

# NESSSTing:

Empowering Women in Radiology to  
flourish each and every day

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# Agenda Highlights

- Understanding Wellness in the Radiology Profession
  - Burnout/Flourishing in Western Australian radiologists
- Strategies for Personal and Professional Well-Being
  - NESSSTing every day
- Fostering Supportive Environments for Women in Radiology
- Leadership, Growth, and Thriving in Radiology

# Understanding Wellness in the Radiology Profession



# Defining Wellness and Thriving in Medical Careers

## Comprehensive Wellness Definition

Wellness in medical careers includes *physical, emotional, social, and occupational well-being*, beyond absence of illness.

## Concept of Thriving

Thriving is the optimal state of *growth, flourishing, and fulfillment* in both professional and personal life.

## Impact on Job Satisfaction

Higher wellness correlates with increased job satisfaction and reduced burnout among medical professionals.

## Wellness for Women in Medicine

Women in medicine manage work-life integration and gender-specific stressors to achieve thriving in their careers.



Stirling Range, WA

# Unique Stressors and Challenges Faced by Women in Radiology

## Gender Bias and Pay Gap

Women in radiology face gender bias and unequal pay compared to male colleagues, affecting career progression.

## Underrepresentation in Leadership

Women are underrepresented in radiology leadership roles, limiting influence on organizational policies.

## Work-Life Conflict and Caregiving

Female radiologists face stress from work-life balance challenges and societal caregiving expectations.

## Workplace Harassment and Burnout

Higher rates of workplace harassment contribute to burnout and career dissatisfaction among female radiologists.



# The Impact of Workplace Culture on Well-Being



Red flowering gum, WA

## Benefits of Inclusive Culture

Inclusive workplaces increase job satisfaction, reduce stress, and improve employee retention rates.

## Effects of Toxic Culture

Toxic environments lacking support lead to higher burnout and decreased employee well-being.

## Key Elements of Positive Culture

Mentorship, equity, work-life balance, and recognition promote sustained well-being, especially for women.

# **Beyond burnout: Flourishing in WA Radiologists**

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# Burnout is prevalent

- 36.89% respondents experiencing burnout
  - 67.00% experiencing moderate to severe burnout in at least one burnout subscale
- 2024 meta-analysis for burnout in radiologists<sup>5</sup>:
  - 55.5% burnout
  - 82.9% in at least one subscale

# Factors with *no* impact on flourishing or burnout

- Hours worked
- Number of on-call hours
- Radiology voluntary work (e.g. teaching)
- Public vs private vs hybrid
- Onsite vs hybrid vs remote
- Subspeciality

