Recovering from Human Giver Syndrome (HGS)

*Tips from an actual sufferer

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Women’s Faculty Day 2021

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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.

https://www.themeadows.com/blog/boundaries/
The courage to love ourselves, even when we risk disappointing others.

Brené Brown

Boundaries: Saying No

Dr. Ijeoma Opara liked

Hayden Dawes, LCSW, LCAS 🏳️‍🌈 ...
@hcdawes

Note to self:
Be cautious of a YES from someone who does not know how to say 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

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<th>6 months</th>
<th>1 year</th>
<th>5 years</th>
<th>10 years</th>
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<td>Teaching mentoring</td>
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What is my goal?
What does success look like?
<table>
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<th>Timeframe</th>
<th>6 months</th>
<th>1 year</th>
<th>5 years</th>
<th>10 years</th>
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<tbody>
<tr>
<td>Research</td>
<td>Develop niche</td>
<td>First IIT as PI</td>
<td>Speak annually at national meetings</td>
<td>Nationally known for gender gap research: asked to speak at other dept GR</td>
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work

Research

Clinical expertise

Admin/Service

Teaching

3 mo. 6 mo 12 mo 3y 5y 10y

OAI, FQT clinical outcomes
Surgery
Pharmacotherapies
NICE basics

2 major publications/next projects

Speak annually at CERA

National clinical audit

MDT or committee in clinical research

Write with 2 annual reviews
How vision boards help us: the Owl & the Cheese

Cheese (prize)

Owl (punishment)
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

- Physiologic (food, water, shelter, sleep)
- Safety/security
- Belonging and Love (friends, family)
- Self-esteem
- Self-actualization
First Nations Perspective

Cultural perpetuity

Community actualization

Self actualization

https://barbarabray.net/2019/03/10/maslows-hierarchy-of-needs-and-blackfoot-nation-beliefs/
Self-care ≠ 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