

BETTER TOGETHER

coaching

Month 4 Workbook

ADVANCED PRACTICE PROVIDER

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WELCOME

HELLO FRIEND,

This month's work is about creating confidence and managing transitions. We will introduce a framework to help unpack the feedback: "be more confident", and use deliberate strategies to build confidence in new skills and in yourself. We will then think deliberately about transitions we are constantly going through, and how to manage them with intention.

Finally, you will spend some time envisioning your future self and deliberately taking steps to become her. This will involve the sometimes uncomfortable work of generating self-appreciation and self-compassion and rewriting your old stories.

Thank you for joining us in this work, it's been amazing to share this with you..

We are so proud of you!

- ADRIENNE, TYRA & THE BT TEAM

CONFIDENCE

Many of you came to this program desiring to build confidence at work. Perhaps you've been given feedback to "just be more confident." What does that even mean?

This week, we will introduce you to two types of confidence.

1) TASK CONFIDENCE

Task- confidence is the belief that you can do something because you've done it before. It is externally validated. You have seen yourself do it, and others may have seen you do it too. Examples of task confidence might be:

- Paying your bills every month
- Brushing your teeth twice per day
- Writing admit or discharge orders
- Pouring hot water from a kettle into a mug

Making a mistake in one of these tasks generally doesn't lead to self-doubt. You still know you can do it next time, no problem.



List 5 tasks you are 100% confident in your ability to perform:



CONFIDENCE

2) SELF-CONFIDENCE

Self confidence comes from a belief that you can do something you have not yet mastered, or have never done before.

It is INTERNALLY validated.

It means that even if you fail, you will get up and try again. It means that even if the goal is far away, you know you can complete all the steps to reach the goal, even if you've never done them before.

Self-confidence is having your own back. It is REQUIRED before you can achieve task confidence.

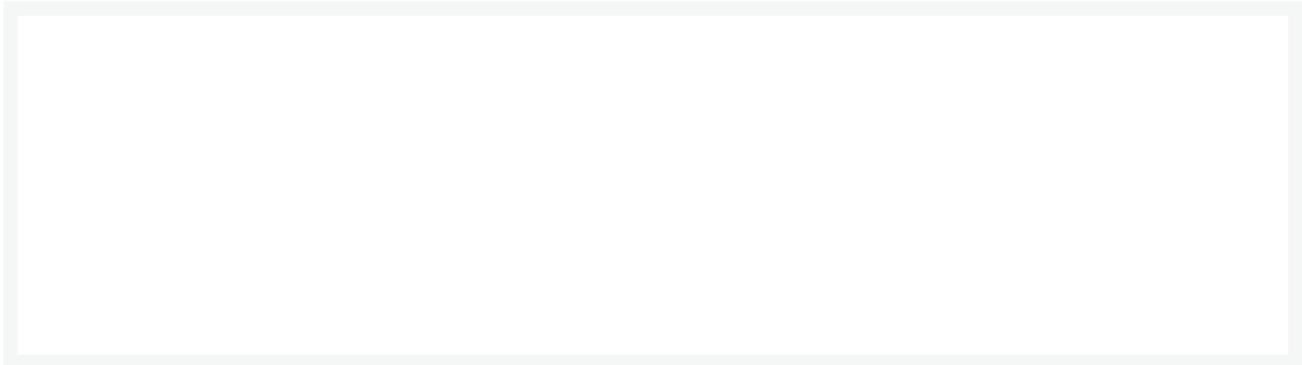
Think back to when you decided you would become a APP. At that time, you may not have known every step that would be required: the undergrad pre-reqs, the GRE, you had no idea what the day-to-day life of an APP student would be like.

You became an APP because at some point, you believed you could before you had evidence. Then, you built task confidence in hundreds of new skills like memorizing human anatomy, learning how to perform a physical exam, take a history, do procedures. All because you believed you could.

CONFIDENCE

What to do with the feedback "Be More Confident"?

Have you ever heard this feedback? What was the context of this feedback for you?



Very often, as a learner, the feedback: "be more confident" is interpreted as: "have more **TASK CONFIDENCE**" which is confusing. We think: "How can I be more confident? I haven't mastered that task, it doesn't feel right to be confident about this yet."

But what if that feedback really meant that we should have more **SELF-CONFIDENCE**. What if it means: "trust yourself, I've got your back", "believe in yourself", or "You've got this."

Task-confidence is a feeling that comes from your thoughts about a task, usually after you've done it many times. It is a result of success.

Self-confidence comes from your thoughts about yourself. It's the story you tell to believe that you can accomplish your dreams BEFORE you've done them.