# Younger radiologists experience more burnout and poorer wellbeing

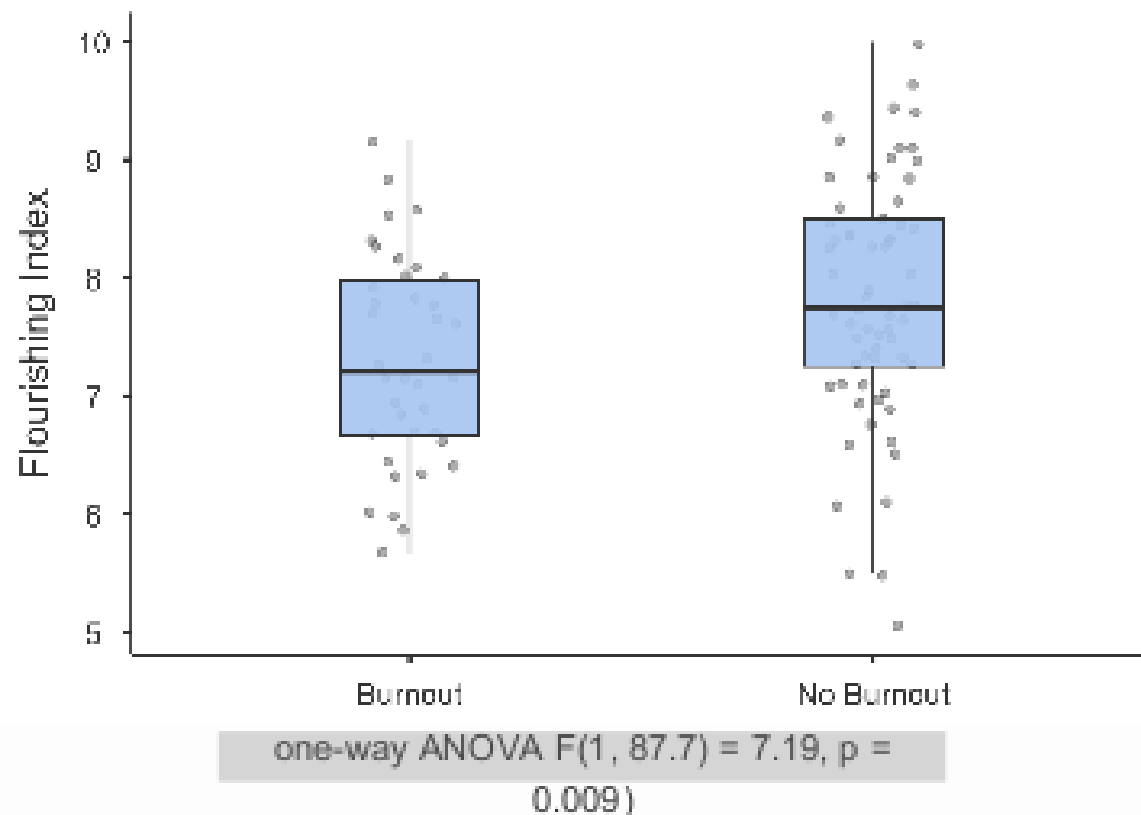
- Older radiologists may have better coping mechanisms/support network
- Achieved better work-life balance
- Survivorship bias
  
- Unique stressors of a junior radiologist

# Wellbeing is similar to other industries

	Current study	Office workers <sup>6</sup>	Internal medicine and psychiatry residents <sup>7</sup>
<b>Happiness and life satisfaction</b>	7.56	7.48	6.4
<b>Mental and physical health</b>	7.2	7.41	5.8
<b>Meaning and purpose</b>	7.77	7.72	7.4
<b>Character and virtue</b>	7.88	7.86	7.5
<b>Close social relationships</b>	7.33	7.35	6.9
<b>Financial and material stability</b>	8.01	7.13	7.3

Scores listed are mean

# Flourishing and burnout



- Higher flourishing *independently* reduced likelihood of burnout in at least one category<sup>^</sup> but *not* overall burnout
- This was most significant in emotional exhaustion\*

<sup>^</sup>(OR = 2.63562, p = 0.012),  
\*on multiple regression analysis  $\beta = -1.04$ , p = 0.017, 95%  
CI: -0.50, -0.05).

# Conclusions



## Foster wellbeing

Think beyond the usual suspects



## Focus on junior/early radiologists

Click to add subtitle



## Mentorship programs

Shown to be effective in other medical settings



## Psychological resilience training

Help promote career-long wellbeing



# Strategies for Personal and Professional Well- Being



Personal well-being:  
NESSSTing every day

# NESSSTT *as much as you can*

Nutrition

Exercise

Sleep

Sunlight

Stress reduction

Toxin elimination and reduction

True connections

# Nutrition

- BBGS
  - Beans/Berries/GreensSeeds
- Rainbow diet
- Protein
- Water



**dominiqueludwig\_nutrition**  ...  
Dominique Ludwig Nutritionist MSc she/her  
2,713 posts 792K followers 1,042 following  
Nutritionist MSc  
No-Nonsense Nutrition advice, Programmes, Balanced Recipes and Simple Habits for real life.  New... more  
[www.hopp.bio/dominiqueludwignutrition](http://www.hopp.bio/dominiqueludwignutrition)

**doctors\_kitchen**  ...  
Dr Rupy Aujla  
3,131 posts 631K followers 1,532 following  
 Medical Doctor & Nutritional Medicine  
 Feel better with food ...  New... more  
[tdk.link/igprofile](https://tdk.link/igprofile) and 3 more

**zoe**  ...  
ZOE | Science & Nutrition  
1,225 posts 797K followers 1,043 following  
Science & Tech  
Change the way you eat, feel and live with ZOE.  
Science is our superpower.  
Now it's yours.  
[zoe.com/buymembership?utm\\_medium=social&utm\\_source=Meta&utm\\_...](https://zoe.com/buymembership?utm_medium=social&utm_source=Meta&utm_...)

