



Physician & Advanced Practitioner Well Being Solution Survey Results

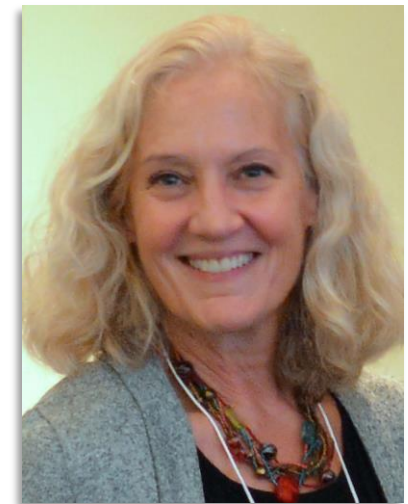


Presented by
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In cooperation with Uniphy Health and Cejka Search

Contributors



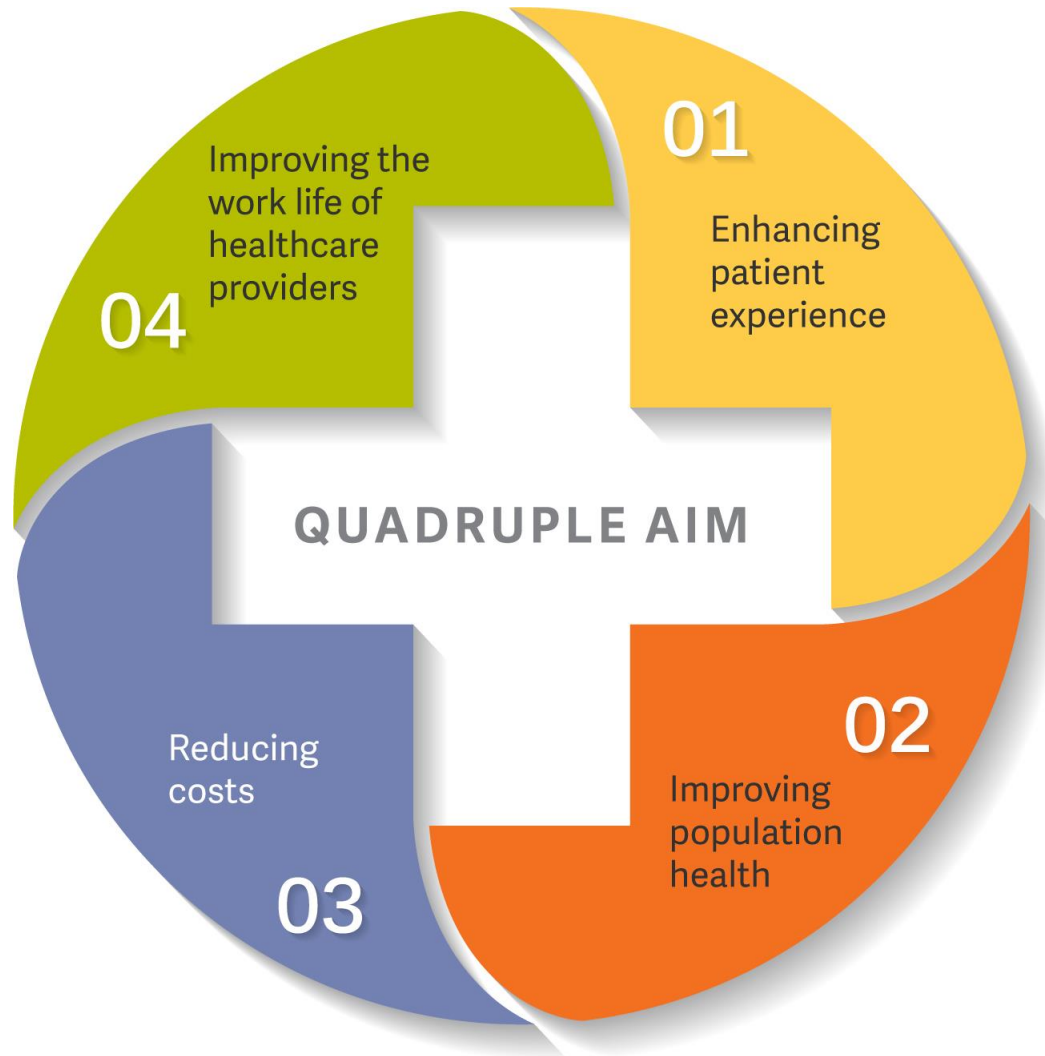