TASK VS. SELF-CONFIDENCE

What does confidence mean to you?

Where does task-confidence come from?

What work skill do you have a lot of task-confidence in? Why?

Where does self-confidence come from?

Do you have a lot of self-confidence? Why or why not?

Why do you want self-confidence?



TASK VS. SELF-CONFIDENCE

What is the best way to get more self-confidence?

What thoughts get in the way of you having self-confidence?

Do you have any fears about being more self-confident or the success that might come with it?

What is a result you have right now that you don't want?

What is the result you want instead?

How will self-confidence get you there?

CREATING SELF- CONFIDENCE

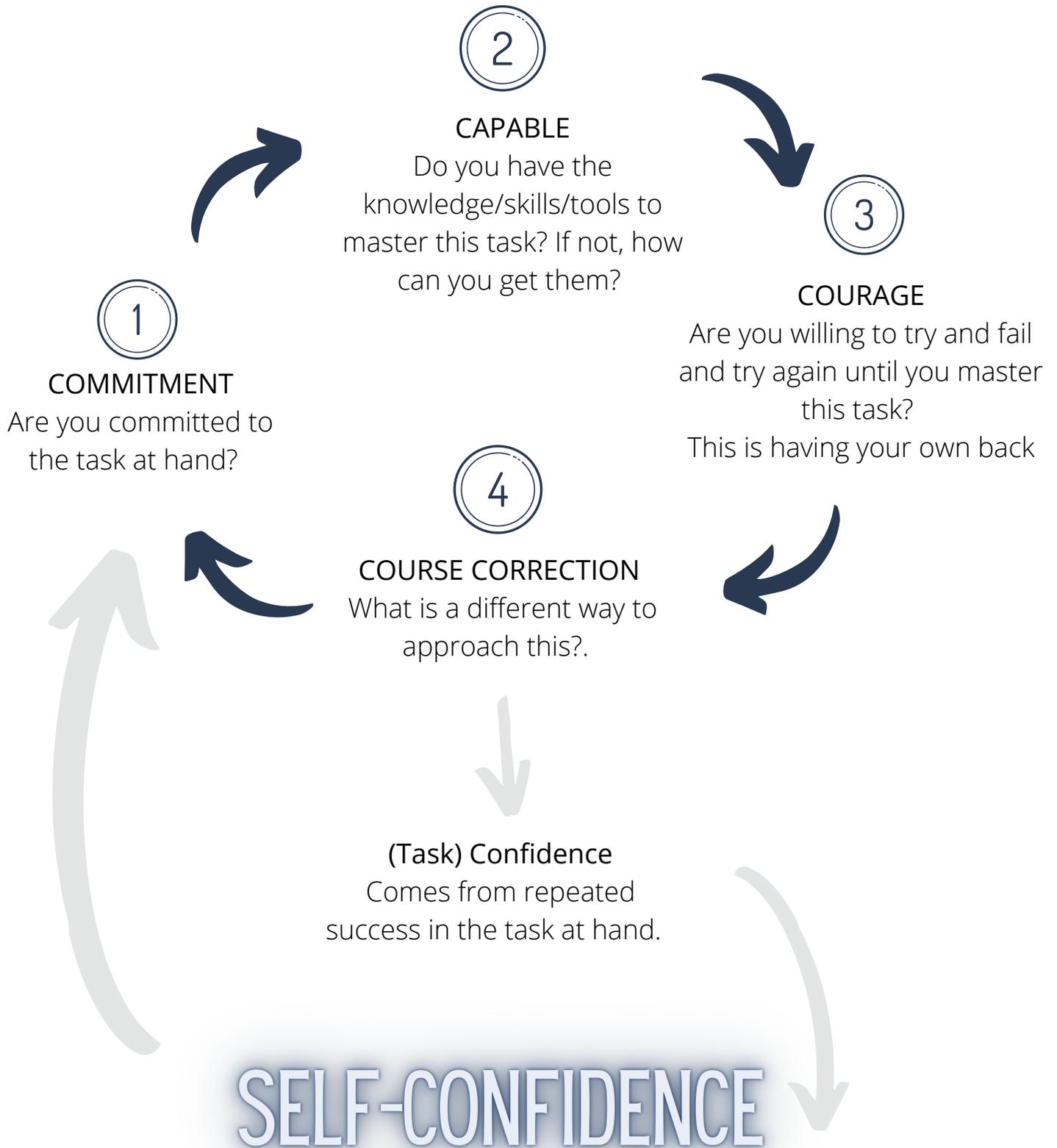
What is Self-Confidence?

