



# Tuning your engine

**Navigating around Burnout on the Road to Resilience**

**Lydia Byhardt, MSW, LCSW**

**Remember the Joy!**

# Our journey ...

- ▶ Starting line (where we began)
- ▶ The road to the field
- ▶ How the road forked
- ▶ What drives the engine
  - ▶ Fuel/Combustion
  - ▶ Red Flags
  - ▶ Finish line
- ▶ Wipe out! – Burnout
- ▶ ReTuning the engine – recovery
- ▶ Navigating from Resilience
- ▶ Legacy in the lead



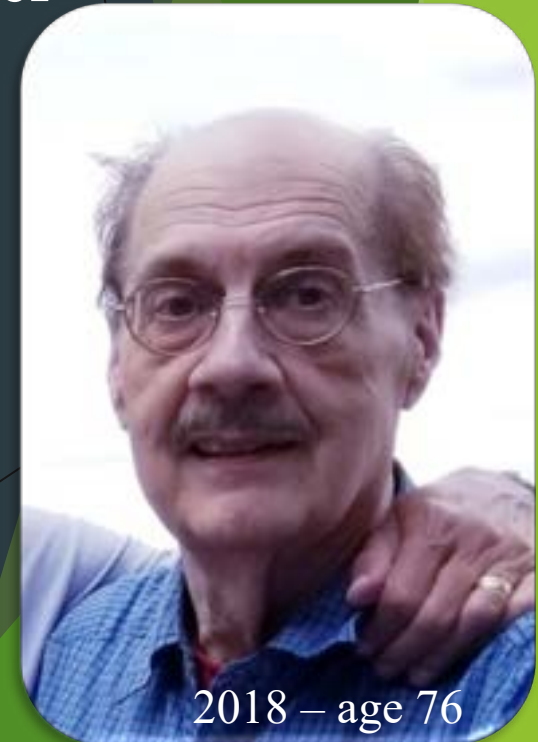
# Our driver

Roger Byhardt, MD FACR

Radiation Oncologist,  
specializing in lung cancer



1997 – age 55



2018 – age 76

# Roger Byhardt, 1942

- ▶ Starting line  
(where we began)



# Roger Byhardt

- ▶ 1960 – High School graduation
  - ▶ Politics
  - ▶ Economy
  - ▶ Community

How about you?

## The Road to the Field

- ▶ College
  - ▶ anonymous scholarship
  - ▶ Work study
  - ▶ Med school

How about you?



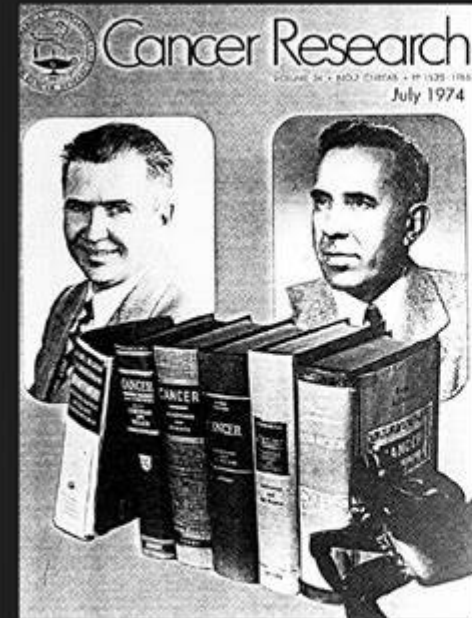
ROGER



The fork in the road

One person

How about you?



**JUAN A. DEL REGATO**

.....  
Cancer Research Advocate

# What drives the engine?



*Lookee, y'all.  
Dae famus.  
By*

Penrose Nuclear Medicine

the thyroid uptake probe which measures activity in the thyroid gland at Penrose Hospital's Department of Nuclear Medicine.

COLORADO

SPRINGS

# GAZETTE TELEGRAPH

Thursday, Nov. 19, 1970

Gazette Telegraph—1-B

...procedures increased sharply in 1969 to 2,621 from 801 in 1968. Procedures are now averaging 300 a month with an estimated total of 4,000 for 1970.

The move to new quarters became possible with the completion of construction of the Cancer Hospital's new Research Building and remodeling of the

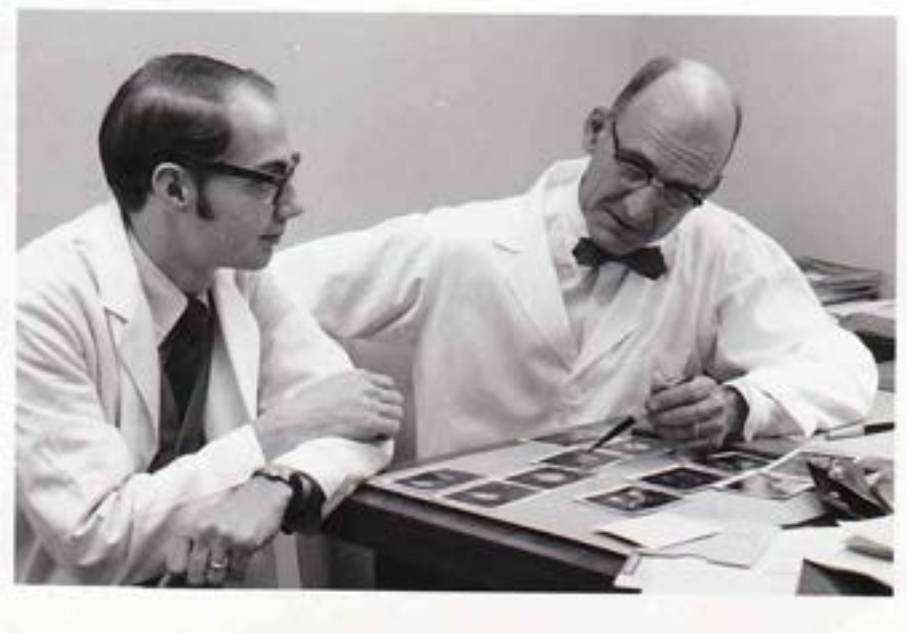
...donors expressed specific interest in nuclear medicine in diagnosis and therapy as well as research into other potential applications of radioactive pharmaceuticals in medicine. Providing the equipment required approximately \$85,000.

