

Recovering from Human Giver Syndrome (HGS)

*Tips from an actual sufferer

Michi Shinohara, MD

@michi_shinohara

Associate Chief of Dermatology

Director of Dermatopathology

Associate Professor, Dermatology & Pathology

Women's Faculty Day 2021

HGS (n): The contagious (but false) belief that some people (usually women) have a moral obligation to be pretty, happy, calm, generous, and attentive to the needs of others.

Amelia Nagoski and Emily Nagoski; Burnout: The Secret to Unlocking the Stress Cycle



Step 1. Boundaries

Boundaries



Systems of setting limits.



Boundaries **contain your reality.**

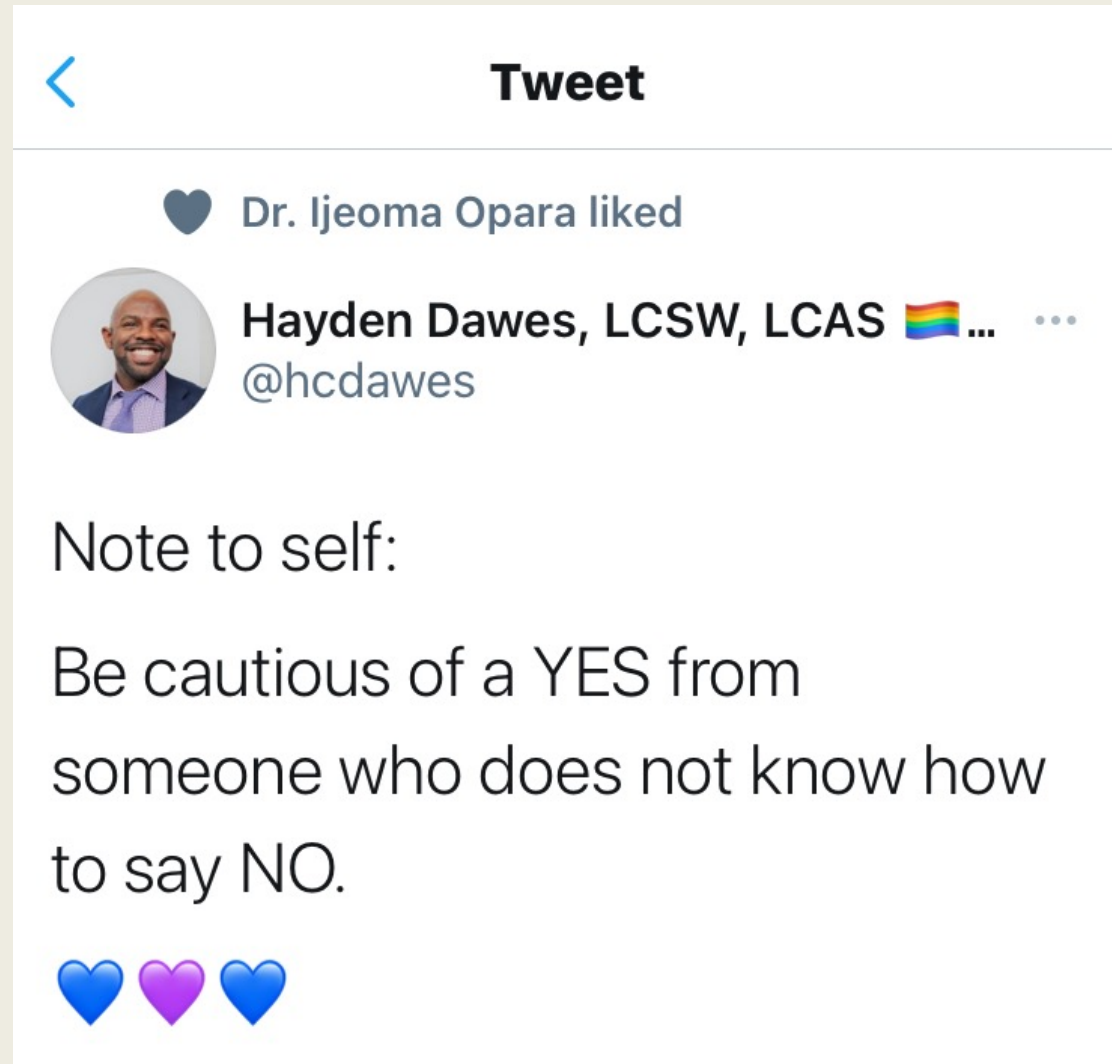


Boundaries protect ***you.***

The courage to love ourselves, even
when we risk disappointing others.