A feeling! It goes on the F line of your model. What actions do you think come from the feeling of self-confidence?

When you have self-confidence, would you take more risks? Talk to more people? Set more goals? Achieve what results? What would you do with more self-confidence? Write about it here:

Self-confidence comes BEFORE you have created your new result.

THE 4 C'S TO CREATING CONFIDENCE



CREATING SELF-CONFIDENCE

Isn't too much confidence a bad thing?

Is it possible to have too much confidence? What do you worry about you think about creating confidence within yourself? What is the downside?

You might worry that too much confidence means that you could become arrogant. Is that true? Why or why not?

Arrogance comes from a place of scarcity, and requires comparison to someone else with more or less than you. Arrogance comes from insecurity. Confidence, on the other hand, knows that everyone is worthy and capable, and there is plenty of room at the top for everyone who wants to be there.

CREATING SELF- CONFIDENCE

Why is this so hard?

Remember, negativity bias is part of your brain's hard-wiring. This is meant to protect us, but in some cases gets overdeveloped and holds us back.

Additionally, those who identify as women tend to be socialized to be *humble* (what does this mean to you?), so from an early age, we may be conditioned away from self-confidence. We give up our belief in ourselves for the illusion of safety, security, and consistency.

That's okay. We can start by developing awareness and curiosity around the thoughts that keep us stuck.

Take Home Point

Self-confidence is knowing you can handle any emotion. It means that you have your own back. It means that you expect to fail sometimes and help yourself back up. It requires commitment, capability, courage, courage, and more courage. Finally, confidence begets confidence. The more you believe you can, the more you will.

DARE OF THE WEEK

One of the best ways to build self-confidence is to challenge yourself to do things you don't normally do. This week, dare yourself to do one thing new, different, or uncomfortable. Some ideas might be:

- *volunteering to present a learner or faculty development presentation*
- *sharing about something you are proud of*
- *being the first one to speak up at your next division meeting*
- *asking for something you want, but don't think you will get (like a promotion, or a free dinner at your next outing!).*

What can you dare yourself to do this week?

What are your thoughts about it?

Take one thought and fill in a model here:

DARE OF THE WEEK

Now write an intentional model with SELF-CONFIDENCE (or committed, capable, or courageous) in the F line, and completion of the dare in the R line.

Go do your dare, and write about it here: What did you learn about yourself? What will you do next?

TRANSITIONS

This week we will be unpacking why times of change and transition are so challenging to wrap our brains around.

In the Model, a **CHANGE** is a circumstance.

- *Bedside Nurse --> Nurse Practitioner*
- *Incorporating telehealth visits*
- *New job*
- *End of a relationship*
- *Beginning of a relationship*
- *Moving*
- *Becoming a Parent*
- *Becoming an empty-nester*
- *Getting a pet*

What changes are on the horizon for you?

The **TRANSITION** is what we make the change mean. It is the process of internalizing and making sense of the change and moving from old to new.

This goes on the T line.

What are some of your thoughts about your upcoming change?

TRANSITIONS

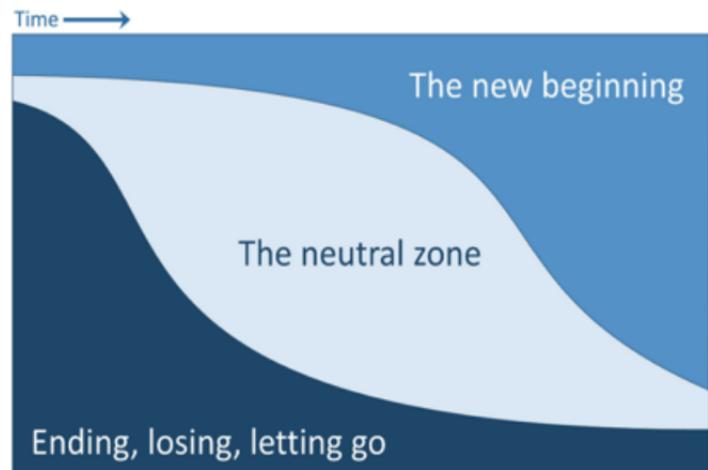


Let's consider Caleb, a clinician who is switching practice locations. He is excited to move to a new city, but also notices some restlessness about it.

We will use William Bridges' framework. Notice how you are often in all three phases at once! Some are just heavier than the others at any given time.

Phase 1: The Ending

This is when you learn something will end. This can be painful, leading to thoughts of regret, worry, uncertainty, or nostalgia, or it may be a welcome ending.



