Humility



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[www.brenebrown.com](http://www.brenebrown.com)

Page 1 of 2

# ATLAS OF THE HEART (BRENE BROWN)

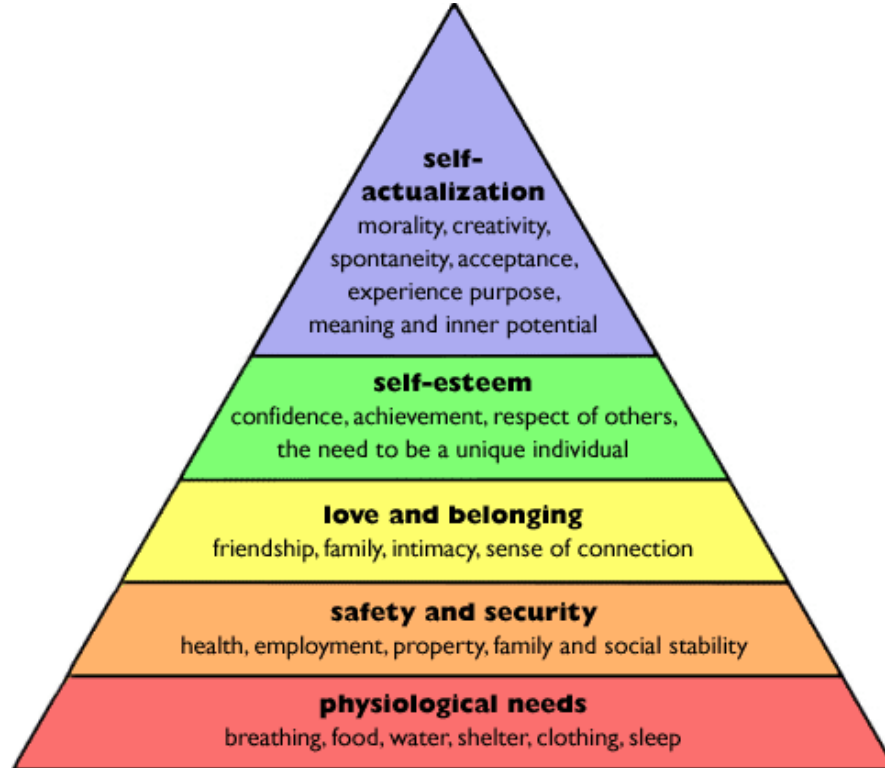


**CLARIFY THE  
VALUE**

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# RE-EVALUATE WHAT YOU NEED.

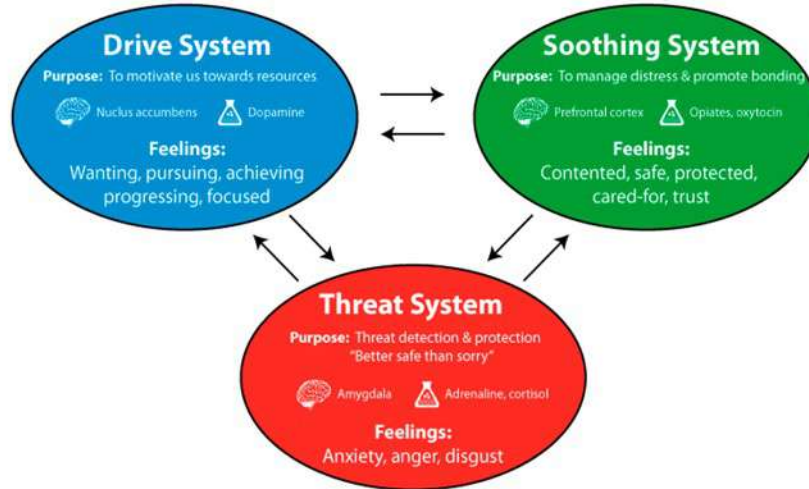
Maslows  
Hierarchy of  
Needs  
McLeod, S.



# Motivation and Resources

## Emotional Regulation Systems

Paul Gilbert's evolutionary model proposes that human beings switch between three systems to manage their emotions. Each system is associated with different brain regions and different brain chemistry. Distress is caused by imbalance between the systems, often associated with under-development of the soothing system.



