



Leaving a Legacy: Well-Being for Late-Stage Career Providers

You're a physician or APP who might be feeling a natural slowing down—or you could be feeling sharper than ever. Being in your late-stage career, you may be thinking about what your legacy might be and how others perceive you.

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

Your Physical Needs

- **Plan ahead.** Commit to regular check-ins with your physician and care providers. Do not allow your physical health to be an afterthought.
- **Maintain foundations of well-being.** Prioritize healthy eating, regular exercise, even if it's just stretching and sleep. This is.
- **Accept physical changes.** Pay attention to the changes in your body, grieve if necessary and above all, accept and manage them in the most helpful ways. What adjustments, if any, do you need to make to your expectations?

Mental and Emotional Health

- **Take your emotional temperature.** How are you really doing? You have many personal and professional obligations, and they might have changed from 5-10 years ago. Regular check-ins are the first steps to helpful actions.
- **Explore your interests.** Enhance your sense of identity by looking behind your job—you are more than what you do. It is not uncommon to struggle with questions of worth, value and identity beyond a longstanding career.
- **Stay in the present.** It can be easy to spend time reflecting on when things seemed simpler or easier. In the present, you can meet new demands and challenges by embracing a [growth mindset](#).



Time and Boundaries

- **Your years of experience are valuable.** Think creatively about how to invest your time. Are there non-clinical or mentoring positions available at your place of work? Could you reduce some of your clinical hours in favor of those other opportunities?
- **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.

Thriving through Support

- **Things can change, and that's okay.** There are many thoughts and feelings that come up when we ponder future changes. If you're feeling unhappy or stressed, support from VITAL WorkLife can help you to navigate those feelings.
- **Speaking of change, systems and processes are often being updated or replaced.** You might need some support on staying current with new information or technology. Embrace the challenge of expanding your horizons!
- **Future financial planning.** Are you financially ready for retirement? During this time, you may have begun to think about what it takes to live well in retirement. Connect with a financial advisor to help you assess your current finances and make informed decisions going forward—available through your [Financial Consultation & Resources](#).
- **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 help you identify meaningful goals and implement strategies to address your needs.
- **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.