

The Medical Relationship

4

CHAPTER 4

*Collaborating with your
partner in career and life*





Amy Rakowczyk

is a mother, writer, medical, and prior military spouse who holds a master's degree in vocal performance. She is a staff writer for *Student Doctor Network*, authoring the monthly column, "The Medical Spouse Survival Guide." Her joy is helping others navigate the world of medicine from the spouse perspective, and she aims to help couples find contentment in their lives together no matter the stage of their medical journey.

Throughout her husband's demanding careers, in the military and in medicine, she has learned the importance of community support, mutual respect, and upholding one's own voice in the process. Ms. Rakowczyk lives in Texas with her husband, a family physician, and their two daughters.

CHAPTER AUTHOR

"The best and most beautiful things in this world cannot be seen or even heard, but must be felt with the heart."

– Helen Keller

In This Chapter

It's not just about your career, it's about living your life! How will you spend your free time when you're not at work? How will you create a fulfilling and enjoyable life for yourself and your family? In this chapter you will learn some effective strategies for partnering together with your spouse to build a career and a life you both love.



OUTLINE

1. Introduction
2. Developing Self-Awareness and Acceptance
3. Relationship Intelligence
4. Communicating and Making Decisions
5. Designing Your New Life
6. Conclusion
7. Recommended Resources

GOALS

- Evaluate and better understand your relationship in the context of a rigorous training experience.
- Effectively communicate your needs to each other while balancing a hectic schedule.
- Make decisions together for a win-win situation.
- Start designing your new life post-training!

LET'S GET STARTED




READ:

Introduction:

You're about to cross the finish line! Medical School? Check. Residency? Check. Let's take a brief moment to acknowledge what you've accomplished so far! Acceptance into medical school, completing and graduating from medical school, matching, and now approaching completion of your residency or fellowship. Congratulations are in order!

You and your significant other (SO) also deserve acknowledgment and praise. Reflect upon all the situations and experiences you have gone through together in these last several years. You have worked as a team, found ways to be flexible and creative, gotten knocked down and then gotten back up. You have shown each other dedication and willingness to work together for your relationship through all the highs and lows.

You now have the next big milestone to pass; likely one of the biggest you'll experience: finding your first post-training job. This upcoming transition is a fresh start full of possibilities and freedom. You will finally get to decide where you go, what you'll be doing, and how you'll be spending your time. You'll be in control. How liberating and exciting is that?!

In order to be ready for this transition, you and your SO will have to do some important homework. Up until this point, your lives have likely been hyper-focused on your career aspirations of becoming a doctor. Medical training has dictated where you live and what your day-to-day looks like. You are about to complete that stage and start fresh.

What do the next steps look like for you and your family? The future is no longer just about being a

doctor, and not just about finding the "right" job; it's about creating a new vision of your life that is both meaningful and enjoyable for both of you - at work and at home!

We each have 24 hours in a day and only so much time during our lifetime. How will you spend that time? What will you do in your free time when you're not at work? Figuring this out won't happen overnight or by its own accord, but you can work step-by-step to design a day-to-day that feels right for you and your relationship.

So what's the key to creating a fulfilling and meaningful life for yourself and your relationship? Having gotten this far, you're already on the right path. Let's continue to build upon that foundation. It all starts with intentional thought and behavioral patterns. We'll lay out how to examine yourself and your relationship, improve your communication skills, and how to put step-by-step tools into action to create an ideal work-life scenario. Let's do this!



FIELD NOTES

"It's not about finding the perfect job. It's about finding the job that offers the best balance of what matters most to you and your family: location, salary and benefits, vacation time, opportunities for education and advancement, mentorship, clinical and/or surgical environment, workplace culture, and colleagues. After seven years of residency and fellowship, it was a major priority for us to recharge post-training, and to settle into our new home, so we made sure to negotiate extra time before the new job began for unpacking and, of course, a vacation!"



