

McGill Department of Pathology Retreat - 2017

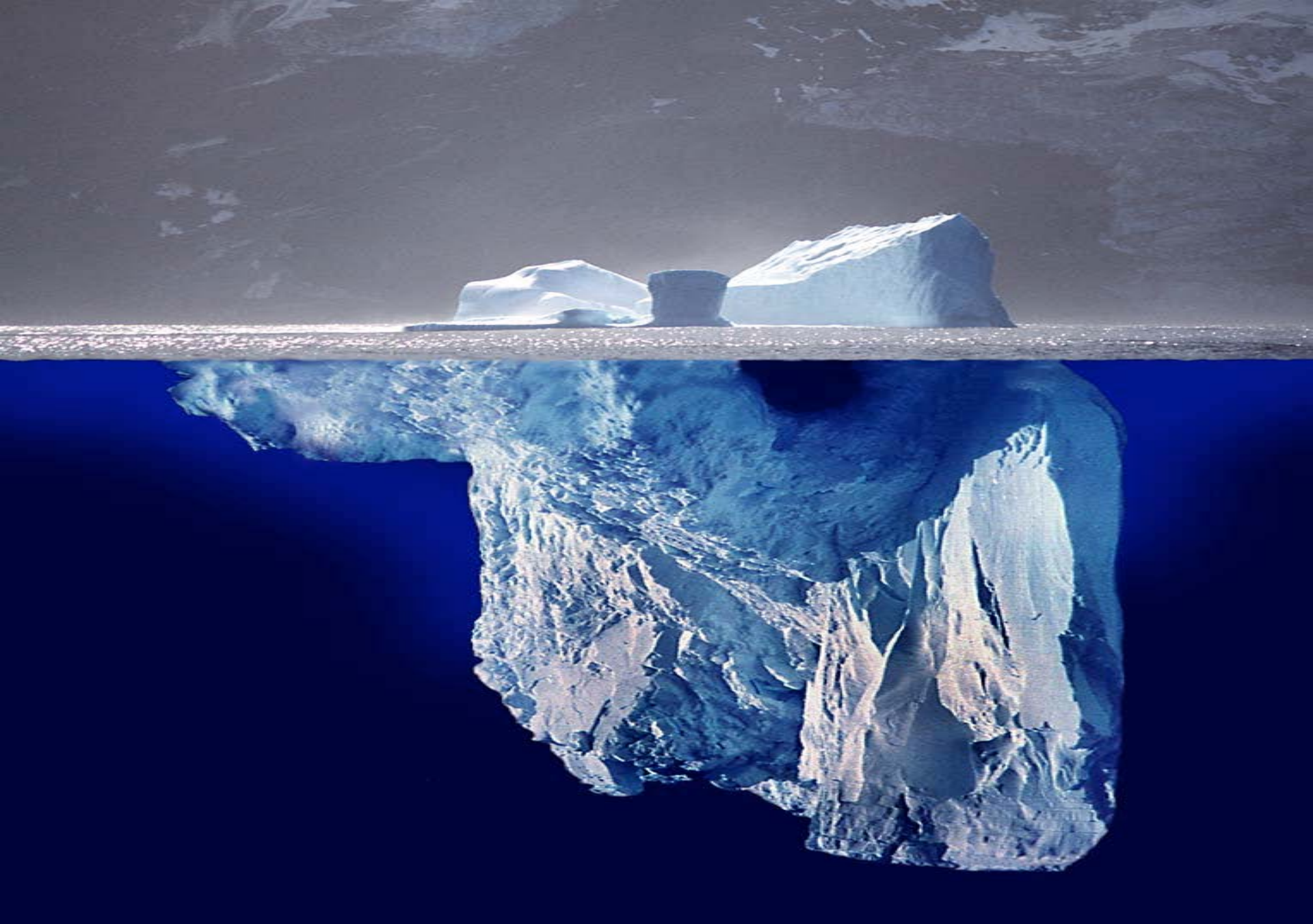
The Iceberg Exercise

Role at
McGill

One
Stressor

One
Strength

Personal



1. Treat people as allies (iceberg)
2. Give them the benefit of the doubt
3. Assume positive intentions
4. Create the Pygmalion effect
5. Replace the golden rule by the silver rule