"We are now capable of new procedures

...ologist was added to the department. No additional equipment was purchased when a three-magna-scanner was added. With the great procedures, a department was added in the department to thyroid, kidney







# Motivation/Combustion

- ▶ Family
- ▶ Patterns
- ▶ More



“Cancer chose me.”



In 20 years, the only folks  
who will remember you  
worked late...

... are your kids.



“I’m the only one  
who can help.”

“I gotta look like I  
know what I’m doing”

Motivation/Combustion



# Imposter Syndrome

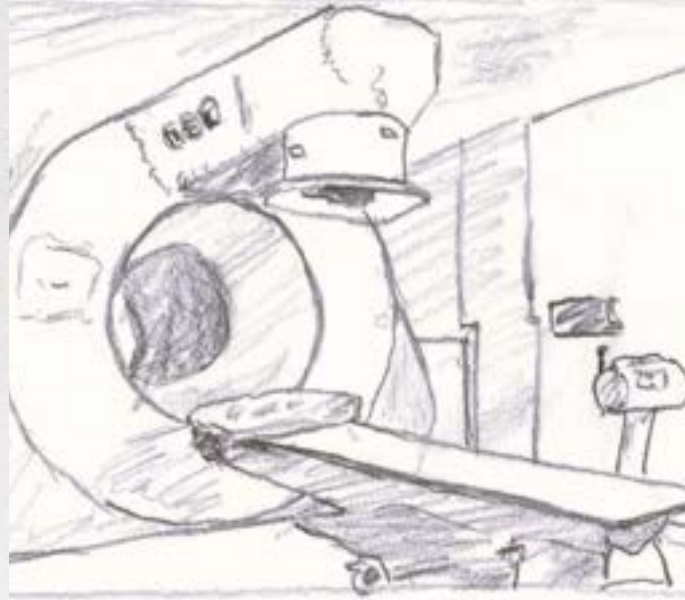
AMA Survey

- 40.4%—minimal
- 36.4%—moderate



# Because Cancer Doesn't take a Holiday

- ▶ What is YOUR motivation?



# Big Mel



“Share not just what you know, but also how you are! Spread your passion. Be an example people want to follow. You don’t have to be like me. Be your best self! Challenge yourself to grow beyond your own wildest dreams.”

Roger Byhardt, MD, FACR

# The Bumps in the Road







# BURNOUT!

1. Physical Symptoms
2. Emotional Exhaustion
3. Social Withdrawal / Depersonalization
4. Decreased sense of accomplishment, feeling powerless

