

Support Clinician  
Well Being with a

# Pandemic Playbook

Physicians and other healthcare professionals are desperately needed in the midst of the COVID-19 global pandemic. Astonishing stress levels (90% of physicians report changes in their behavior toward family and friends<sup>1</sup>) have taken a significant toll on their well being. Here are a few issues physicians are facing and how healthcare organizations can ensure they are fully supported.

## Staffing and equipment shortages

Organizations should pay attention to the number of hours physicians work, aggressively look for sources of PPE, and provide information and resources to avoid infecting friends and family outside of work.

## Limited communication

Leaders showing up and being visible will go a long way with physicians looking to be heard. Creating multiple channels of communication, such as listening groups and town halls, give physicians input on the decision-making process while offering valuable input to the organization.

## Access to support resources

While faced with the constant hardships COVID-19 presents, it is important not to lose sight of mental and physical health support. Providing physical support such as meals and hydration or regular reminders of mental health resources will make an impact.

## Furloughs and financial challenges

The AMA estimates an average loss of \$50 billion/month for America's hospitals and health systems<sup>2</sup>. Being open with and assuring proper compensation for physicians who are working around the clock can solve certain problems before they arise.

1. Robert M. Rodriguez MD, et. al., "Academic Emergency Medicine Physicians' Anxiety Levels, Stressors, and Potential Stress Mitigation Measures During the Acceleration Phase of the COVID-19 Pandemic," SAEM, June 22, 2020.

2. "Hospitals and Health Systems Face Unprecedented Financial Pressures Due to COVID-19: AHA," American Hospital Association, May 2020

**Contact us** for more information on how your organization can keep your team members' health and well being top of mind. Download our latest article, **How to Lead Your Organization Through COVID-19**, to learn how to support your healthcare workers during a global pandemic.

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