Prof Cindy Chew's meal 3 weeks ago



Freekeh, black rice, chick peas, wild salmon, garlic butter, parsley

# Exercise

- Do whatever makes you *happy*
- Needs to be easy to do
- Move daily
- Be consistent



# Sleep (SIGH)



## SLEEP TRACKING

Advanced sleep tracking in compatible Garmin devices takes into account multiple factors to help you understand your sleep<sup>1</sup>. In addition to the basics, such as when you fell asleep and when you woke up, you can see times when you were awake and how much time you spent in key sleep stages (light, deep, REM). You will also see when those stages occurred during the night.

Sleep times and sleep stages are identified by using a combination of heart rate, heart rate variability (HRV) and body movement data. Age information that you enter during setup, along with detected personal physiological baselines, provides valuable context for the analysis and improves the reliability of your sleep tracking.

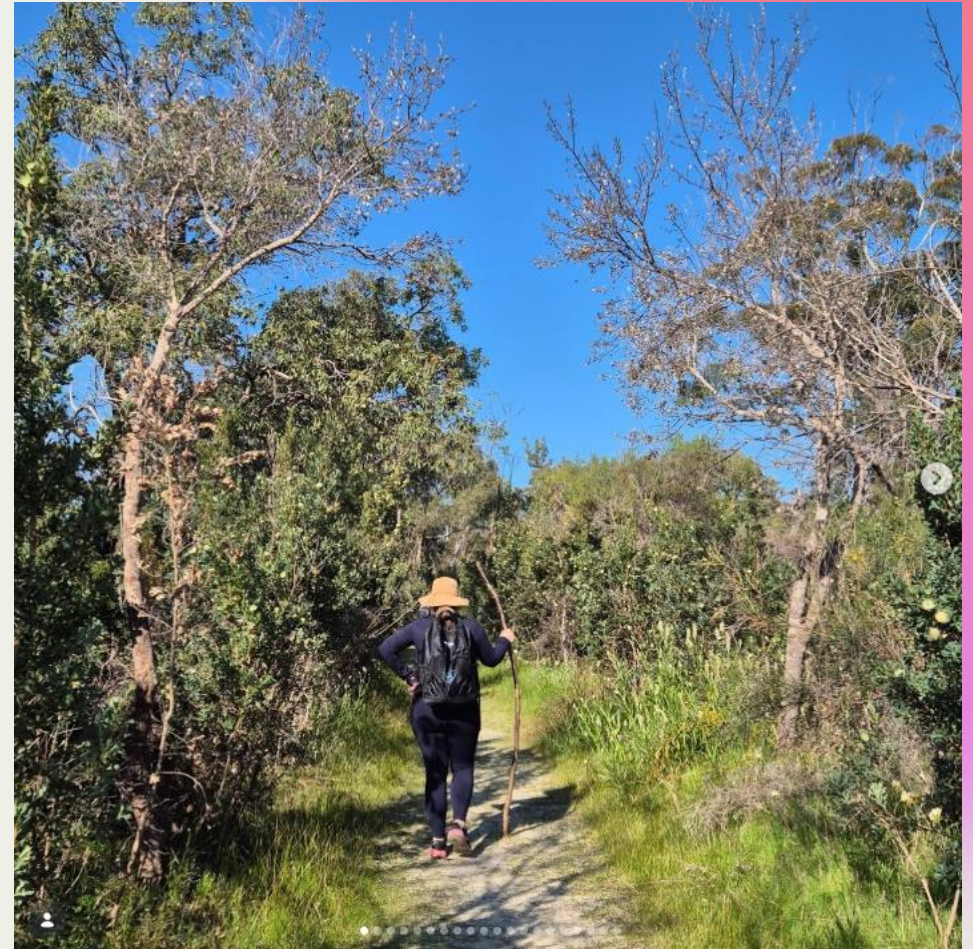
# Sunlight

Western Australia, particularly Perth, is Australia's sunniest state, boasting around **3,200 hours of sunshine annually (roughly 8.8 hours daily)**. Perth is noted as the sunniest capital city in Australia—and among the sunniest in the world—with a Mediterranean climate offering clear, sunny skies for roughly 70% of the year. [Wikipedia +3](#)