<https://www.cityofhope.org/warning-signs-caregiver-burnout>



## Time for a Tune Up

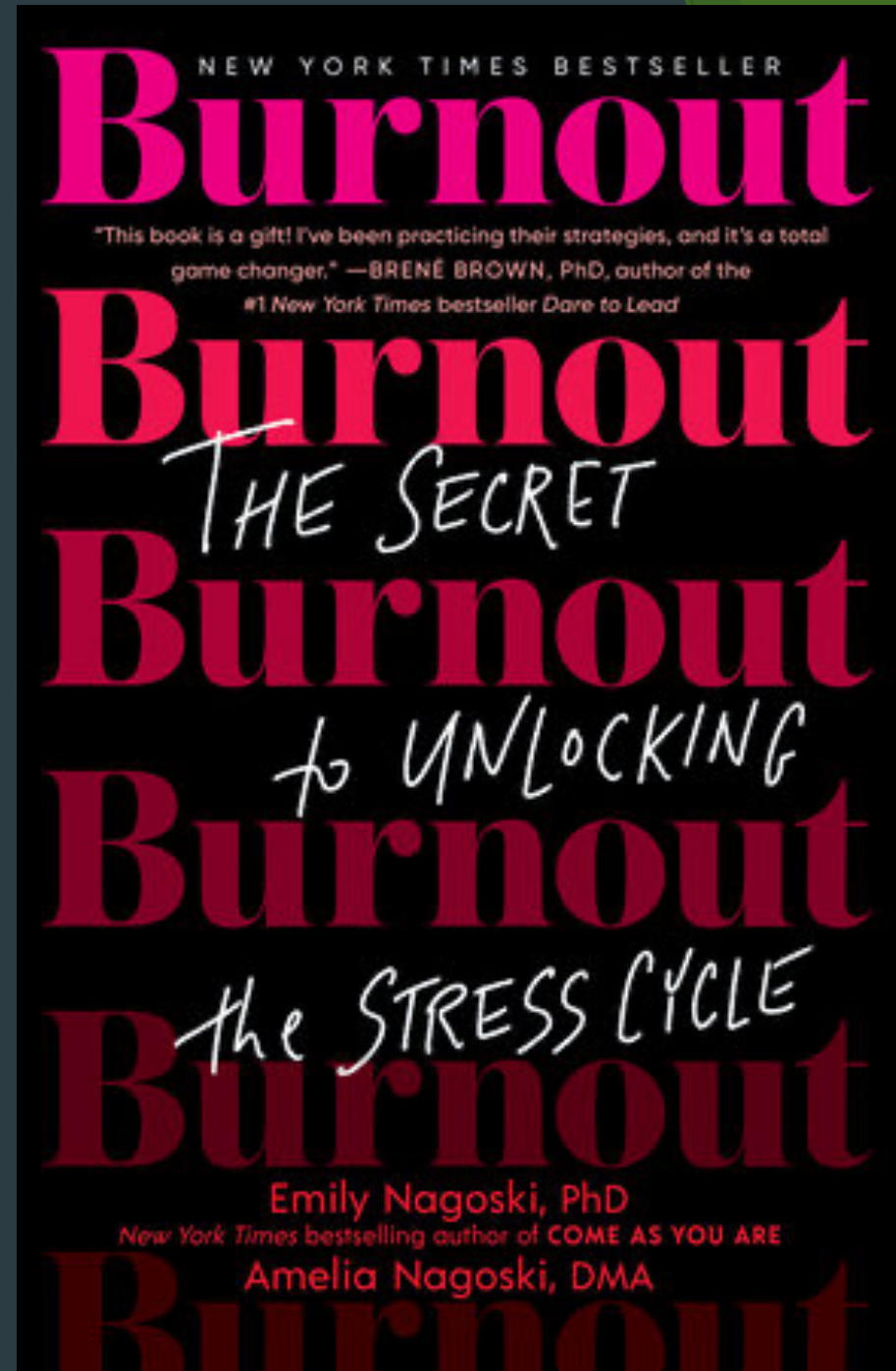


“Take time for wellness, or you will be forced to take time for illness.”

## Stress Cycle

- ▶ Burnout- The Secret to  
Unlocking the Stress Cycle
- ▶ Emily Nagoski, PhD,  
Amelia Nagoski, DMA