– *Megan Sharma, author of “Memoirs of a Surgeon’s Wife: I’m Throwing Your Damn Pager into the Ocean”*



READ:

Developing Self-Awareness and Acceptance

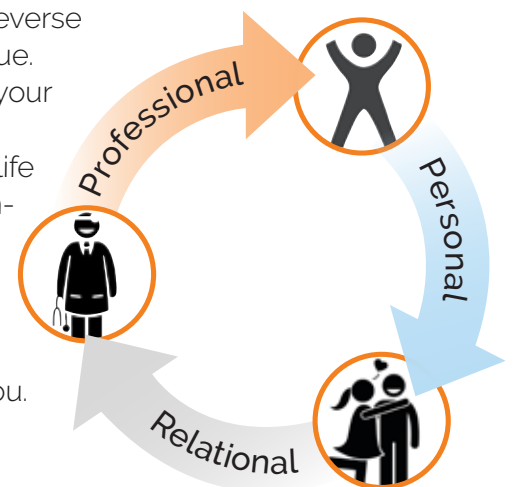
Do you feel like you have a good understanding of yourself? Your likes and dislikes, your triggers, your communication style, and your ability to create and manage your relationships? If you answered “yes,” you’d be in the minority!

Many of us have low self-awareness and a fairly bruised relationship with ourselves. Self-love? What’s that? We can be overly critical, blame ourselves or play the victim, or harden ourselves, closing off our hearts in an effort to try to protect ourselves. We fall into the same patterns, then we blame ourselves, or others, and continue the cycle.

The first crucial step in building a happy home life, a loving and healthy relationship, and a fulfilling career, is deepening your understanding of yourself and taking personal responsibility for what you are thinking and how you are acting. It’s the necessary first step in creating happiness in your relationship and in your profession.

Consider for a moment this basic truth: When you’re meeting your personal needs and you feel good about yourself, you’ll be able to bring more happiness and harmony into your relationship. You’ll be more available for your partner and find more fulfillment in your time with them. In turn, your partner will be free to enjoy being with you!

Likewise, feeling content personally and in your relationship causes you to feel more content at work. Then the reverse also becomes true. Contentment in your professional life improves home life and home life improves personal contentment. It’s a self-feeding cycle that starts and ends with you.



The best way to start is by focusing inward, on yourself. The good news is that you know yourself a lot better than you think you do and you absolutely CAN increase your self-awareness with a little time and effort!

You've already proven to yourself through your medical training that you are resilient, capable, and able to train your body and your mind for the task at hand. Now you have the opportunity to explore a different side of your self-mastery, by focusing on your thought patterns and behaviors. Thankfully, there are numerous resources available today that will guide you in developing this part of yourself, one step at a time.

To get started, below is a list of questions for you to answer. Let's dive in!

1. What's your EQ?

EQ refers to your *emotional intelligence*. It's your ability to understand what you're feeling and respond appropriately in various situations. Many Americans only identify with about four emotions: happy, sad, angry, and worried, but there are about 30 emotions that need to be part of our emotional vocabulary in order to properly understand and regulate our emotions.



Recommended Tool

Learn more about your EQ, how to develop it further, and why it matters by looking at the following resources:

***Emotional Intelligence* by Daniel Goleman, book and related video:**

<http://md.careers/youtube>

Why Emotional Intelligence Matters:

<http://md.careers/lifehacker>

2. Self-awareness assessment

1. What do you love to do? What don't you like to do?
2. What makes you feel stressed?
3. What is your relationship with stress? Is it always a "bad thing" or can stress sometimes be good?
4. How do you experience and express stress? What are your typical patterns?
5. What makes you feel better when you're down or stressed?
 - a) Do you go for a walk, exercise, talk with family or friends, or are you not sure?
6. Brainstorm five ways that you can come to your own rescue when things get hard.
7. What can you offer yourself that would make you feel good every day?
8. What would bring creativity, fun, and energy into your daily life?

There are numerous books that will help you continue digging deep and apply this information into your life. Be sure to check out the Recommended Resources section at the end of this chapter for some top suggestions.

You can embark on this journey through self-study; However, if you currently feel a loss of hope or a depression that lasts more than several weeks, it's time to let an expert help. Contact your residency administrator about counselors or programs that can help you work through this. Ask for recommendations if your non-medical SO needs assistance as well.



READ:

Relationship Intelligence

There is a phrase often used for parents that states, "Love and accept the child you have, not the one you wish you had." The same applies to marriage! We all wish our loved ones would act differently from time-to-time or better meet our expectations, but the reality is that we have what we have and our energy is better spent working with them, rather than trying to change them. As psychiatrist and author, Dr. Scott Haltzman, stated, "We need to say to ourselves, 'This is the person I chose, and I need to find a way to develop a sense of closeness with this person for who he or she really is and not how I fantasize them to be.'"