Stress Moderators

- The Individual—Personality
- Type A Behaviour
- Negative Affectivity
- The Social Context—Social Support
 - May include supervisors, coworkers

Time and energy

Circle of Concern

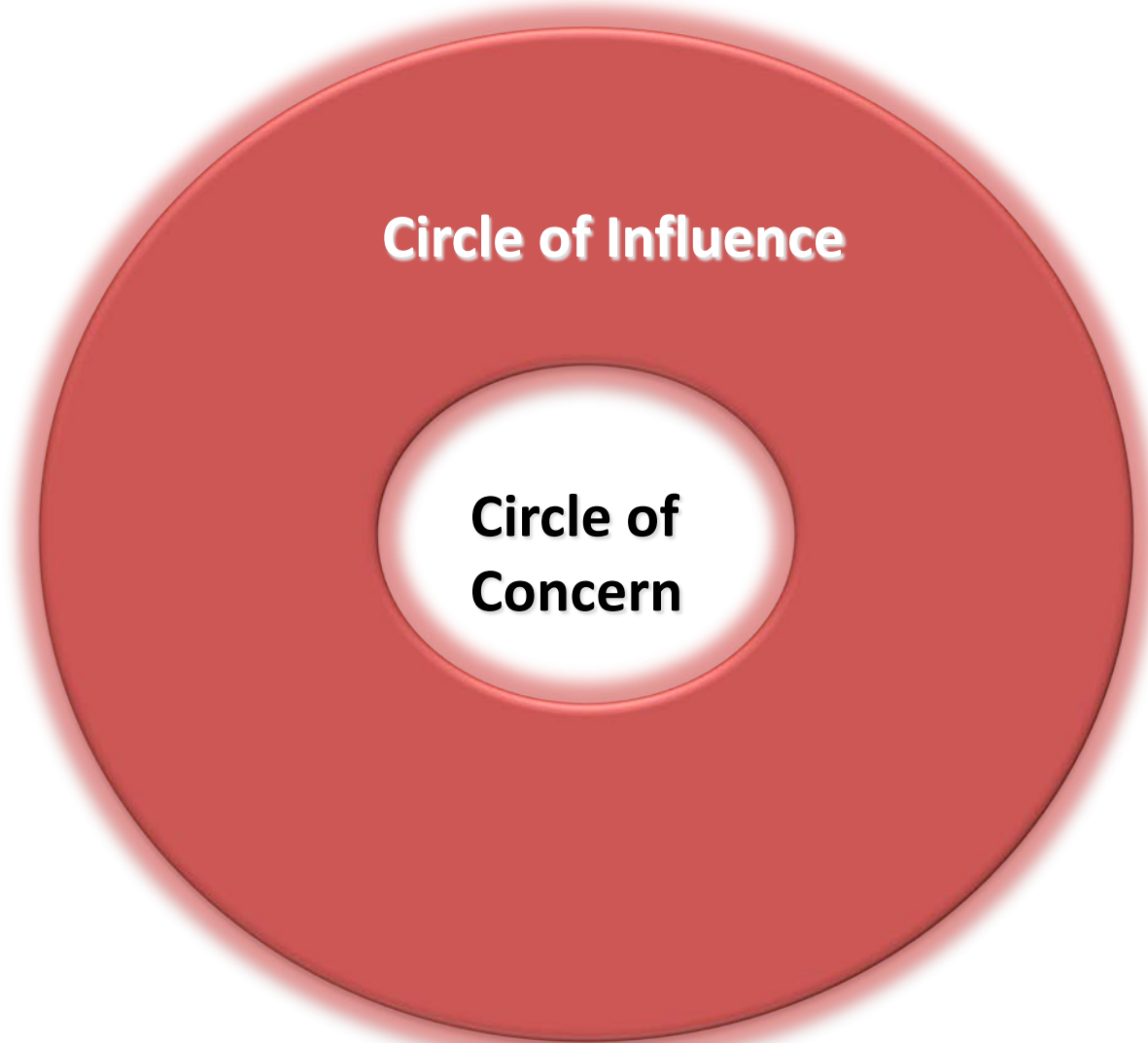
Filled with “have”

Circle of Influence

Problems where you have no control

Problems with indirect control: involving other people’s behaviours

Time and energy



Filled with “Be’s”

Problems with direct control: involving own behaviours

Thank You!

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