Stress Vs. Stressor



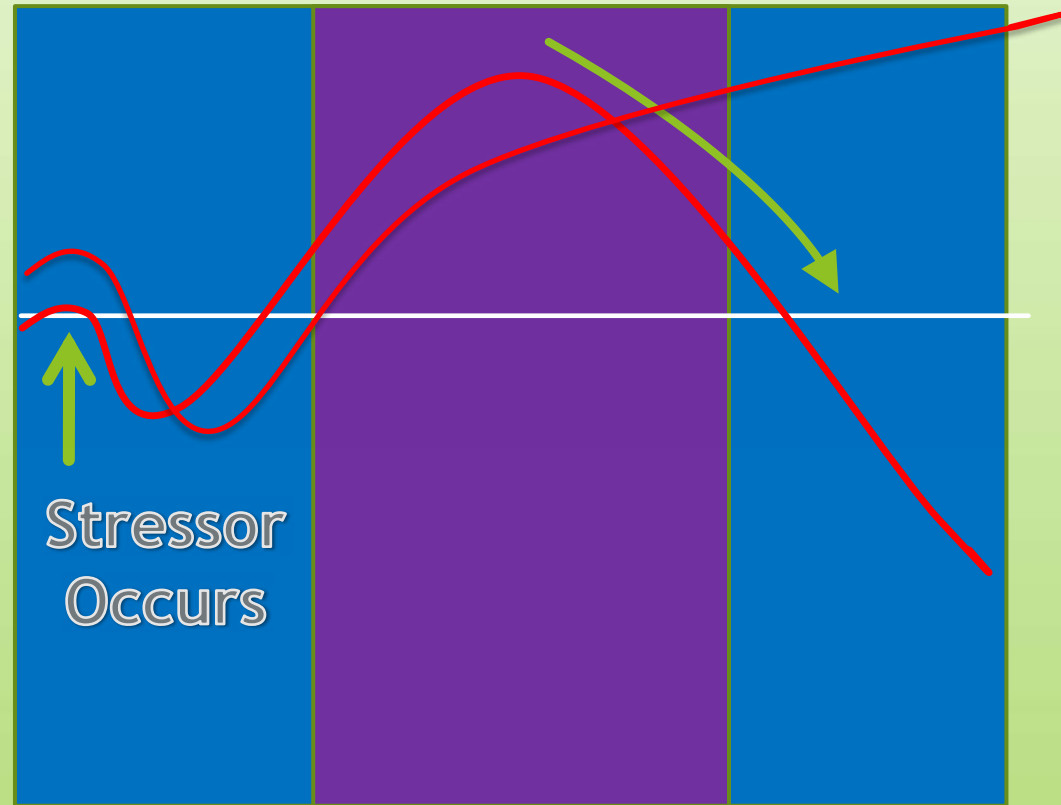
# Stressors



# Stress Response

The body's resistance to stress is limited.... then exhaustion sets in

## Mental Stress

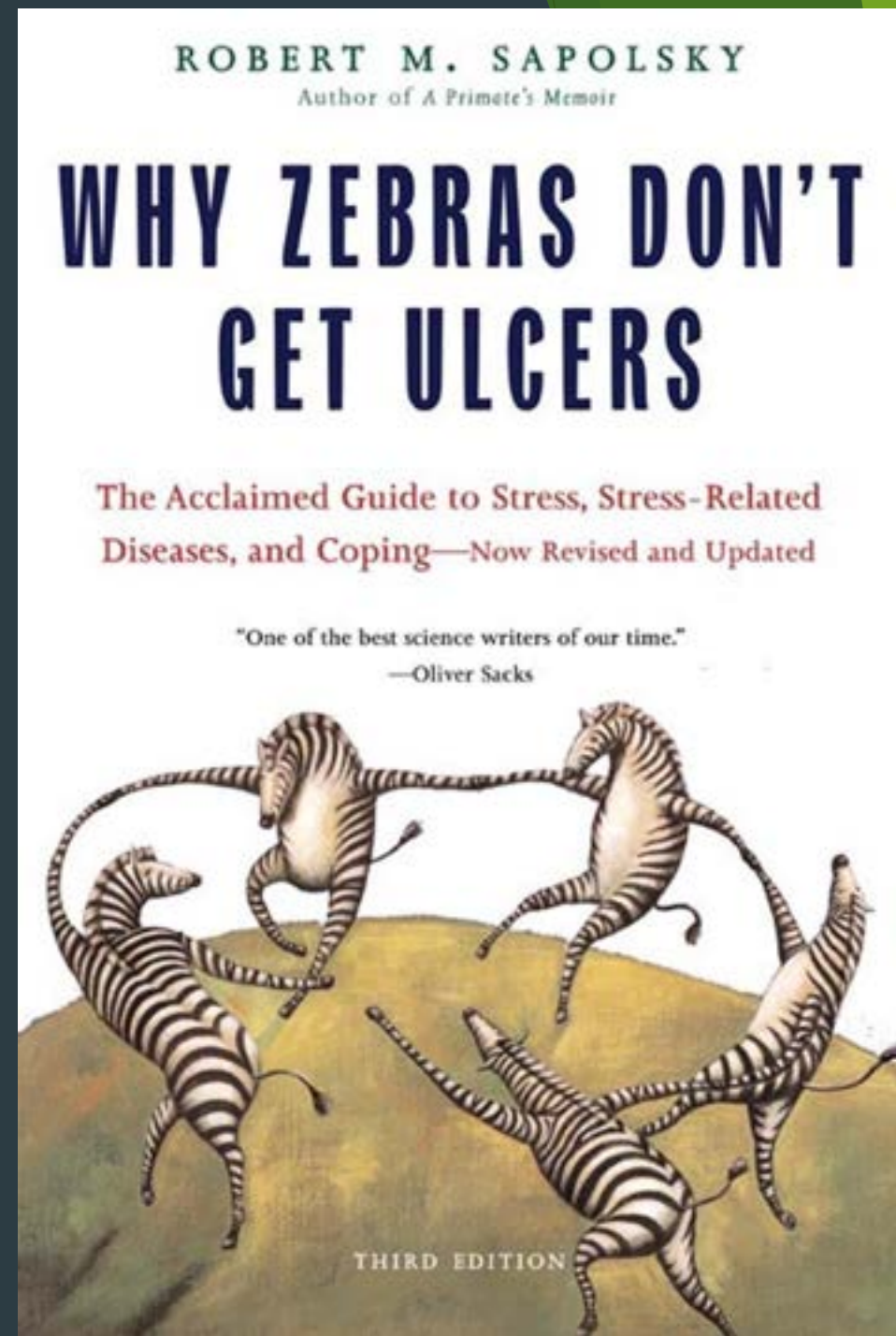


Phase 1  
Alarm  
Reaction  
(mobilize  
resources)

Phase 2  
Resistance  
(defence with  
actions)

Phase 3  
Exhaustion  
Recovery  
(Reserves  
(back to  
Depleted)  
baseline)

Why Zebras Don't Get Ulcers by  
Robert Sapolsky, PhD.