Brené Brown

Boundaries: Saying No

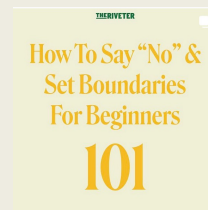


How do I say No? (with integrity)

Be clear (clear = kind) Brené Brown, Dare to Lead

- **No is a complete sentence.** “No thank you”
 - Gracious No: “I’m so touched you thought of me, I appreciate your support. I’m sorry* I can’t help right now.” *Do you really need to say sorry?
- **The referral No.** “I can’t do it, but let me ask xxx (your mentee).” *if done right can be the “Win-Win”
- **The it’s not personal No.** “I am not taking any new projects until this grant is in.” Variation: I don’t (vs I can’t)
- **The soft No.** “I can’t do that, but I CAN do...” *Caution! Only if you can do without resentment!
- **The not now No.** “I want to do this, check back with me in a month.”
*Caution: if you don’t want to do it today, what makes you think you will in a month?

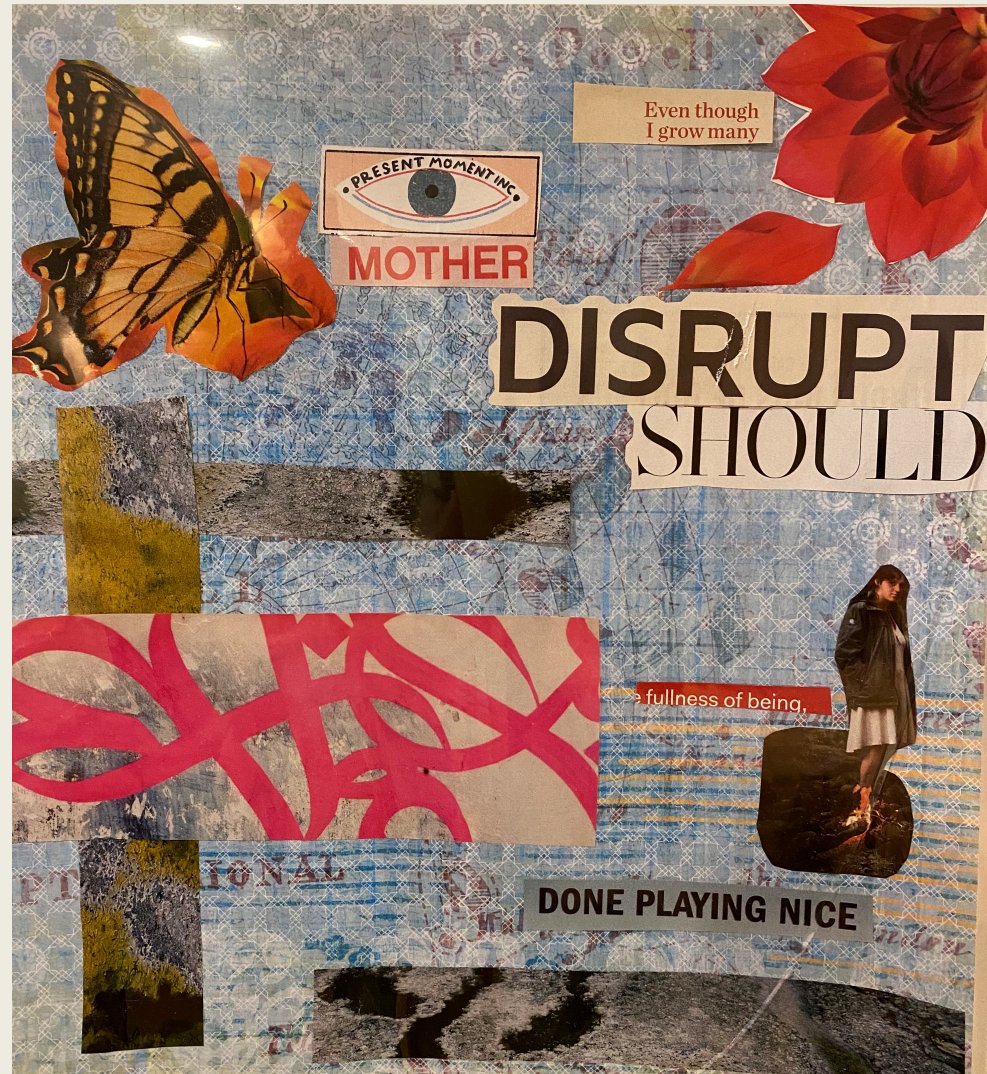
Instagram: the riveterco



Step 2. The Vision Board

Why you should make one, and look at it often –
especially when you can't see past tomorrow

Vision Board: Conceptual



Vision board: Pragmatic

	6 months	1 year	5 years	10 years
Admin/leadership				
Clinical				
Research				
Teaching mentoring				

What is my goal?