We all want to live in a warm, loving, and safe home. We all want to feel seen, heard, and understood. In order to continue working together and build greater harmony with your SO, you'll need to get curious about how your relationship functions and then make small, daily choices to bring yourselves closer together. Here's how: Begin by completing the following assessment.



Relationship Assessment

Step 1: Identify the roles each play in your relationship.

Are you a:

- Physician/Physician couple?
- Physician/Professional couple?
- Physician/Homemaker couple?
- Physician/Other?

Which of the following terms best describes your relationship? Are you:

- A. An egalitarian-type partnership? One in which you both strive to view each other equally, hold each other's professional pursuits in equal weight, and distribute home management duties equally?
- B. A conventional relationship that follows traditional roles which are viewed as different but complementary? Such as one partner runs the home and cares for any children while the other supports the family financially?

Now answer the following:

1. Are you both happy with those roles, or would one of you like to change roles?
2. Does it feel like your roles have equal weight, or is one considered "more important" than the other?
3. Given your role, what are your general responsibilities in your relationship and home?

Culturally, our society is moving towards gender equality, which can often lead to a sense that an egalitarian relationship is the default "best" relationship, whereas people who embrace a

more traditional set of cultural values might think a complementarian relationship is the "best."

Look at your individual circumstances to figure out what would serve you best as a couple. Is your current system working well, or does it need some tweaking? Additionally, now that your residency is coming to a close, consider if your spouse, who used to fill a more supportive or home-based role, may want to get back into the job market, pursue their own education, or receive more support in home management. This shift would necessitate a change in how duties are divided.

Finally, set aside a block of time to clarify and get specific about how duties will be split up now and what you're working toward in the near future. Get a brainstorming session on the calendar so you won't forget! It's super, super important.

Once you have agreed upon who will do what, the challenge really comes when you implement your strategy into real life. Figuring out if your system works will take a bit of trial and error, but be flexible and work as a team. Try to view this process through a curious, "let's see if this works" lens, in order to curb frustration. If you feel overburdened with your role and responsibilities, no big deal, go back to the drawing board and brainstorm fresh ideas. It's nobody's fault; it's just a problem that needs a solution!

Did you know??

Current studies report that 40-50% of all first-time American marriages will end in divorce? Despite cultural perceptions, medical couples are actually less likely to divorce than non-medical couples. Medical marriages have about a 25% rate of divorce, although the prevalence of divorce is higher for female doctors. Two of the most common reasons for divorce include communication problems and stress.

Step 2: What do each of you bring into your relationship?

Now you can turn your attention to what's going really well in your relationship and what could use a little work.

Take a moment to answer the following questions. You may wish to do this individually first and then share and discuss your answers together.

1. What are your general strengths and your weaknesses as a couple?
2. How is your communication overall? Rate from 1 to 10, with 10 being the most effective communication possible.
3. How is your individual mental health and how does that affect your relationship? What helpful or hurtful thoughts and actions do you contribute to the relationship?
4. Let's target any problem areas. Which of the following is true for you or your spouse?

1. You stress about money
2. You feel lingering resentments
3. You shut down or shut your partner out when you're mad
4. You yell or snap at the other when you're mad
5. You feel conflict about intimacy.
6. Add your own here:

This is incredibly hard, but important work! You won't get everything figured out or solved just by doing these exercises. This information is meant to be a starting point. It's up to you to decide where you go from here, whether it's trying out new communication strategies, reading a book together, or inviting in a specialist to help you improve your relationship.

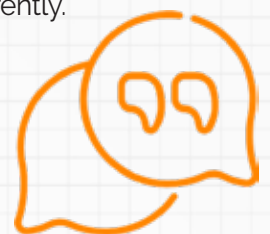
If you're experiencing some big challenges right now as a couple, sit down together and watch the *Ted Talk* by award-winning therapist Susan L Adler called "Three Steps to Happier Relationships." See it here or find it through her website at www.susanladler.com. Then decide your next steps on how to improve your communicate with each other.

FIELD NOTES

"As a physician spouse, I decided to stay at home with our young children. I felt I was missing out, and I was always searching for a way to simultaneously have a family, get my husband through training, and have my own career. I teased myself constantly, wondering if the right job was out there, just one Google search away; and I wasted hours looking at jobs I knew I wouldn't apply for. My fear of missing out on the perfect job blocked me from finding the joy in what I was currently doing with my time. When I changed my thought to "I've made the best decision for our circumstances," I began to feel differently. Learning to embrace your decisions rather than fight them will bring you peace.