## Key Sunlight Features in Western Australia:

- **Highest Sunshine:** WA receives more sunshine hours than any other Australian state, about 35% more than Melbourne.
- **Perth Climate:** Features hot, dry summers and mild, wet winters, with 77.7% of rain falling between May and September.
- **Optimal Solar Energy:** Due to high irradiance, WA is ideal for solar power, which helps reduce energy bills and increases property value.
- **Sunsets:** The west coast location offers spectacular, clear sunsets over the Indian Ocean year-round.
- **UV Exposure:** While sunny, residents should be aware of UV levels, although sunlight is crucial for vitamin D. [Wikipedia +4](#)

Trail walking in King's Park with Dr Tracey Muir (Radiologist)



# Stress Reduction



Crafting with Beth



Teddy



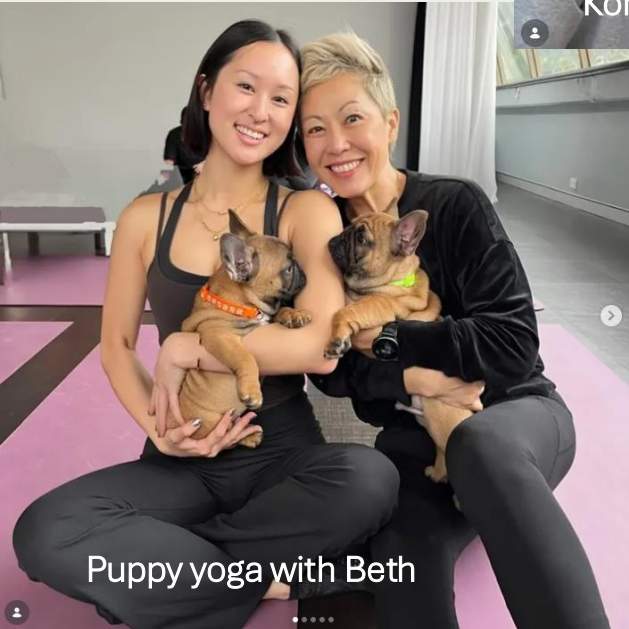
Korean spa with Colin, Will and Beth



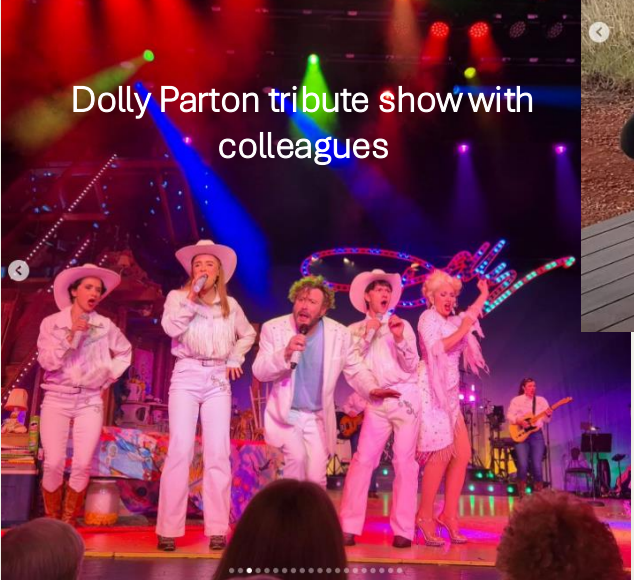
Pilates with sister Carrie



Weekend away with Bookclub



Puppy yoga with Beth



Dolly Parton tribute show with colleagues



Sam Heughan as Jamie in Outlander

Dinna fash,  
lasses!