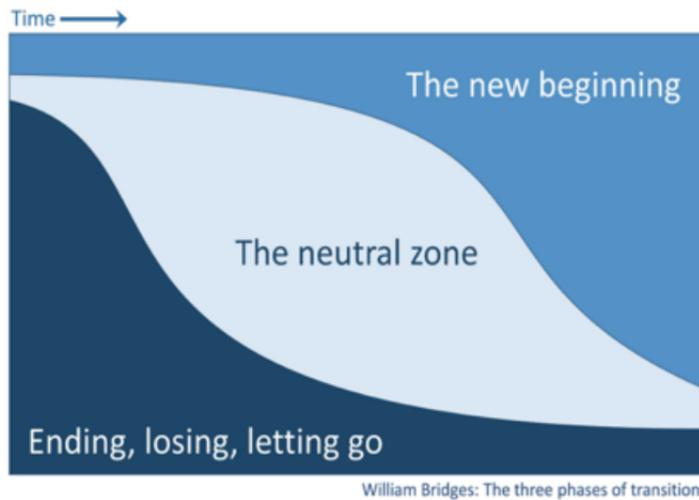
William Bridges: The three phases of transition

How to make the most of it:

This is a chance to get closure. **Rituals are helpful here**, even whispering *goodbye* as you leave the hospital provides this. Any gesture to honor what will no longer be will help. You can expect and accept to feel sadness and grief. Recognize and name any feelings that come up.

Caleb can say goodbye to his current city, his patients, his old routine, and even the office building and hospital. He may want to throw a party, or perhaps just cook his favorite meal to congratulate himself on the next stage of life and watch his favorite show afterwards.

TRANSITIONS



Phase 2: The Neutral Zone

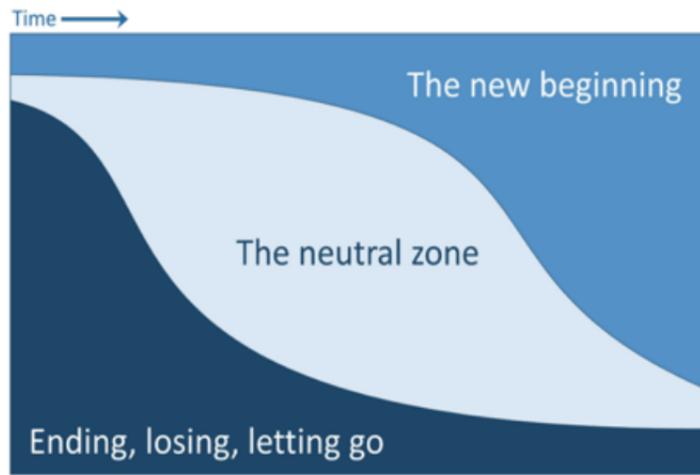
Can be a time of confusion and creativity. This is the limbo between the old and the new. Moving out of the old but not yet sure what the new will hold.

Caleb says goodbye on his last day. He has turned in his badge, and enjoys a celebratory dinner. He goes to set the alarm, but it occurs to him he has nowhere to be tomorrow, just a list of tasks that need to happen before he moves. He feels uneasy.... a bit restless and adrift.

How to make the most of it:

- Abundant opportunities exist in this phase. It's a good time to explore, innovate, and intentionally imagine yourself in your new role. This is where the old you dissolves and the new you emerges. Thought downloads, self-coaching, and enjoying unscheduled time are critical here.
- Recognize, name, and normalize this phase.
- Create systems and schedules that work for you in the short term.
- Set small goals.
- Take time to explore and experiment, reflect and take stock and practice self-compassion!
- Journal, meditate, explore an artistic hobby

TRANSITIONS



William Bridges: The three phases of transition

Phase 3: The New Beginning

The beginning of the next phase. A new energy in a new direction. This is an opportunity to connect with your purpose/values and express your new identity.

How to make the most of it:

Recognize the opportunity and be intentional with goal setting and envisioning the results you want. Use the model to go get what you want. Give yourself grace for the chaos of the transition and watch your thoughts create your feelings without judgment.

- Clarify your purpose-->practice embodying the new you.
- Create a plan and be clear about the necessary actions.
- Be realistic and compassionate with yourself.

Caleb has moved and takes on his new role. He notices that he's nervous, but also excited. He is intentional about the way he shows up- a little different now than he did a few weeks ago. At the end of the day, he is exhausted and happy.