– **Lara McElderry**

www.marriedtODOctors.com



Step 3: View your relationship as a (fun!) game you're playing together.

Regardless of your roles, distribution of tasks, or any challenges you might be facing, view your relationship as a (fun!) game you're playing together. In order to play, you both need to participate, state your terms of how you'll play, and agree to each other's terms. Collaboration will be necessary in order to find a good balance and to continue playing. Issues will come up, and they will need to be resolved respectfully. Let love, not fear, guide you in this process.

> TIP: For ways to express and experience love more attuned to your personalities, check out *The Five Love Languages* by Gary Chapman. For some couples discovering their love languages, and their spouse's, has greatly enhanced their relationship intelligence, their communication, and intimacy.



READ:

Communicating and Making Decisions

Outside of your professional pursuits, you'll be spending time with your partner and making important life decisions together. You both want to enjoy your lives, feel a sense of purpose, and feel fulfilled with your individual, as well as collective pursuits. When searching for career opportunities, it's important to remember the purpose of it all - a joyful life! A life where you can both have your needs met AND enjoy your time.

How do you create your ideal work-life scenario? Adopt the following motto: Thrive, not just survive!

Thriving happens because of intentional and agreeable decisions made together. Making decisions about your life together should be a joint activity. You both need to be part of this process. If one person dominates the decision making, then resentment can develop and can cause unhappiness for both you and your partner down the line.

Have you included your spouse in your job search process? The sooner you invite them into the process, the more connected and supported you'll feel during your search. It's a sure way to set yourself up for a better outcome!

Decision-making comes with an indispensable element that will not only make it possible for decisions to be made, but also create more harmony in your relationship overall. That element is healthy communication.

How can you understand your spouse's needs and communicate your needs in a respectful way that develops trust and connection? Let's learn more strategies!

Did you know??

One of the key ingredients for a successful relationship is clear, honest, and compassionate communication. Communicating clearly and often, and being a good listener, is the top strategy for a healthy relationship.⁵



READ:

Communicating Together

Set aside some time together to read through and complete the following exercises as a couple. Allow these steps to help you make a strong decision together that is a win-win!

Step 1: Commit to non-violent communication.

Have you heard of this term before? Non-violent communication is an approach developed by Marshall Rosenberg in the 1960s and detailed in his 1999 book, *Nonviolent Communication: A Language of Life* that provides a simple (but not easy!) method for clear, empathetic communication. You can use it to express yourself and what really matters to you without using blame, guilt, humiliation, or threats. The result, if used correctly, helps people solve conflicts and express their needs without feeling judged or attacked. This method is useful in all relationships, not just your marriage!

The method focuses on four steps: observances (rather than evaluations/judgments), feelings, needs, and requests. The following is a filter you can put your thought through before you express it.

When I see/hear _____, I feel _____ because I need _____.

Would you be willing to or I would love it if you _____.

Example: *When I see you working so much, I feel sad because I need to feel more support. I would love it if you could take just a few moments to help me with something.*

Another highly recommended book is called *Crucial Conversations* by Grenny, Schiliter, and McMillian. The book is about building specific conversation skills to bring down the "emotional temperature" of a

conversation. If you find yourself frequently getting into heated arguments, whether exploding and yelling or ending in complete shut down without acceptable resolution, this book is filled with helpful, actionable tips.

The goal in strengthening your communication strategies is to be able to express a concern, worry, dislike, or ask for something from your partner in a way that supports and works with the relationship rather than shutting things down just to have your point made. Try to see the bigger picture and use body language and words that will invite conversation, discussion, and collaboration.

Step 2: Be honest about your feelings.

Sometimes we feel worried that our true feelings will hurt someone else, especially our spouse who we know so intimately. However, it's important to be real about your feelings in order to make good decisions together that will make you both happy. You can honestly express yourself without blaming your spouse. Try this by using some of the techniques of non-violent communication that we outlined in Step 1 or refer back to Adler's Ted Talk on *"Three Steps To Happier Relationships."*

Step 3: Be open to your SO's stance

Try to understand your partner's perspective and needs by stepping into their shoes and viewing what they express through their lens, not through your own. Work to be present with them and actively listen to what they are saying to you without judgment and with equal importance as your feelings and needs. What are they experiencing and feeling?