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Chief Strategy Officer
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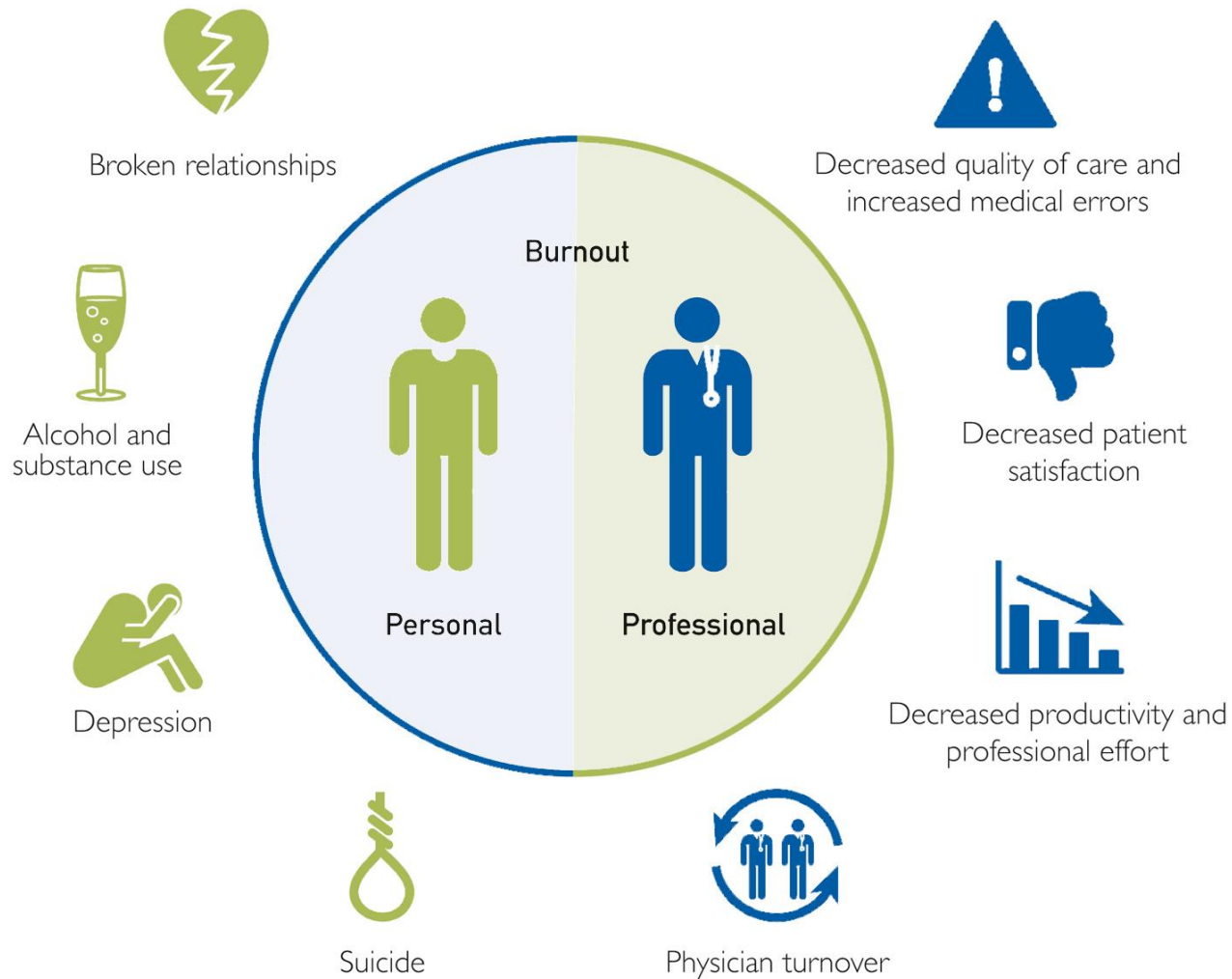
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VITALWorkLife.com/forphysicians/research-and-articles/