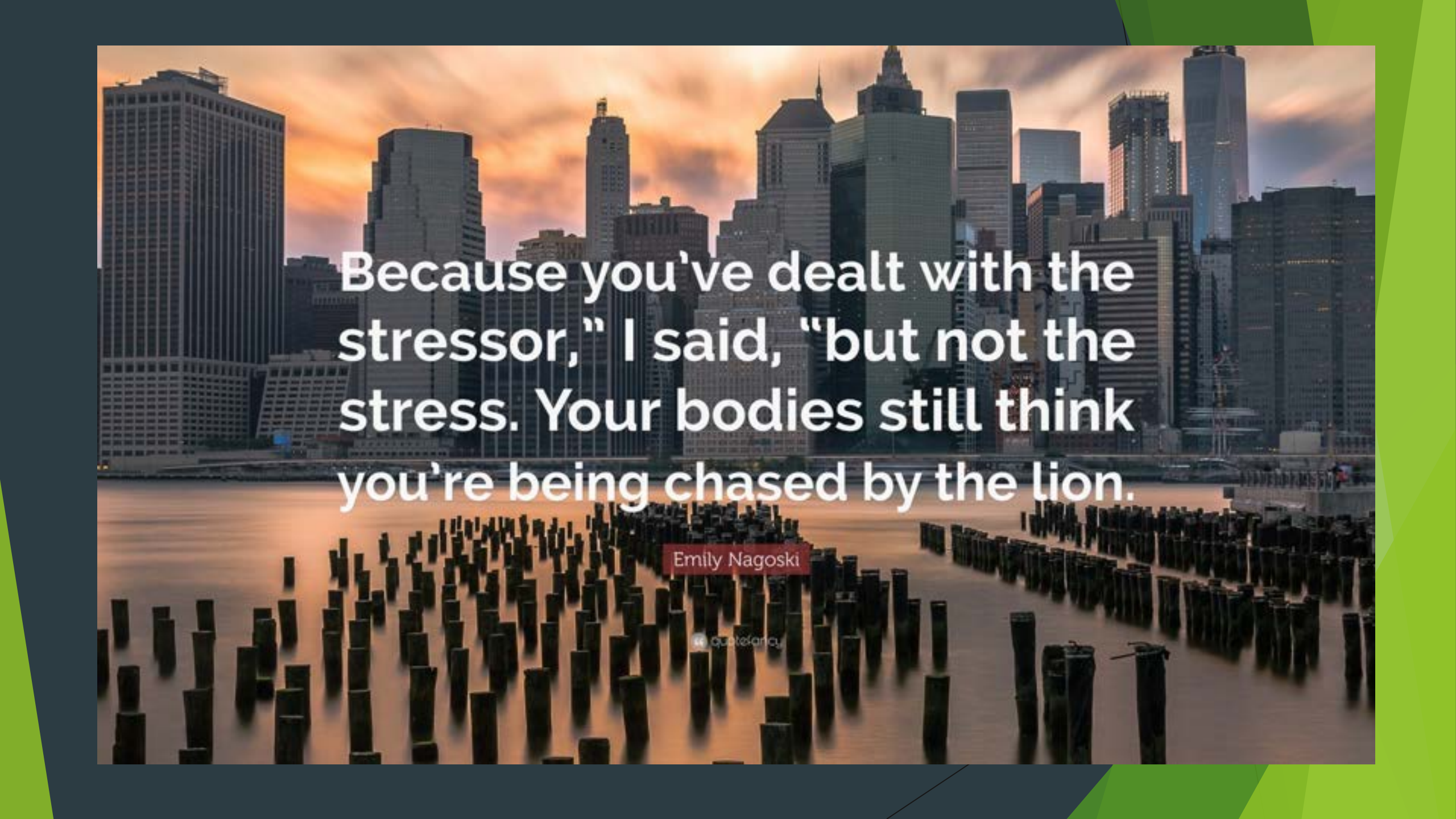
# Stress Cycle

Stress language is Body language

Trauma responses

- ▶ Fight
- ▶ Flight
- ▶ Fix
- ▶ Freeze
- ▶ Fawn



A photograph of a city skyline at sunset, with a field of wooden posts in the foreground. The sky is filled with orange and yellow clouds, and the city buildings are silhouetted against the light. The foreground shows a large number of dark wooden posts standing in a field, possibly a construction site or a field of reeds. The text is overlaid on the image in a white, bold font.

**Because you've dealt with the stressor," I said, "but not the stress. Your bodies still think you're being chased by the lion.**

Emily Nagoski

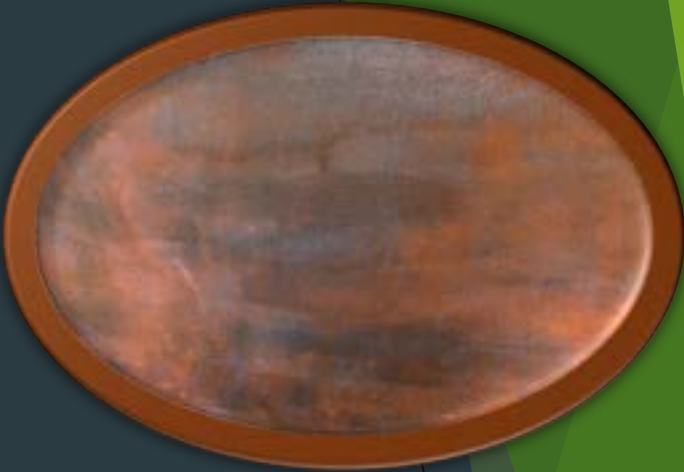
quote fancy



# Complete the Stress Cycle



# Shifting Gears



# Self-care



~~Toxic  
Positivity~~



# Toxic Positivity

“

**Toxic positivity is forced, false positivity.** It may sound innocuous on the surface, but when you share something difficult with someone and they insist that you turn it into a positive, what they're really saying is, *My comfort is more important than your reality.*