1. Bridges, William. *Transitions: Making Sense of Life's Changes*. Cambridge: Da Capo Press, 2004.

TRANSITIONS

Think of a change you are in, or one that is upcoming.

The End

The Neutral Zone

The Beginning

C

What is over? What isn't?

What are the facts of
"inbetween"

What is the new role?

T

So What?

What's it like to be
inbetween?

What does the new role
mean?

F

Acknowledge your feelings
without judgement

What feelings are coming up?
Can you sit with them?

How does that thought feel?

A

How can you honor
this ending?

How can you get what
you need to move forward?

What do you want to
do on purpose?

R

Honor the ending

Move through the neutral
zone

Honor the new beginning

F-INGFIRST TIMES

--All content from Brené Brown--

We are going to spend more time thinking about new beginnings since this can be a place where perfectionism really shows up.

In addition to the fantasy of being immediately skilled and successful in our new role, we also often fail to process the tail end of the neutral zone and end of the old role.

Think of your first day on a new rotation. You may have gone to bed with a little apprehension/nervousness, but with an idea in mind of how you want to show up and blow it out of the water tomorrow.

But then you show up, your badge doesn't work, you don't know where the bathroom is, have a hard time with the new EMR system, and don't get a chance to see a few of the patients before rounds. You've already fallen short of who you wanted to be today and are kicking yourself.

*How will you get that letter of recommendation you need from your attending if you can't even get your sh*t together on the first day?*

Brené Brown calls this experience an FFT- a **F***cking **F**irst **T**ime. FFTs are hard. Dr. Brown offers us an evidence based strategy for embracing "the suck of the new" which we will share with you here!

FEELING NERVOUS



GETTING FLUSTERED



ANXIOUS ABOUT THE
FUTURE



BETTER TOGETHER

F-INGFIRST TIMES

--All content from Brené Brown--

How to take care of yourself in an FFT

1

Name it

"WTF is going on?
Why do I feel out of control?
Why don't I know what I'm doing?
Why am I in a shame spiral?
Is this an FFT?"

"Ohhhhh! I'm in an FFT!"

2

Normalize it

"Oh yeah! I remember. This is
how FFTs are supposed to
feel."

"This is uncomfortable
because being brave is
uncomfortable"

3

Put it in perspective

"This feeling is not
permanent."

"This doesn't mean I suck
at everything. It means I'm in
the middle of an FFT."

"I've done this hundreds of
times before, and it's always
fine."

4

Reality check expectations

"This is going to suck for a
while. I'm to going to crush this
right away."

"I'm here to get it right,
not to be right."

F-ING FIRST TIME WORKSHEET

Think of the next time you will be doing something new. What worries come up for you?

Practice naming the FFT.

"Oh yeah, this is my first time doing _____. I'm in an FFT."

How can you normalize this?

ex: "I know this feeling, I've been here before and will be again."

How can you put this into perspective?

ex: "I've figured things like this out before."

Reality check:

Set some tangible expectations: "I will learn my team members names and get notes done today. Tomorrow, I'll be ready to teach ____ to my student."

SELF-APPRECIATION

I KNOW FOR SURE THAT WHAT WE
DWELL ON IS WHO WE BECOME.

- Oprah Winfrey

To appreciate something means to recognize the full worth of it. How often do you do this for yourself? The point is to make sure you are:

1. AWARE of your worth, so you can...
2. USE it to get what you want.

The things you intentionally appreciate in yourself are the things that will continue to develop and grow. As we now know from the model, what you think becomes your result.

Most of us think we need to spend our energy focusing on the things we want to change, the things we don't like about ourselves, but the data shows that this is far less effective than focusing on the good(1). The more you're able to direct your mind and deliberately choose what to focus on, the more powerful you will be and the better you get to feel.

Now is the perfect time to appreciate yourself.

1. Buckingham M, Goodall A. *Nine Lies About Work: A Freethinking Leader's Guide to the Real World*. Harvard Business Press; 2019.

17 THINGS

Write down 17 things you appreciate about yourself. If this is hard, start small.
What do you like about yourself?

If you get stuck, the next page has a list of some you can use for inspiration.
Try first without looking!

I appreciate that I...

I appreciate my...

17 THINGS

Examples from prior appreciation exercises.

I appreciate that...