What does success look like?

	6 months	1 year	5 years	10 years
Research	Develop niche	First IIT as PI	Speak annually at national meetings	Nationally known for gender gap research: asked to speak at other dept GR

work

Research

Clinical expertise

Admin/Service

Teaching

3 mo.

6 mo

12 mo

3y

5y

10y.

Promotion to
Professor

Chair

0.1 FTE
clinical
research

Develop
focused research

Niche —
tailored to
goals/vision

2 major
publications/
major projects

Speak annually
on CTCL/
research at
AAD/USCLC

Establish center
of excellence in
dermpath
consultations
(CTCL, melanapic)

Nationally known
as CTCL
dermpath
expert

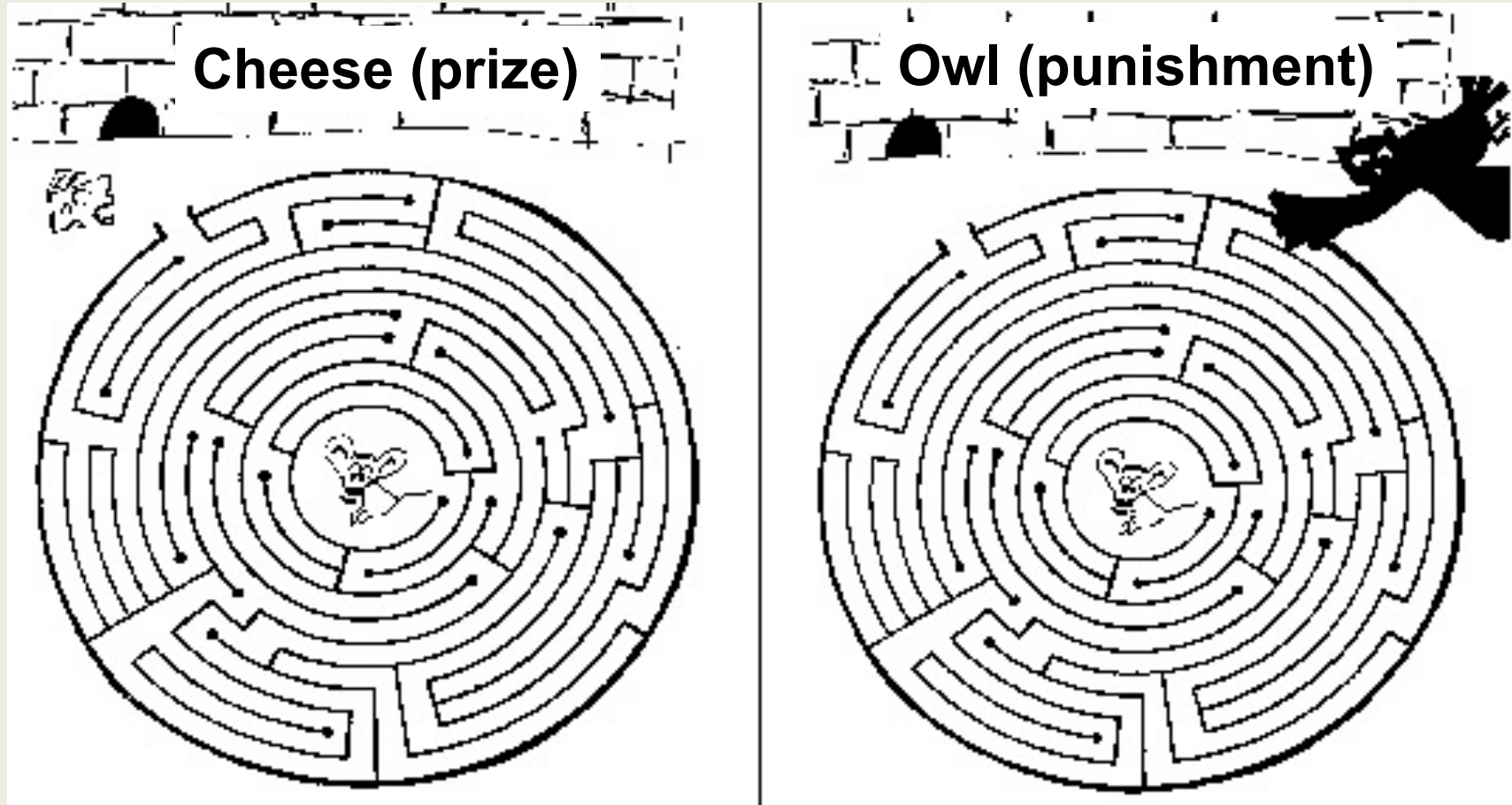
MPH or
certificate in
clinical
research

Grow down with
clinical expert
in important
areas (melanoma, basal,
more diverting)

Work with
2 away
mentees
annually



How vision boards help us: the Owl & the Cheese



Energy flows where attention goes.