Sam Heughan as Jamie in Outlander

# Dinna fash, lasses!

## 2. Dinna Fash

As with most languages, Scots has various dialects and this expression comes from Doric which is a Scots dialect associated with Northeastern Scotland. The phrase means “don’t fuss” or broadly “don’t worry” and is most often said like “dinna fash yersel” which is to say “don’t worry yourself”. It’s the perfect expression to reassure a friend. *Photo: Submitted*

# Toxin elimination and reduction



Weekly family lunch



When in Rome...



With work husband #1  
Radiologist Dr Mike Bynevelt



Boozy lunch with Will and Ali

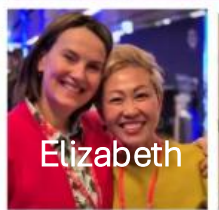


Another Wine Club dinner



UWA Wine Club with  
Radiologist Dr Janelle Morris

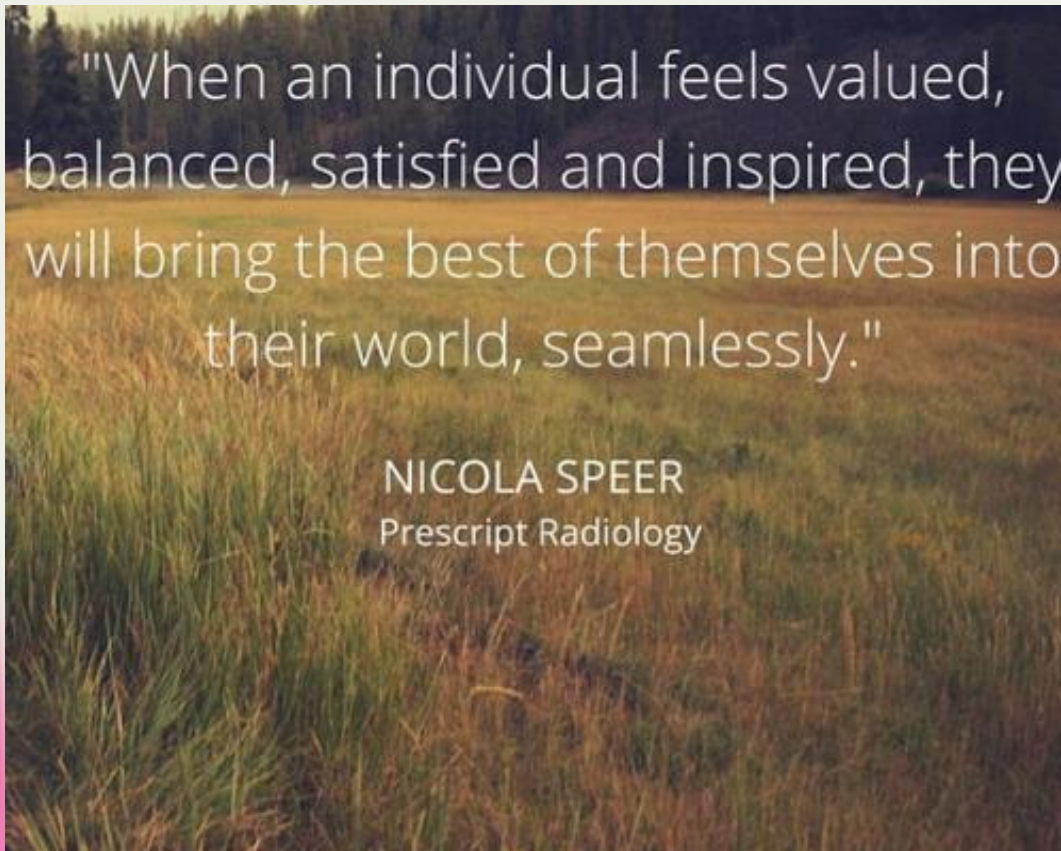
# True connections





Professional well-being

# Self-Care Practices for Busy Radiologists



## Mindfulness Techniques

Mindfulness practices help radiologists manage stress and improve mental clarity during busy workdays.