- I love working hard
- I am energetic
- I love laughing
- I am generous
- I know how to change a tire on my car
- I have strong arms
- I show up to work every day
- I can enjoy being alone
- I love my partner
- I put in the work to become an APP
- I care about my patients
- I prioritize travel
- I show up when people need me
- I am tenacious
- I can plan healthy meals for myself
- I am a good mom
- I love learning
- I am brave
- I like trying new things

I appreciate my

- body
- green thumb
- ability to plan for the future
- curiosity
- unique perspective on _____
- ability to see the best in people
- emotional strength and fortitude
- athleticism
- great taste in TV
- emotional and social intelligence
- ability to make my house feel like home
- family
- choice to prioritize rest
- great taste in shoes
- hand-eye coordination
- ability to fall asleep anywhere
- love of the outdoors

SELF-COMPASSION

Being human is a guest house. Every morning a new arrival. A joy, a depression, a meanness, some momentary awareness comes as an unexpected visitor. Welcome and entertain them all! Even if they are a crowd of sorrows, who violently sweep your house empty of its furniture, still, treat each guest honorably. It may be clearing you out for some new delight. The dark thought, the shame, the malice. Meet them at the door laughing and invite them in. Be grateful for whatever comes. Because each has been sent as a guide from beyond.

- Jellaludin Rumi

Self-compassion is the gentle and loving acceptance of yourself exactly as you are.

Self-compassion may not feel natural or intuitive, especially if we are used to driving ourselves forward from guilt, shame, or desire for approval. That's okay. Self-compassion acknowledges that though pain and discomfort are parts of the human experience, we need not suffer by believing we should be any different than we are.

THE GUEST HOUSE

Read the *Guest House excerpt above* and imagine that you are the house. You can hold all the emotions that come in and out on a daily basis.

What emotions do you tend to resist when they arrive? Which ones do you dislike in particular?

What does it feel like to experience that emotion? Describe it here:

What is the reason you don't let it in?

THE GUEST HOUSE

What would it mean if you let the feeling into the house?

How can you let it in now?

What will you do next time this emotion knocks at the door?

WHY IS THIS SO HARD?

Write down some reasons it feels hard to be kind to yourself:

Choose one of the reasons. When did you start to believe this?

How has that belief served you?

How is this belief true? What evidence do you have?

WHY IS THIS SO HARD?

What is the cost of continuing to believe this?

What evidence do you have that the opposite could be true?

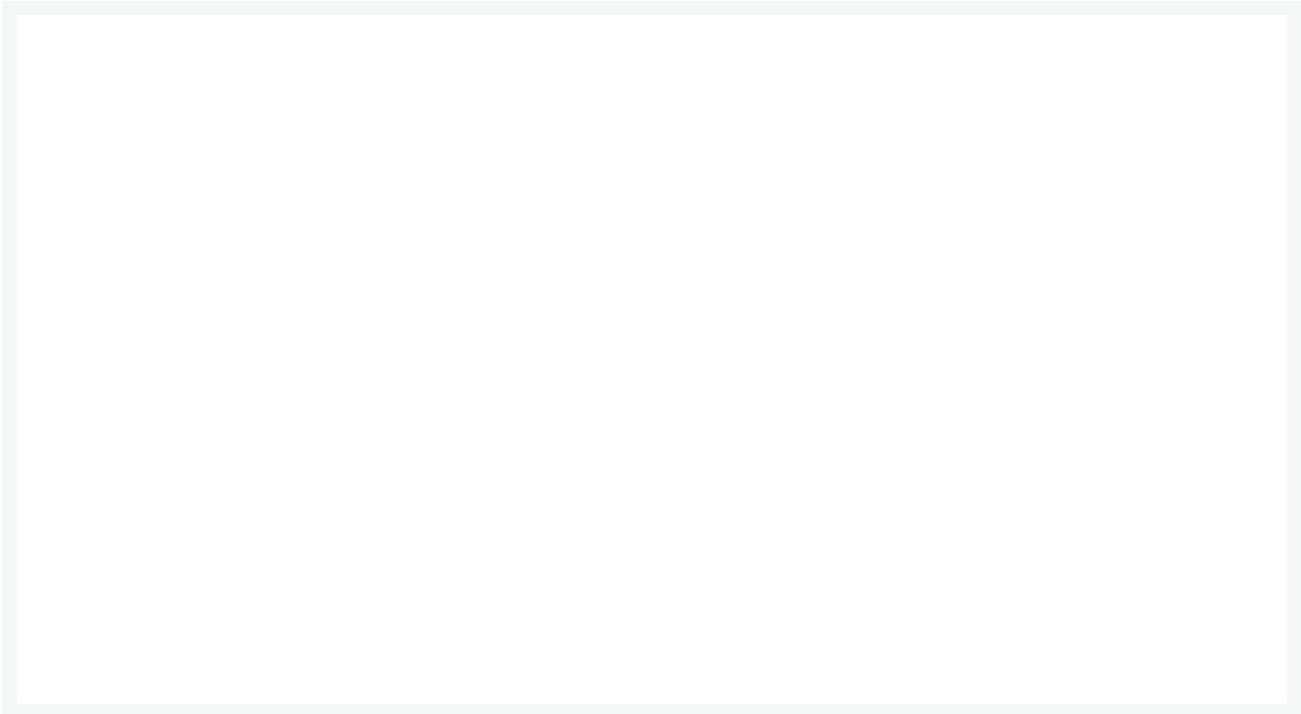
Which belief serves you better in your life?