– Dr. Susan David, Author of *Emotional Agility*



Brené with Dr. Susan David  
on the Dangers of Toxic Positivity



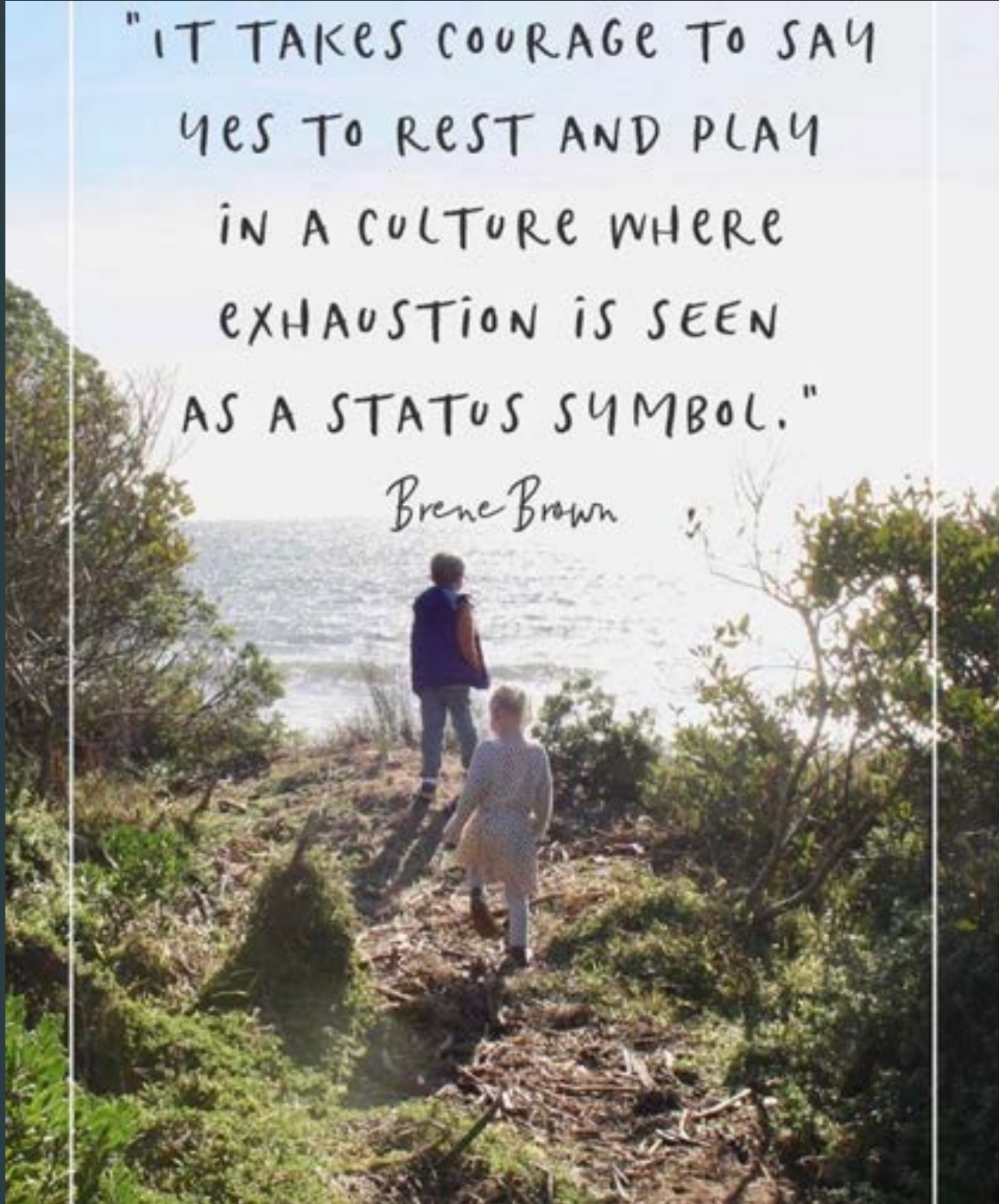
# Completing the Cycle

- ▶ Breathe
- ▶ Saying YES to yourself
- ▶ Connect
- ▶ “Wellness is not a state of mind, but a state of action” (Nagoski)
- ▶ Give yourself permission to REST



"IT TAKES COURAGE TO SAY  
YES TO REST AND PLAY  
IN A CULTURE WHERE  
EXHAUSTION IS SEEN  
AS A STATUS SYMBOL."

Brene Brown



<https://thenapministry.com/>

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# REST IS RESISTANCE

'Essential...Rest is a necessary step in reclaiming our power to resist systemic oppression.' Ibram X. Kendi, author of *How to Be an Antiracist*

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**Free yourself from  
grind culture and  
reclaim your life**

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**TRICIA HERSEY**

**FOUNDER OF THE NAP MINISTRY**

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# FIGHTING BURNOUT



## Other ways to complete the stress cycle

- ▶ Breathe
- ▶ Get Physical
- ▶ Create
- ▶ Cry
- ▶ Touch
- ▶ Laugh



## Nature of Resilience

- ▶ Boundaries
- ▶ Rest
- ▶ Recharge
- ▶ Connect
- ▶ Making meaning – turning into your FUEL

## Skill Areas For Building Student Resilience









## ReFuel with your WHY

- ▶ How are you writing your story?
- ▶ What is your WHY?

# Making meaning from challenge...



Wisdom from the silver side of time...



“Slow down to find  
the guidance  
IN YOU”

# I WAS JUST ABOUT TO CALL YOU!

AND OTHER MYSTERIES



A NOVEL



# $E=mc^2$

MEDICINE, FATHERHOOD, AND QUANTUM ENTANGLEMENT

BY ROGER BYHARDT, MD & LYDIA BYHARDT BOLLINGER, LCSW

BY LYDIA BYHARDT BOLLINGER, LCSW & ROGER BYHARDT, MD



Randall Biedermeier is a young cancer doctor in the late 1970s, heading up the radiation treatment department at a Midwest Veteran's hospital. The barebones clinic staff struggles to keep up with the patient load and governmental red tape. Randall leans on the security of science to juggle reluctant patients, resistant staff and his own self-doubts.

Just when he thinks he's got his work life under control, the universe laughs. Bizarre and mysterious events flip him sideways, threatening the stability of his scientific mind.

At home, Randall finds little respite from that altered reality, where he and his family deal with more bizarre occurrences that defy logic or reason. Beyond the usual parenting vexations, they navigate night terrors, prescient visions, visitations and things that go bump in the night. Randall seeks a "scientific" answer, but what he finds, as he follows a trail of breadcrumbs down a circuitous garden path, is that the answers require a deep dive down Einstein's "spooky" quantum rabbit hole.



Roger and Lydia, Father and Daughter

ISBN: 979-8-9879761-0-4 \$16.95  
51695  
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SELF-AWARENESS AND  
SELF-LOVE MATTER.