## Physical Activity Scheduling

Regular physical activity boosts energy and counters the sedentary nature of radiology work.

## Maintaining Social Connections

Social interactions support emotional well-being and reduce feelings of burnout among radiologists.

## Wellness Breaks at Work

Brief wellness breaks during work hours enhance focus and reduce occupational stress effectively.

**The Quokka, a native of Australia, is famously known as the happiest animal on the planet!**



Rottnest Island, WA

# Building Resilience in High-Pressure Environments

## Resilience Training Benefits

Training in stress management and cognitive flexibility improves radiologists' ability to handle pressure effectively.

## Emotional Intelligence Role

Programs enhancing emotional intelligence reduce burnout by 30%-50% through adaptive coping strategies.

## Thriving in Clinical Environments

Building resilience helps women succeed in unpredictable and high-stakes medical settings.



# Fostering Supportive Environments for Women in Radiology

Everlastings, WA

# Mentorship and Sponsorship Opportunities

## Impact of Mentorship

Mentorship increases promotion likelihood by 35% and boosts career satisfaction among women in radiology.

## Role of Sponsorship

Sponsorship by leaders raises visibility and leads to more leadership appointments for women.

## Formalized Programs

Structured mentorship and sponsorship programs improve access and equity in career advancement.

Hamersley Range National Park, WA

# Creating Networks and Peer Support

## **Knowledge Sharing and Collaboration**

Networks facilitate knowledge exchange and collaborative opportunities, strengthening professional growth among women radiologists.

## **Emotional and Peer Support**

Peer support groups provide emotional support, reducing isolation and enhancing resilience in challenging work environments.

## **Career Advancement Opportunities**

Active participation in networks correlates with improved career opportunities and professional development for women radiologists.





# Leadership, Growth, and Thriving in Radiology

A photograph of a vineyard in Margaret River, Western Australia, during a misty sunrise. The sun is low on the horizon, casting a warm glow over the scene. The vineyard rows are in the foreground, and a body of water is visible in the distance, partially obscured by mist. The overall atmosphere is serene and peaceful.

Margaret River vineyard, WA

# Empowering Women for Leadership Roles

## Leadership Development Programs

Leadership development programs have significantly enhanced women's skills and confidence to take on leadership roles in radiology.

## Negotiation Training

Negotiation training has empowered women to advocate effectively for their roles and contributions in leadership positions.

## Mentorship and Culture Impact

Empowered women leaders mentor others and shape inclusive organizational cultures, promoting equity and growth.

# Tools for Professional Development

Lucky Bay, WA



## Continuing Education

Continuing medical education helps professionals update their knowledge and skills for career advancement.

## Leadership Workshops

Leadership workshops build essential skills to improve management and team collaboration.

## Skill-Building Seminars

Skill-building seminars enhance specialized competencies vital for professional growth.

## Digital Networking Platforms

Digital platforms facilitate networking and learning, increasing confidence and career progress.

Broome, WA

# Celebrating Success Stories and Role Models

## Impact of Perseverance

Female role models in radiology illustrate how perseverance leads to overcoming professional challenges and barriers.

## Diverse Career Paths

Highlighting diverse career journeys shows the variety of opportunities and pathways within radiology for women.

## Increased Motivation and Mentorship

Success stories and testimonials encourage motivation and engagement in mentorship among aspiring radiologists.

# Conclusion: Empowering Women Radiologists for a Thriving Future

## Understanding Unique Challenges

Recognize the distinct obstacles women radiologists face to build effective support systems and foster inclusion.

## Fostering Supportive Environments

Create nurturing and equitable workplaces that encourage collaboration, mentorship, and career growth for women.

## Encouraging Leadership Growth

Empower women radiologists to develop leadership skills and take active roles in advancing the profession.

## Prioritizing Self-Care and Resilience

Promote wellness practices and resilience to help women radiologists thrive personally and professionally.

- **NESSTT every day!**



Please keep in touch

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