What actions could you take out of self-compassion and kindness? What would the result be for you?

THE NEW YOU

This week, we will engage in the deliberate practice of cultivating belief in yourself.

How do you see yourself? Who are you? What do you think about yourself?



How we think of ourselves is the driving factor in the results we create. Often, we think that who we are is a fact, something separate from what we think. We don't realize that we have the power to define ourselves intentionally.

Reflect on the prompt above. Did you define yourself from the past? Your accomplishments? Your family? Are these identities you want to continue to choose? How else would you like to think of yourself?

This month, we will uncover the thoughts you have about who you are and how you see yourself. You will be surprised to find that many stories that you have held to be true are actually optional.

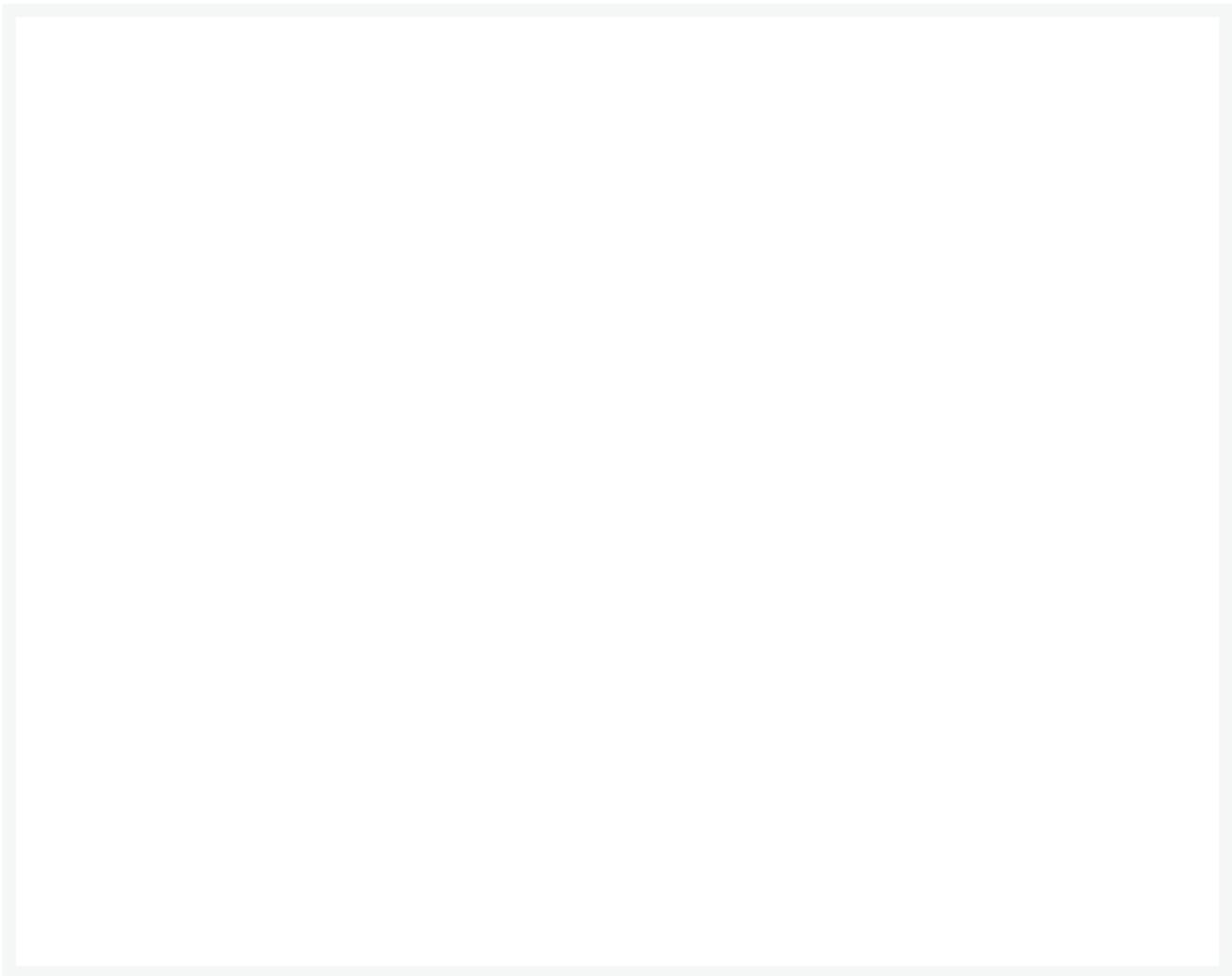
ORIGIN STORY

How did you come to be where you are now?

Each of us has our own "origin story" that we think is the truth about how we came to be who we are now. What is yours? Does it serve you to continue to tell it this way?

What if you could re-write your origin story in a way that did?

Write the story of your childhood and young adulthood. What was good and easy? What was bad or hard?



Exercise adapted from: Nagoski, E, Nagoski A. Burnout. Ballantine Books, NY NY 2019.

ORIGIN STORY

What challenges of your past were out of your control? What are the Cs?

What did you do to survive or overcome those challenges?

What resources did you leverage? Any you continue to use? Be as specific as you can. Did you get a job? Work harder in school? Seek friendship? Include emotional resources like persistence, grit, optimism or self-compassion.

ORIGIN STORY

How did these resources empower you in later challenges?

Now, re-write your origin story. How can you tell the story from a place of ownership and power?

Even though I couldn't control _____(adversity). I managed to _____, and then I used _____(resource) to grow stronger. After that, I could _____(skill, insight, win).

*Looking at your origin story can be painful. That's part of what makes it effective. Take this opportunity to practice the feelings the past brings up and learn that they aren't dangerous to you now. Start with a willingness to look, risk the discomfort of the story, and consider yourself with curiosity and compassion.



FUTURE SELF

Your relationship with yourself - past, present, and future- is the most important one you will ever have.

You are with yourself 100% of the time. Who better to commit to love, protect, take care of and support than yourself?

Some of us struggle to accept and love our past selves. We beat ourselves up for things we did in the past, we are hard on ourselves for who we are now, and we are afraid of what will happen when we let ourselves down in the future. By now, you know that how you think about yourself determines how you feel about yourself. Your feelings drive your actions, and your actions create your experience in your life.