*Who we  
are is  
how we  
lead.*

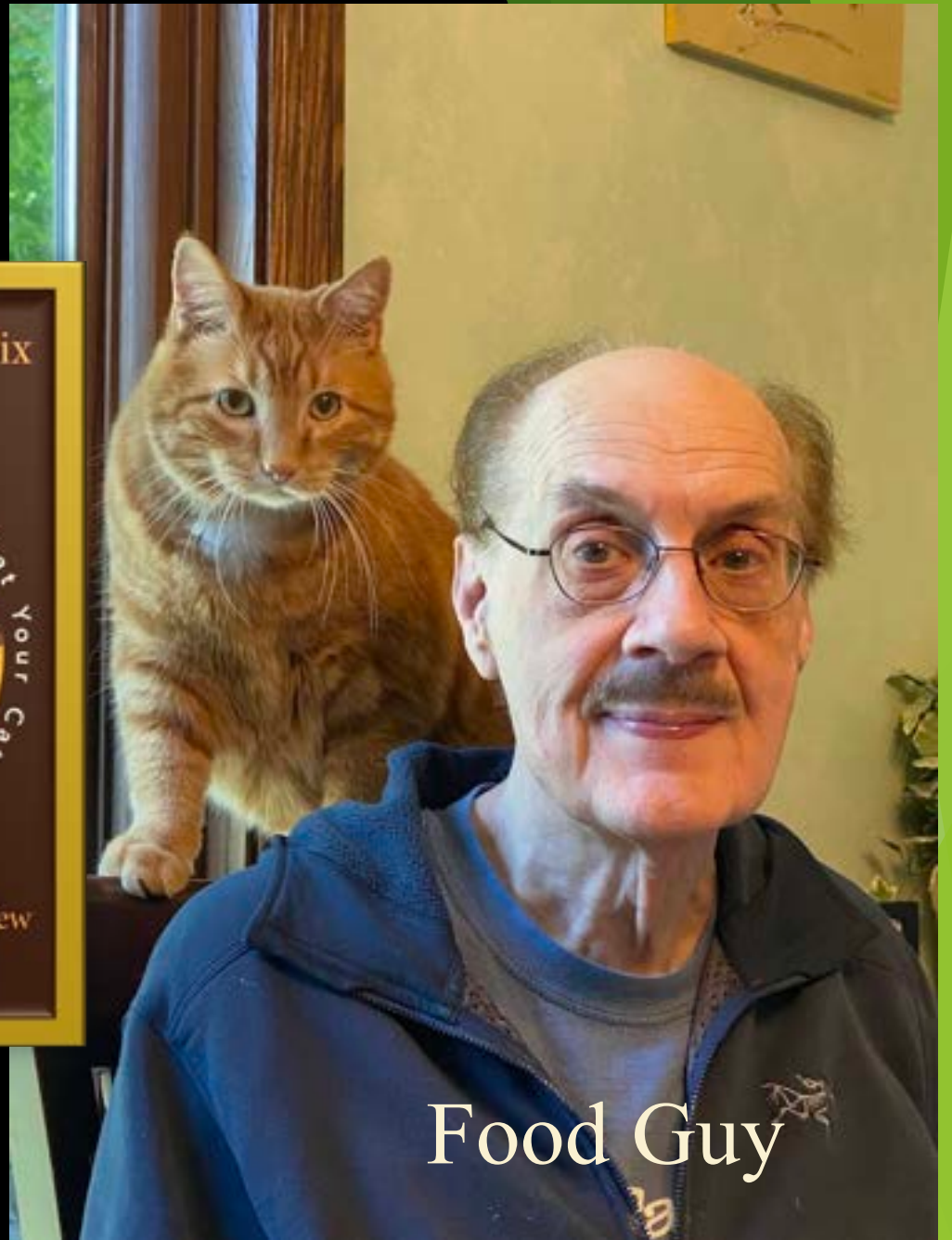
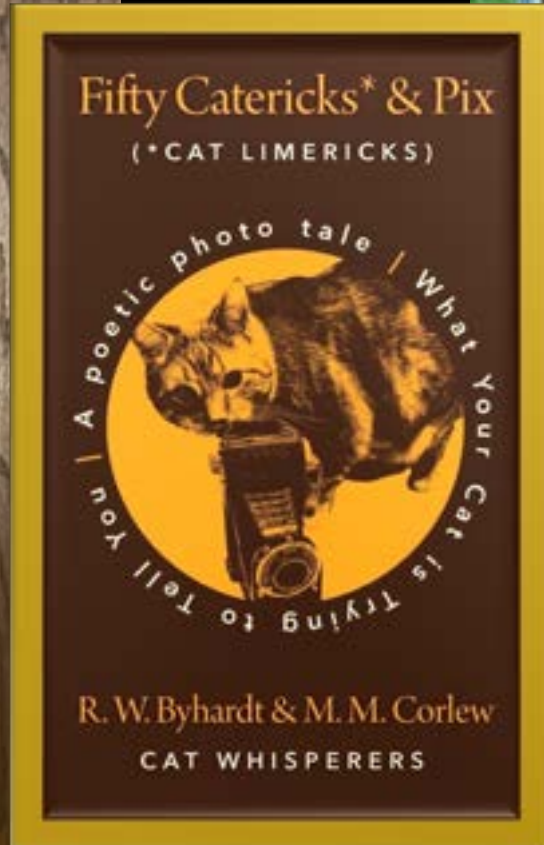
 Brené Brown



**“All of us is smarter  
than any of us”**



Einbert Alstein, FD



Food Guy



# MCW



Celebrating 125 years  
of knowledge changing life

*Roger - You set the bar high and are an  
inspiration to us all! Hope our paths cross  
during 2019. You suggest enjoying attending the  
MCW Retired Faculty Committee meetings. Best!  
Frank*

## Paying it Forward Through Planned Gift

**R**oger W. Byhardt, MD '68, was an aspiring scientist with a burning desire to attend medical school, but his pockets were empty. In 1964, the \$4,500 annual tuition to attend MCW's predecessor institution (the Marquette University School of Medicine) was far beyond his reach. "It sounds like peanuts now," Dr. Byhardt recalls, "but it was a major chunk of money then."

He met with then-director of admissions, Bessie Casey, who told him about a scholarship that would pay his tuition as long as he maintained good grades and was financially in need. "She saw the dust in my pockets and I got the scholarship. If I wouldn't have had access to that money, I never would have been able to become a doctor," notes Dr. Byhardt.

A longtime faculty member before retiring in 2013, Dr. Byhardt joined MCW in 1975 as lead physician in the department of radiation oncology at what is now the Zablocki VA Medical Center. He served as chief of radiation oncology there for 34 years.

Dr. Byhardt was renowned internationally as an expert in lung cancer treatment. He helped shape the direction of clinical lung cancer research in the US, and developed and imple-

"If, because of my gift, just one new doctor is able to positively impact as many patients as I have seen over my career, it would be a great start in paying back the investment that was made on my behalf from 1964 to 1968."

— Roger W. Byhardt, MD '68

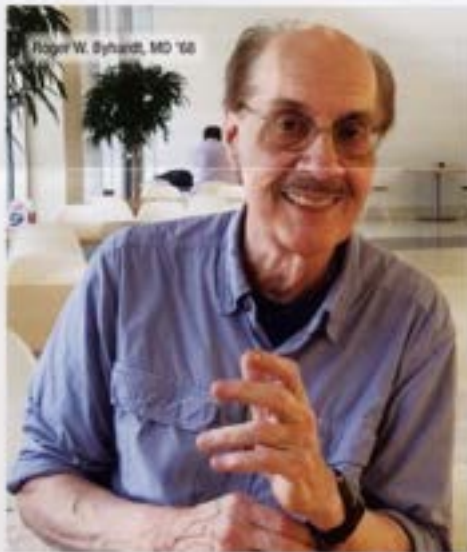
mented pioneering clinical trials regarding the use of radiation therapy in lung cancer. Dr. Byhardt was highly involved in the education of medical students and residents, and was a role model for junior faculty and budding clinical researchers. He received MCW's Distinguished Service Award in 2010.