Just as you do in patient encounters, you can apply your active listening tools using the technique called "reflecting," which is simply repeating back a few key words of what the other person has said. It lets them know you are with them.

You can also guess at the deeper meaning of what they are trying to say. For example, if your partner says, "I really want a nice house somewhere near friends and have weekends off," you could respond with "you

want built-in family time on the schedule." This gives them a chance to agree with you or correct your guess.

Don't be afraid to guess wrong, just give it an honest effort, because the other person will sense that you are trying to understand them and they want to be understood. Bottom line is that you want to try your best to communicate that you are hearing them, which will give them encouragement to go deeper with their sharing.

Step 4: Understand that it's OK to disagree!

You won't always see eye-to-eye on everything, but that's ok! The important part is to remain fair and respectful even when you do disagree. Find some common ground where you can and revisit the areas that remain unresolved at a later time. You never know when things will change!

Additionally, when things look like they are in conflict, back up a step and think about why you or your partner want that specific thing in the first place. Is that thing what you really want or does it represent something? Take a motorcycle for example. Does a motorcycle actually represent a deeper feeling of freedom for you, while it represents a feeling of loss for your spouse whose relative died in a motorcycle accident? How else might you be able to bring that deeper feeling into your life so that you get what you really want, while also respecting your spouse's wishes?

Step 5: Dig deep

Dig deep and follow your instincts. What feels right for both of you? Sometimes you can't logically express what "feels right" and that's ok! If you are spiritual, pray or meditate together, then share what insights you gain. The more space and silence you allow yourself, instead of filling space with mental chatter, the more you'll be able to connect with the deeper wisdom available to you.



READ:

Designing Your New Life

Now the fun really begins! Let's get specific about what you'd like your immediate and long-term future to look like. This is an exciting time!

Using the following prompts, figure out what you think you're looking for as a couple - lifestyle, work-life balance, community, climate, etc. You don't have to figure it all out right away but just get a general idea.

Don't get overwhelmed by the prospect of having to decide your entire life now or by the first job you choose. Remember that you can ALWAYS change jobs down the road. One thing that is difficult for many medical professionals to realize is the fact that they have a CHOICE about their work. If you end up somewhere that makes you miserable, you can leave as long as you are in a financial position to do so and your contract doesn't have any hindering stipulations (and remember that if the contract is unreasonably burdensome in preventing your departure, it might not be legally binding, so contact a lawyer to see if there is a way out). Don't let one job dictate your entire life.

Let's dive in!

Question 1: Identify where you will live. Let's start with physical locations and housing desires.

1. Do you agree on where you want to live? Does the

place you live/want to live allow you to live the type of life you want?

2. Do you agree on the amount of house investment and type of neighborhood? Is this a no-brainer, or is it open for discussion?

Question 2: Identify the job demands, amount of flexibility and opportunities for vacation/time off.

1. Are you both on board with how much work each of you performs in actual hours spent and physical/emotional effort?

2. With demanding jobs and hours worked, see if you can determine ways that you can regularly stay connected with each other. Could you have regular text dates at lunchtime or reserve a couple of hours each week just for each other?

3. Who has the ability to be flexible with their schedule? If neither of you do, is that a problem? Think appointments, car maintenance, kid's activities, etc.

4. If lack of flexibility is a concern, what could be a possible solution?

5. How much vacation and sick time do you each have? How do you want to spend your vacations?



Recommended Tool

Community and Lifestyle Research Engine

Use this tool to find a community and neighborhood that meets your lifestyle requirements

<http://md.careers/CSE-01>

Personal Preferences vs. Market Conditions

Use this tool to gain deeper insight into your preferences by answering a series of true-false questions.

<http://md.careers/E-16>

Question 3: What sorts of things do you want to add back into your life?

Now that you have more say over your time, what sort of activities do you want to add into your life? Are these activities for yourself or something you can do with your spouse? Time for yourself and time together are equally important!

1. Are there any new things you want to do or try? Finally take a judo class or go for morning bike rides? You are the designer of your life. What will it look like for you?
2. What sort of activities, groups, or clubs interest you and/or your kids?
3. How will you strike a balance? You won't be able to do ALL the things at one time. How can you space things out or do "seasons" of activities?

Question 4: Do you agree on having children/number of children and your parenting style?