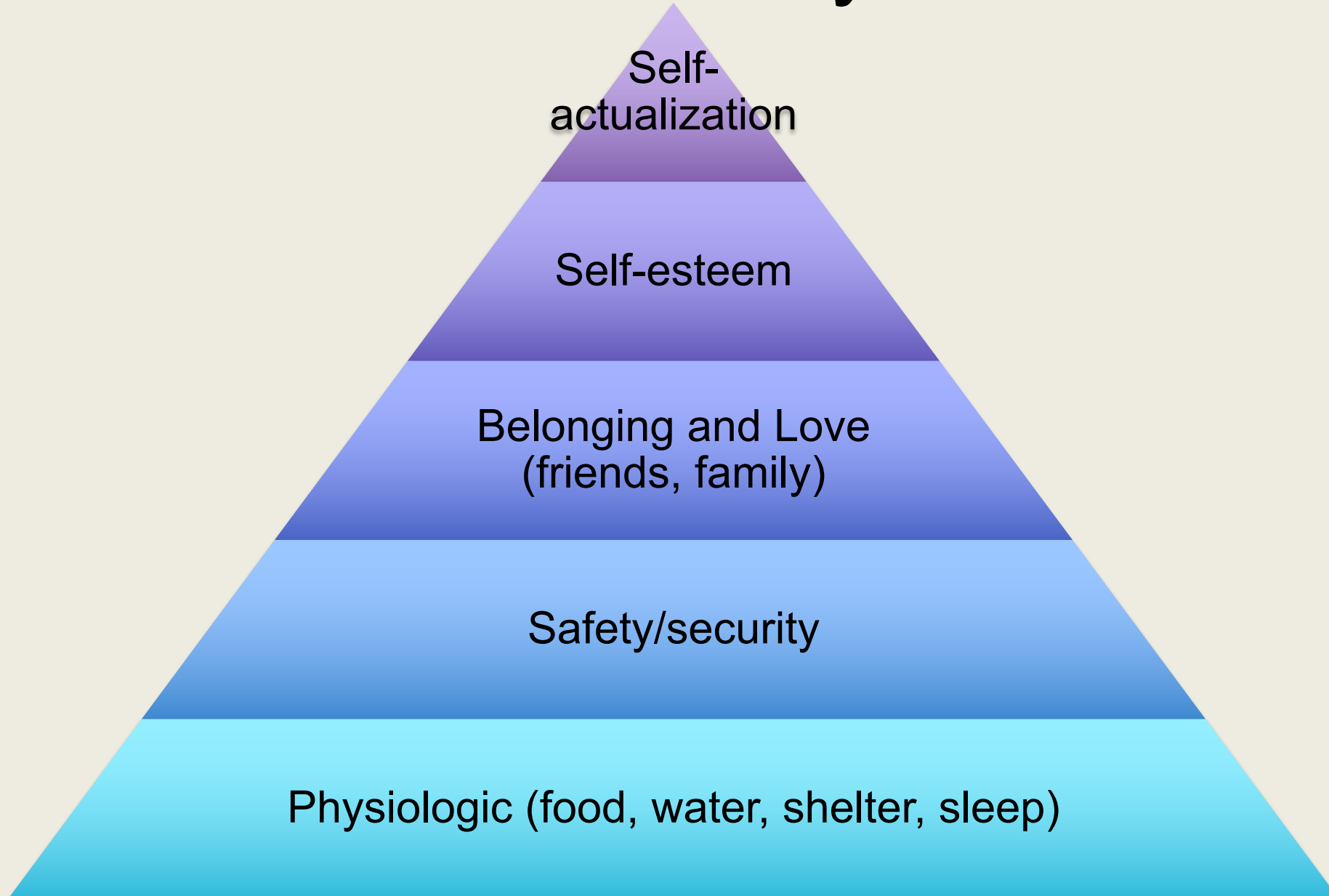
-Tony Robbins

What you think, you become.