In 2008, in honor of his 50<sup>th</sup> class reunion, Dr. Byhardt joined MCW's Legacy Society by making a substantial planned gift to support medical student scholarships to pay forward the assistance he once received. "I came back to MCW as a faculty member, and while serving on the Admissions Committee, I was

shocked by what the tuition had climbed to. I thought to myself, 'I've got to pay this back somehow. I've got to make sure that needy students like myself have a chance to be admitted.'"

He continues, "I was able to set up a trust so that when I pass from this life, there will be an endowment that will go to one needy MCW student in order to defray some of the tuition cost. That to me is very important, because there may be a student out there who is really bright and would make a very good doctor - but is not able to do it financially. If, because of my gift, just one new doctor is able to positively impact as many patients as I have seen over my career, it would be a great start in paying back the investment that was made on my behalf from 1964 to 1968. The scholarship I received paved my way to medical school. I encourage other MCW grads to pay it forward and make it possible for worthy but needy students to have a smooth road to an MD degree."

Dr. Byhardt's legacy is a gift that will continue to "pay it forward" by supporting scholarships. — SARAH L. WILKINS



### THINKING OF MAKING A GIFT?

To learn how to leave a legacy that will benefit someone's tomorrow, contact Stephen Davis, director of planned giving, at (414) 805-3300 or [legacy@mcw.edu](mailto:legacy@mcw.edu).

# Legacy in the Lead

“...the long-lasting impact of particular events, actions, etc. that took place in the past, or of a person’s life.”



## Community Partnership Program Impact Map

Filter by: Funding cycle ▼ Tier ▼ Project Status ▼ Cancer Types ▼ Cancer-related topic ▼ Cancer continuum ▼ County ▼ Applicant City ▼

SINCE 2014

**\$5.1M**  
FUNDS GRANTED

More than \$5.1M has been granted to 194 proposals across Oregon.

SINCE 2014

**101,371**  
# PEOPLE REACHED

To date, more than 101,000 Oregonians have been reached through the program.

SINCE 2014

**624**  
# PARTNERSHIPS SUPPORTED

To date, 624 partnerships have been supported or created by the program



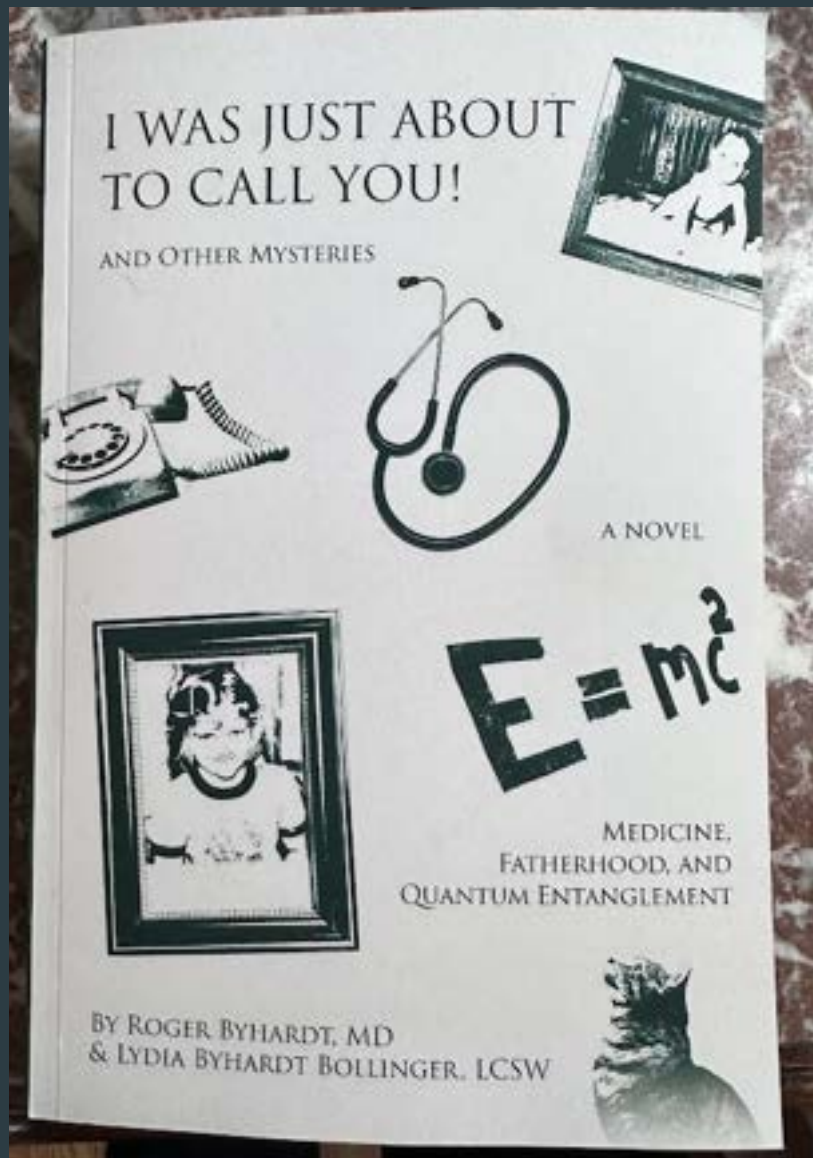


# Mission

- **Support** Oregon communities in identifying and addressing their most pressing cancer-related needs.
- **Enhance collaboration** between Oregon communities and OHSU to address local cancer issues and cancer health disparities.
- **Foster the skills and abilities** of communities to ensure efforts to address local cancer issues are sustainable long-term.



**¡ Traemos esperanza a la comunidad!**



Available on  
Amazon

