



Established Career Physicians: Re-evaluating and Re-learning

You're a physician or APP who now has tenure in your role or career. You might feel the weight of being a leader; others look up to you and you're hesitant to look poorly to them, especially younger colleagues.

[Flourishing](#) at different career stages means for leaders—accepting the varying needs that define being human—and for established providers, approaching role satisfaction and life fulfillment by addressing overall well-being. Below are tips to improve your whole-person well-being during this stage of your medical career.

Your Physical Needs

- **Healthy eating habits and regular exercise, even if it's just stretching!** Try to purposefully move your body or have a healthy snack.
- **Give your body grace.** Your body needs to recover from the demands of your heavy workload and other stressors. Commit to yearly check-ups and active management of any conditions.
- **Plan ahead.** Take 5-10 minutes the night before to pack up a lunch or snacks for your workday.

Mental and Emotional Health

- **Take your emotional temperature.** How are you really doing? You have many personal and professional obligations. Regular check-ins are the first steps to helpful actions.
- **You're human—it's okay to make mistakes.** Don't create excuses or shift responsibility. Being honest with yourself and others will help create smoother working conditions with your team.
- **Adopt growth mindset norms.** Think of challenges as opportunities and failure as learning. Utilize [growth mindset](#) to positively approach your own potential.

Time and Boundaries

- **Set clear boundaries.** Your personal and professional life both matter—practice being fully present where you are so that both areas of your life get your best. This could mean silencing alerts, limiting checking email or scheduling check-in calls.



- **Be empowered to say no.** You have finite time and energy, identify the priority areas in your personal and professional life and focus on them without guilt.

Coping and Finding Support

- **Things can change, and that's okay!** Try to fight the urge to keep carrying along exactly the same as you have been. If you're feeling unhappy or stressed, support from VITAL WorkLife can help you to navigate those feelings.
- **Speaking of change, systems and processes might not be the same as 5-10 years ago.** You might need some support on staying current with new information or technology. Embrace the challenge of expanding your horizons!
- **Talk to a trusted peer.** VITAL WorkLife makes Peer Coaching easily available to you! Speak with a fellow clinician about the real issues impacting your day-to-day—they'll empathize while giving you strategies for growth.
- **Accept help.** Delegate tasks that don't require your involvement and accept tangible offers for help. This frees up time and energy for priorities. Explore [WorkLife Concierge](#) to save meaningful time!

We Can Help

We're here to help along your career, with tailored resources to address exactly what you need in each stage of life and vocation. Coaching and counseling are just some of the resources from VITAL WorkLife that can help nurture your joy in medicine and keep an optimal work and life balance.

For members of our [Well-Being Resources](#), call 877.731.3949 to speak with one of our Well-Being Coordinators, anytime—day or night.