1. Do you agree on having kids or not having kids? If not, what are the major concerns and is there a point at which a final decision will have to be made?
2. If you have/want children, do you agree on parenting philosophy and style? Who will make the parenting decisions? Is it a collaboration or does one person lead the charge?
3. What are the most important things you want for your kids?
4. What is your philosophy on punishments and rewards?
5. Have you researched this or are you happy with how you were raised and plan to use the same techniques?



Recommended Tool

Decision-Making Worksheet

Use this tool to quantify your personal values, career, and workplace priorities.

<http://md.careers/E-26>

FIELD NOTES

"Life balance is more than just taking time off or going on vacation. One key for daily work-life balance for you and your family is to create a boundary ritual. It is a simple and specific mindfulness exercise you perform at the BOUNDARY between work and home. Your boundary ritual helps you come all the way home by taking your doctor hat all the way off."

–**Dike Drummond, MD** from
TheHappyMD.com.



Question 5: Have you discussed your financial goals and strategies?

Many couples feel overwhelmed with the financial side of a medical career. Please don't bury your head in the sand or splurge freely in your first post-training job! This is a trap you can easily fall into that will be difficult to get out of, and is possibly the biggest reason people feel trapped in jobs they hate after residency. Begin by answering the following questions with your SO and then follow the recommend tool at the end of the section for expert advice from "The White Coat Investor (WCI)."

Discuss the following questions with your significant other and start formulating a plan:

1. How knowledgeable are you both about financial basics? It's important to understand the terminology and how various investment vehicles work. Why? Doctors are easy targets -

high incomes and usually low financial acumen. This means that malicious individuals may seek you out. If you know the basics, you'll be able to identify relevant and trustworthy financial advice.

2. Do you plan on hiring a financial planner and CPA? How will you find one?
3. What is your saving vs. spending vs. investing strategy? How did you arrive at this strategy? Take a moment to check if your strategy is a thoughtful plan based on an understanding of financial vehicles and taxes, or if more research is needed.
4. How much debt do you have and how do you plan to pay that debt?
5. How will you prepare financially for retirement?
6. What do you each want to splurge on and what do you want to maintain a budget on?



Recommended Tool

Remember to read chapter 17 – Financial Life Planning – The Secret to Becoming a Rich Doctor. You can also use the following link for more detailed information:

Use this tool to help: <http://md.careers/Ch17>



READ:

Building Your New Community

If your chosen job post-training will bring you to a new city, you'll need to start connecting with others to build yourself a community in your new place. A significant part of loving where you live is feeling connected to your community. As Melody Warnick says in her book, *This is Where You Belong: Finding Home Wherever You Are*, "Relationships with people is what makes us feel most at home."

Here are some fun ways to make your new city feel like home fast!

1. Talk to strangers
2. Walk around your town
3. Buy local
4. Attend community events

A significant part of loving where you live is feeling connected to your community.

READ:

