



RENEWNEWS

RENEW helps people who juggle work, family and community commitments sustain (or regain) their enthusiasm, effectiveness and purpose



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Saying Yes And Feeling Good About It

by Linda Hawes Clever, MD

Experience shows that saying, “Yes” can be a blessing or a curse. You may help save the world or you may crack or crash. When asked to do something, your reasons for saying Yes may range from genuine enthusiasm to “should” to “must.”

Some people say Yes because it’s their calling. They value the task. They like the challenge; it makes them happy to help. Others, in the “should” zone, feel a moral obligation or they don’t want to disappoint or no one else is available. They want to get it done (and get it done right). Some in the third group say they don’t know how to say No! They need to have lots on their to-do list or they feel guilty, saying No. Frankly, quite a few are worried about job security (impaired reputation, retribution, being passed over for promotion). As one fellow said the other day, “I say, ‘Yes I’ll do it’ because I haven’t found another job yet.”

You, too, may have felt over your head with assignments, drowning, being swept along like a leaf in a rip tide with no anchor or even rudder. The worst feeling is not doing anything well because you’re so darned busy.

Not that it’s easy to say No.

It’s a learnable skill, however. You could:

Use the 24 Hour Rule. It gives you a chance to check your calendar, consult with colleagues and dear ones, figure out how you might do the assignment, or ask the asker (especially if it’s your boss) to set priorities and tell you what’s most important to get done and in what order.

Offer a No Sandwich. You start and end with thanks and admiration for the asker and the cause. The meat is No. The No can be unadorned or have trimmings such as, “Not right now.” Or, “May I suggest another great person who could do it better?” Also, using the 24 Hour Rule gives you a day to whip up a No Sandwich.

Take some more time to think about yourself. You could make a short list of what you value most. You could muse about what you want to accomplish – not just this week but in life. And how did you get in the habit of saying Yes and decide if this is working well for you. In an expansive mode, you could choose what more to learn so you can accomplish your Yeses better.

Ah, yes, I am in favor of Yeses!

They can become visible, valuable, and meaningful actions at the right time and in the right frequency. A big benefit is that, when you give your Yeses some thought, you can become more effective as you put yourself in charge. And that is a good feeling.

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Community Initiatives & YOU!

June marked our 3rd year as a fiscally sponsored project of the marvelous Community Initiatives. With this mailing, CI will take over the direct deposit of all gifts. Please use the enclosed card and envelope, and make your check out to **RENEW/CI**. If you give electronically, use the website: www.communityin.org, click on “support-a-project” and select **RENEW**. It’s painless and you’ll get an immediate receipt for tax purposes. Thanks for helping us move to this new and more efficient system.



Stanford Health Improvement Program

Stanford University’s Health Improvement Program and RENEW have been busy this year. We collaborated with HIP on a 4-meeting Conversation Group this spring and are scheduled for a summer series in July. In addition, Linda participated in HIP’s Wellness Fair in April and presented a workshop “*Vitality 101: Finding Your Groove*” to a sold out crowd in May. A repeat performance is on the calendar for August 12. One Conversation Group member said, “*The simple act of conversation can bring forth new ways of thinking and becomes the seed to positive, new habits.*”

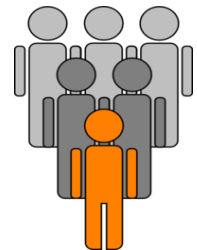
RENEW by the Numbers



RENEW’s reach extends further than our groups and audiences. For example, the 26 clinicians from Marin Community Clinics who attended 6 Conversation Group sessions this spring are part of a staff that takes care of over 100,000 patients per year. Similarly, 250 internists came to our 7:00 am (!) seminar “*Beating the Clock: How to Expand Your Time & Effectiveness*” at the annual meeting of the American College of Physicians in Boston and 150 members of the American Society of Clinical Oncology attended our “*Coping with Chaos & Other Challenges in Medicine*” at its annual conference in Chicago. That adds up to RENEWed physicians offering a more positive spirit to tens of thousands of patients.

Leadership Institute

RENEW will present its 8th 1½ day Leadership Institute retreat September 17-18 for new fellows of the San Francisco Peninsula’s Center for Excellence in Nonprofits. This fall’s program “*Sustaining Yourself in Leadership & Life*” will focus on establishing boundaries, creating community, and the personal and professional charms and challenges of leaders.



RENEW & Kaiser Collaborate

As Kaiser Permanente grows, more physicians come on board, so in addition to being on the schedule for its New Physicians School for the 15th time this autumn, we were honored to give “*Keep Your Energy Bucket Full – For Your Patients, Family & You*” to a class of 25 new doctors in April.

In other Kaiser-RENEW news, on September 15 we will present a national webinar to Kaiser Permanente *Women in Technology* and *KP Wellness*. The focus will be on resilience, resolving competing imperatives, and setting and keeping limits.