So far, we have been focused on our current models, those that deliver the results we have now. Now, we will expand the relationship to include the models of your future self.

One of the best ways to do this is to envision your future self as someone you love and care about. A best friend. Someone who's back you have, no matter what. You would never blow off a best friend, right? You would never let her down. Why not give that same care to yourself?

Let's get to know this person.

GIFTS FOR YOUR FUTURE SELF

Make a list of 5 gifts you want to give your future self:

What do you need to do now to make those things happen?

Pick one gift and place it on the R line. Fill in the model to see what you need to do, feel, and think to make it happen for your future self.

THREE LETTERS

Your imagination is the most important tool you have to visualize and deliberately craft your future self. It determines what you feel, what you do for yourself and others, and ultimately is the compass pointing to who you are becoming.

Write a letter to your past self. Think back to the person you were 10+ years ago. What advice do you have for them? What would you like to thank them for? How did that person absolutely set you up for the successes you have now? How can you pay it forward?

Dear _____

THREE LETTERS

Write a letter **to** your future self **from** your present self. What are your hopes for them? What are you doing for them now? In what ways do you prioritize them in your current life? What will you do to protect them (your energy, your time, your interests)? How will you take care of yourself now so that your life will be better?

Dear _____ ,

THREE LETTERS

Now, write a letter **from** your future self **to** your present self. First, imagine your future life: Where are they writing from? What are they wearing? How do they spend their time? What does future-you know that they can share? What do they think of the challenges you are now facing? How did they overcome them? What do they thank you for? What would they tell you to change? What would they have you continue to do? What are they proud of?

Dear _____ ,



GOODBYE, FRIEND

Dear Friend,

Thank you for taking this journey with us. Taking care of yourself is the most important, least indulgent thing you can ever do. It's really hard.

There is plenty of pain and heartache out there, and there will be plenty of reasons to check out or give up. We hope you know that when you have your own back, you are giving yourself and the world, the greatest gift.

When you say "I'm willing to feel, I'm willing to experience, I'm willing to try" you practice a skill that will lead you to your best life. We can't wait to see how high you fly.

With so much love, warmth, and joy,

- ADRIENNE AND TYRA