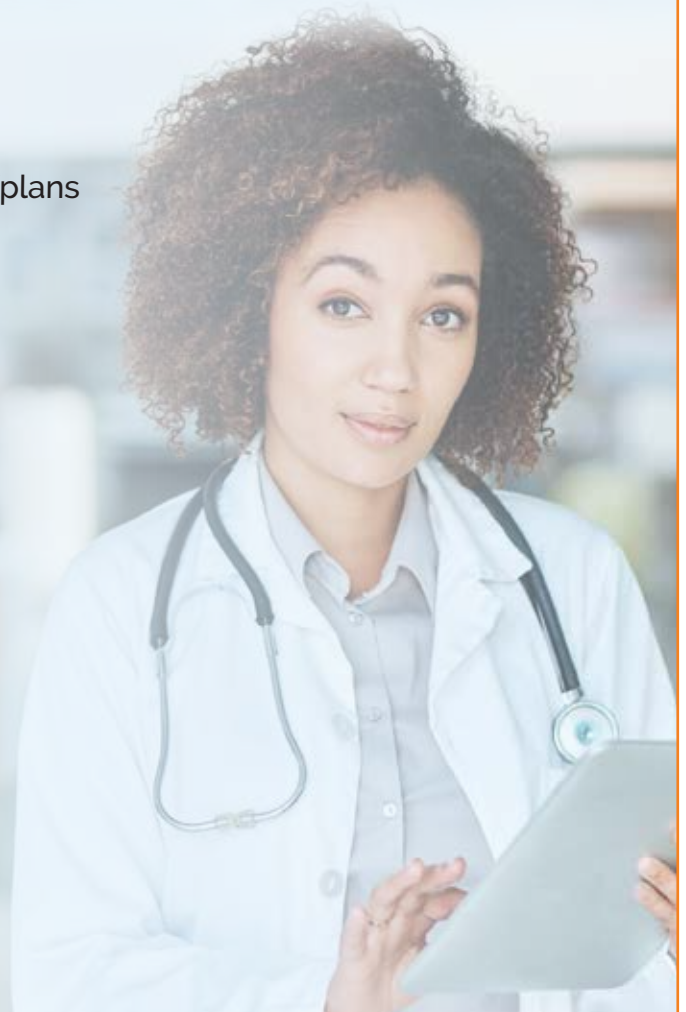
Conclusion

As you make this transition from training into practicing, you can set yourself and your family up for success by taking intentional step-by-step actions. Use this chapter, the following checklist and the tracker to guide you through these steps. May you

feel incredibly proud of yourself and your spouse for what you have accomplished so far and find much happiness and fulfillment going forward!

Action Steps:

- ❑ Celebrate and acknowledge your achievements!
- ❑ Heighten your self-awareness by checking out the recommended resources and completing the “Self-Awareness Assessment.”
- ❑ Improve your relationship intelligence by identifying the roles you each play and what each of you bring to your relationship.
- ❑ Enhance your communication and decision-making abilities by:
 - ❑ Expressing your needs and wants honestly.
 - ❑ Listening to your spouse's needs and perspective without judgment.
 - ❑ Finding common ground and collaborating to create a win-win outcome.
 - ❑ Digging deep together. Pray or mediate together. Be a team.
- ❑ Begin designing your post-training life!
 - ❑ Identify where you want to live.
 - ❑ Identify the job demands and opportunities/plans for time off.
 - ❑ Brainstorm which activities you'd like to add into your lives.
 - ❑ Discuss having and raising children.
 - ❑ Thoroughly discuss your financial goals and strategies.
 - ❑ Brainstorm actions you'll both take to get connected in your new community.





Chapter Tool Box

The **CHAPTER TOOL BOX** consists of **RECOMMENDED TOOLS** featured throughout the chapter, along with additional resources and recommended links.

EMOTIONAL INTELLIGENCE BY DANIEL GOLEMAN BOOK AND VIDEO:

<https://www.youtube.com/watch?v=n6MRsGwyMuQ>

WHY EMOTIONAL INTELLIGENCE MATTERS

<https://lifehacker.com/emotional-intelligence-the-social-skills-you-werent-ta-1697704987>

"THE GIFTS OF IMPERFECTION" BY BRENE BROWN

<https://www.youtube.com/watch?v=iCvmsMzIF7o>

"The Subtle Art of Not Giving A F*ck" by Mark Manson

<https://markmanson.net/best-articles> *Warning: Author uses explicit content and liberal use of swear words!*

"THREE STEPS TO HAPPIER RELATIONSHIPS"

<https://www.youtube.com/watch?v=TUMmLkFKpEI>

SAMPLE SCHOOL SYSTEM EVALUATION QUESTIONNAIRE

<http://md.careers/S-14>

COMMUNITY AND LIFESTYLE RESEARCH ENGINE

<http://md.careers/CSE-01>

DECISION-MAKING WORKSHEET

<http://md.careers/E-26>

PERSONAL PREFERENCES VS. MARKET CONDITIONS

<http://md.careers/E-16>

EVALUATING COMMUNITY

<http://md.careers/E-08>

ASSESSING YOUR FAMILY NEEDS <http://md.careers/E-15>

DEFINING YOUR ROLES AND RELATIONSHIPS <http://md.careers/E-06>

RECOMMENDED BOOKS:

The Five Love Languages by Gary Chapman

Nonviolent Communication: A Language of Life by Marshall Rosenberg

Crucial Conversations by Grenny, Schiliter, and McMillian

The Five Languages of Appreciation in the Workplace by Gary Champan



Chapter Bibliography

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Disclaimer: All of the preceding information is for couples who are in a safe relationship. If you are afraid or if there is abuse, please seek help immediately. These are not normal parts of a healthy romantic relationship. Hotline: 1-800-799-7233, www.thehotline.org

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