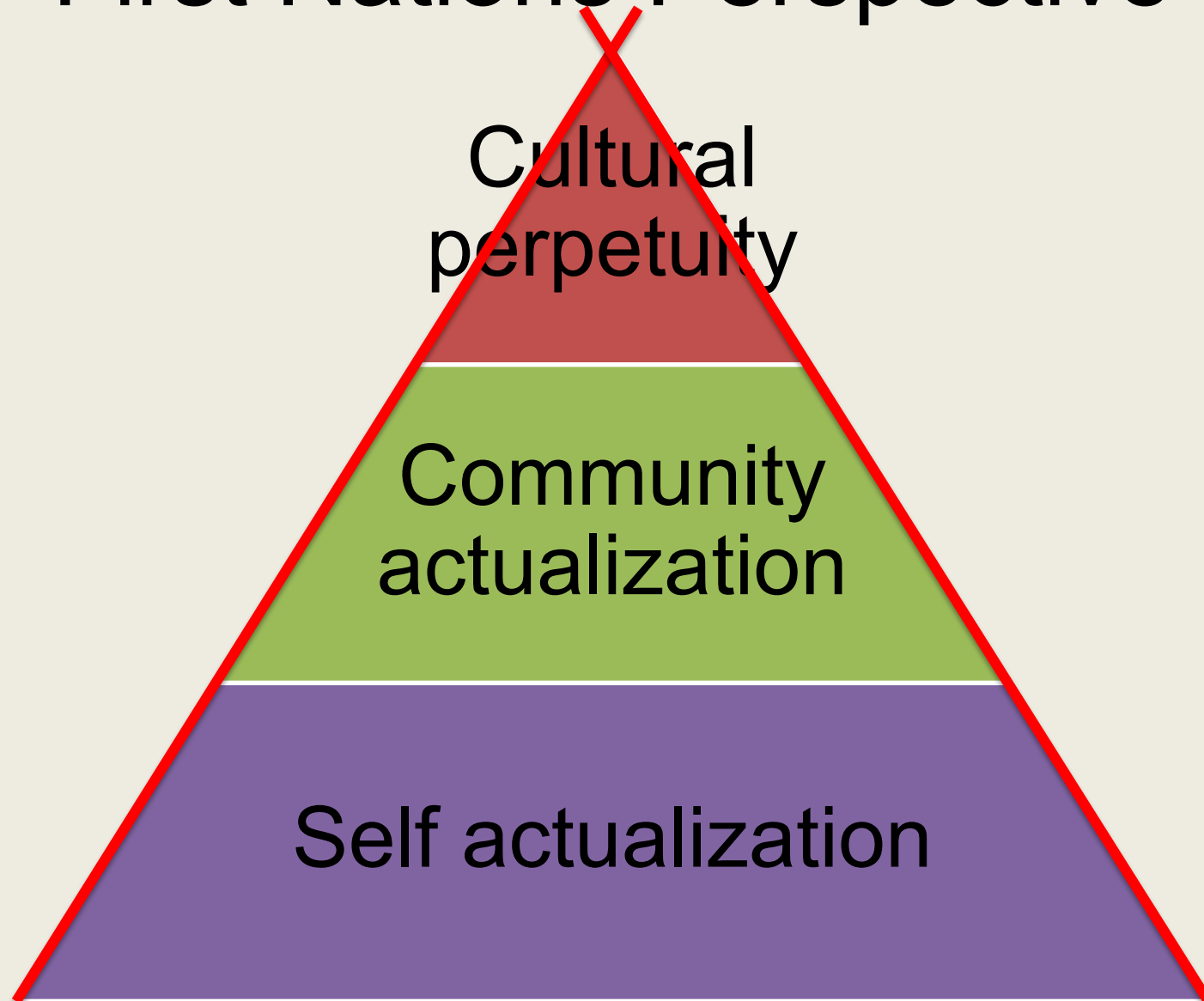
Step 3. Fill your cup

“self-care” isn’t selfish, it is **responsible**

Maslow's Hierarchy of Needs



First Nations Perspective



Self-care \neq Selfish
Self-care = Self-Compassion

“....there is no Creativity Patrol or Soul Police to intervene if we insist on starving our own souls. There is just us. We are the only ones to watch over our own soul-Self...”

-Women Who Run with the Wolves

Clarissa Pinkola Estés, PhD

3 homework tasks

- Set & reinforce boundaries: pick one way to say No and try it out
- Make (or look again at) your Vision Board: keep the cheese in view
- Pick *one* thing that revitalizes you (dance, make art, be kind to yourself) & put it on your schedule at least 2x next week

Resources

- Burnout: the Secret to Unlocking the Stress Cycle (Nagoski & Nagoski)
- Self-Compassion: Kristen Neff PhD
- Brené Brown (anything)
- Women Who Run with the Wolves: Clarissa Pinkola Estés, PhD
- When Things Fall Apart: Heart Advice for Difficult Times. Pema Chodron