<https://www.psychologytools.com/resource/motivational-systems-emotional-regulation-systems/>

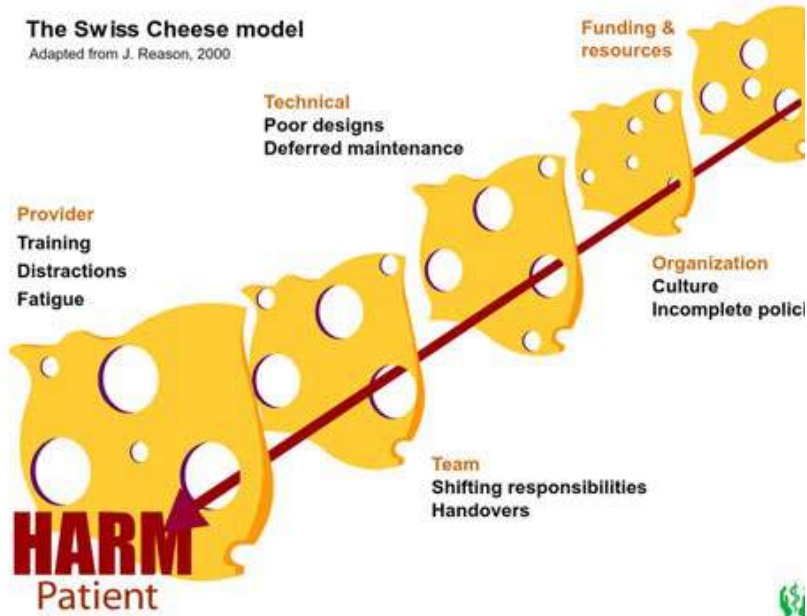


**DO SOMETHING**



## The Swiss Cheese model

Adapted from J. Reason, 2000



# THE SWISS CHEESE MODEL



# HABIT MAKING

*Atomic Habits, James Clear (2018)*

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**Plan**

**Audit**

**Cues**

**Reward**

**Attainable**

**Break it  
down**

**Bundling**

**Instant  
Gratification**

**Two-three**

**PAC RABBIT**

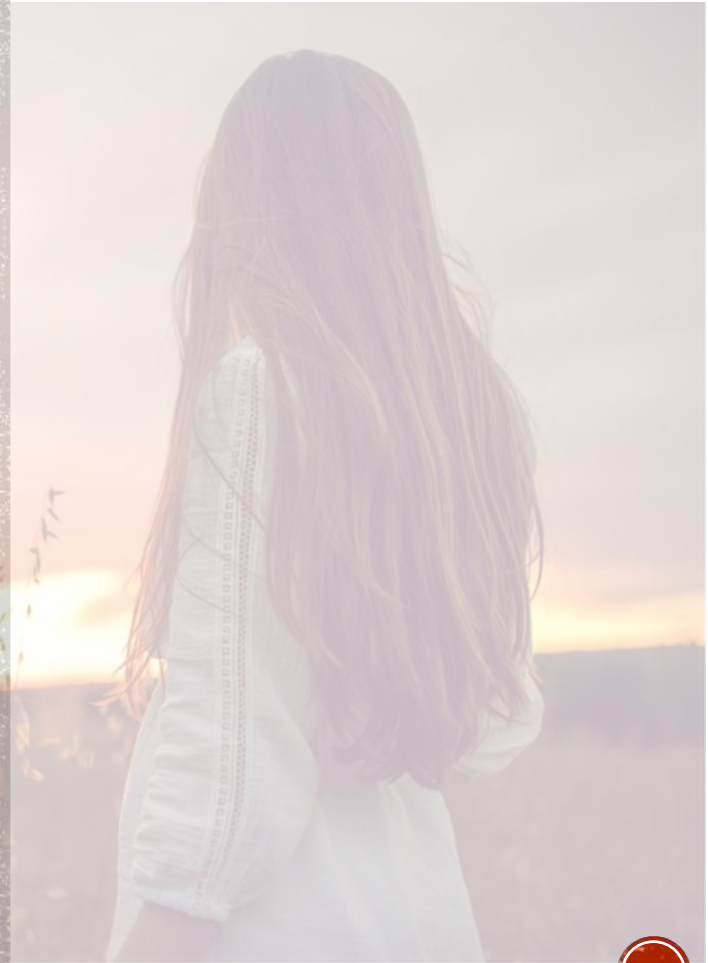


The background is a dark, grainy, and textured surface, possibly asphalt or gravel. A large, dark shadow of a butterfly is cast across the upper portion of the image, with its wings spread. The shadow is positioned in the upper left and center, pointing towards the right. A horizontal white bar with a thin black border runs across the middle of the image, containing the text.

**BE COMPASSIONATE**

# RESETTING

- **RAIN** – Recognise emotion, Accept it's happening, Investigate why, Non – identify/Nurture
- **STOP** – Stop set down disengage, Take a breath, Observe body, thoughts and emotions, Proceed one wise step
- **FACE** - Focus on what's in your control, Acknowledge your thoughts & feelings, Come back into your body, Engage in what you're doing
- **RARE** – React, Accept, Reset, Engage





The Carrot, the Egg and the Coffee Bean