Physician Burnout and the Quadruple Aim



Repercussions of Physician Burnout

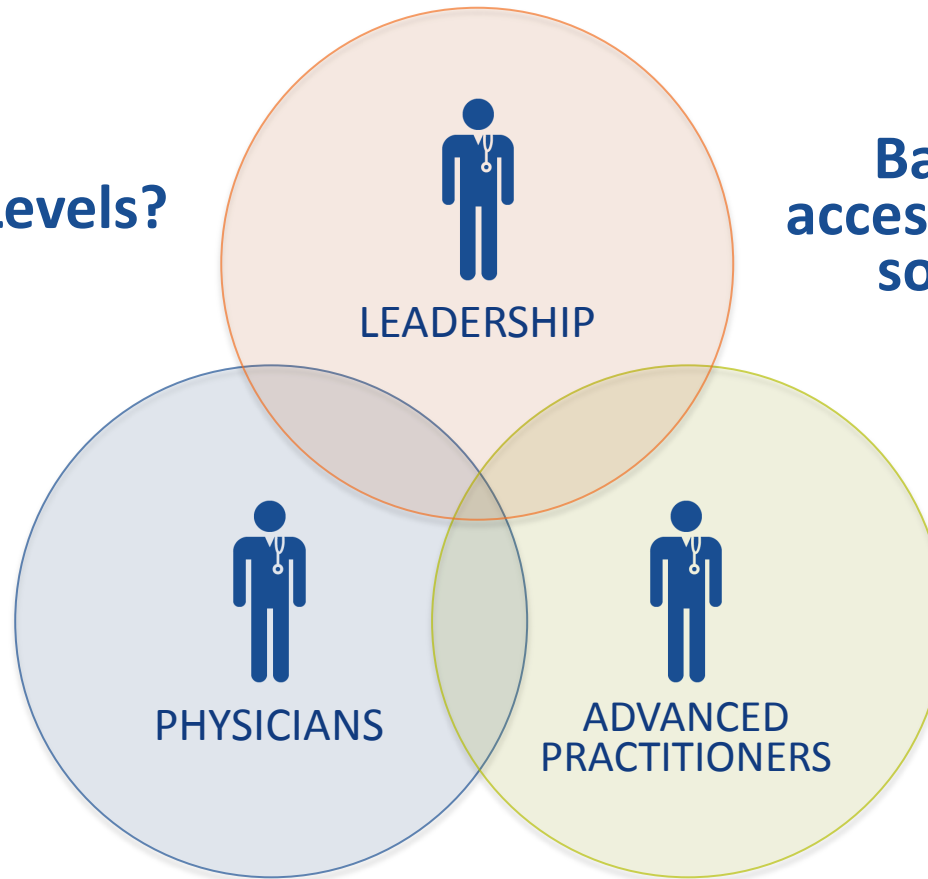


Goals of Survey



Stress Levels?

**Barriers to
access well being
solutions?**



Differences in perceptions of each group?

Goals of Survey



What well being solutions are offered?

Counseling

Coaching

Mentoring

Correct
Staffing
Ratios

Codes of
Conduct
Enforced

Quality
Improvement
Initiatives

What supporting business processes exist?

Does your organization's culture support well being?

Leadership

Team
Member
Collaboration

Awareness
& Concern

Goals of Survey



Perceived value & impact of well being solutions, business processes, culture





VITAL WorkLife

- Physician Consultant & Peer Coach
- Physician Intervention Assessment & Support

Consultation & Coach

- Leadership Development
- Career Development & Fulfillment
- Strategic Planning
- Talent Management
- Effective Communication
- Well Being

Internal Medicine Physician

CEO, LTC Professionals, PLLC

- Provides physician & nurse practitioner skilled nursing care

Education

- MD, University of Texas Medical School , Houston, TX
- Masters, Medical Management, University of Southern CA

Demographics



Respondents: 785

Physicians: 80%

Advanced Practitioners: 20%

Clinicians: 90 %

Leaders: 10%

Analytics:

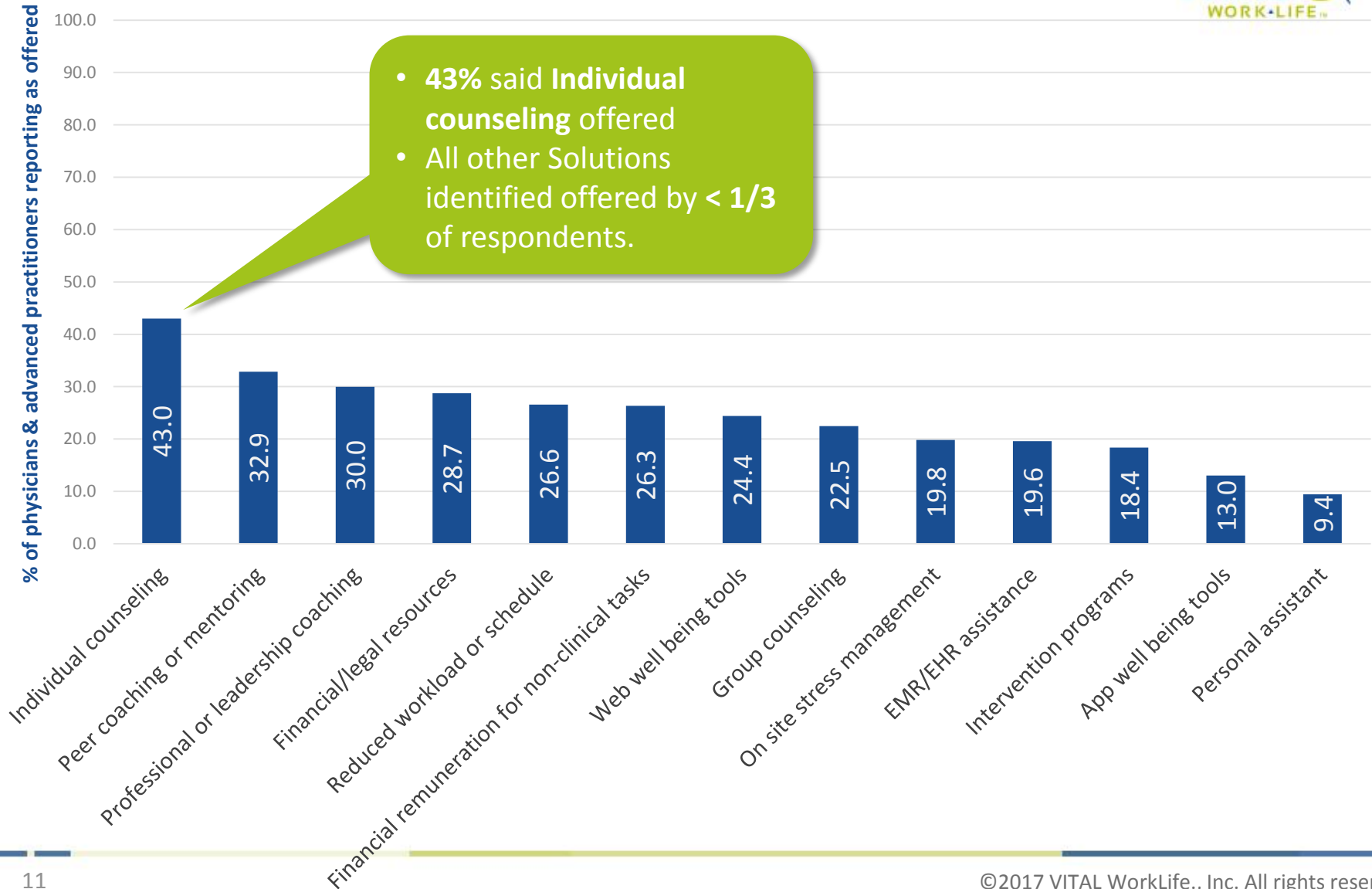


Arundel
Metrics

Key Findings



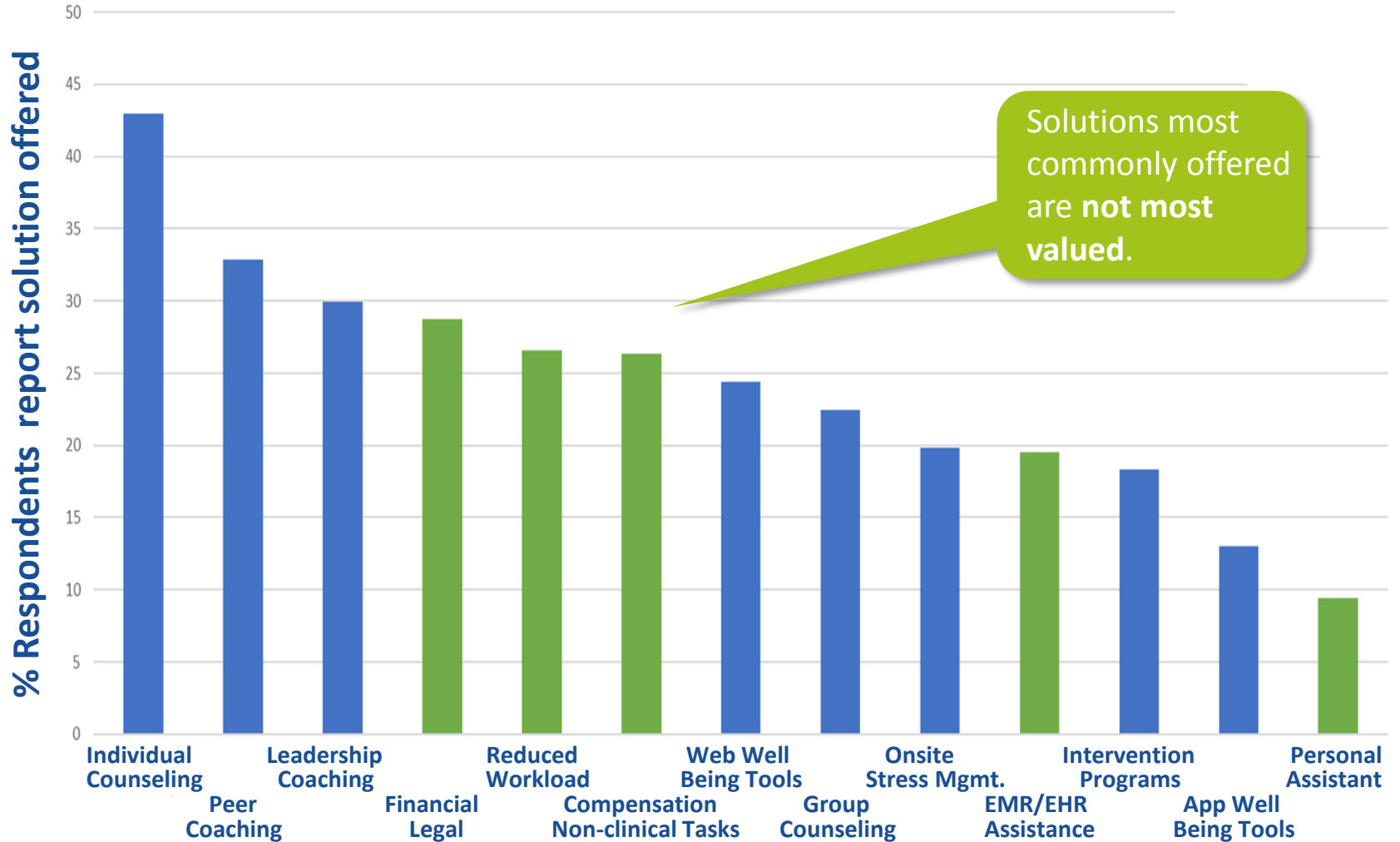
Which Well Being Solutions are Offered?



Offered vs. Valued Solutions



Green = top 5 valued solutions



What's Valued vs. What's Offered



	% Respondents Rate as <u>Valuable</u>	% Respondents Said Solution <u>Offered</u>	Difference Between Valued & Offered
Financial Compensation for Non-Clinical Tasks	84.7	26.3	58.4
Reduced Workload or Schedule	82.4	26.6	55.8
EMR/EHR Assistance – Including Scribes	71.7	19.6	52.1
Personal Assistant to help with work/life balance	62.6	9.4	53.2
Financial & Legal Resources & Advisement	59.2	28.7	30.5

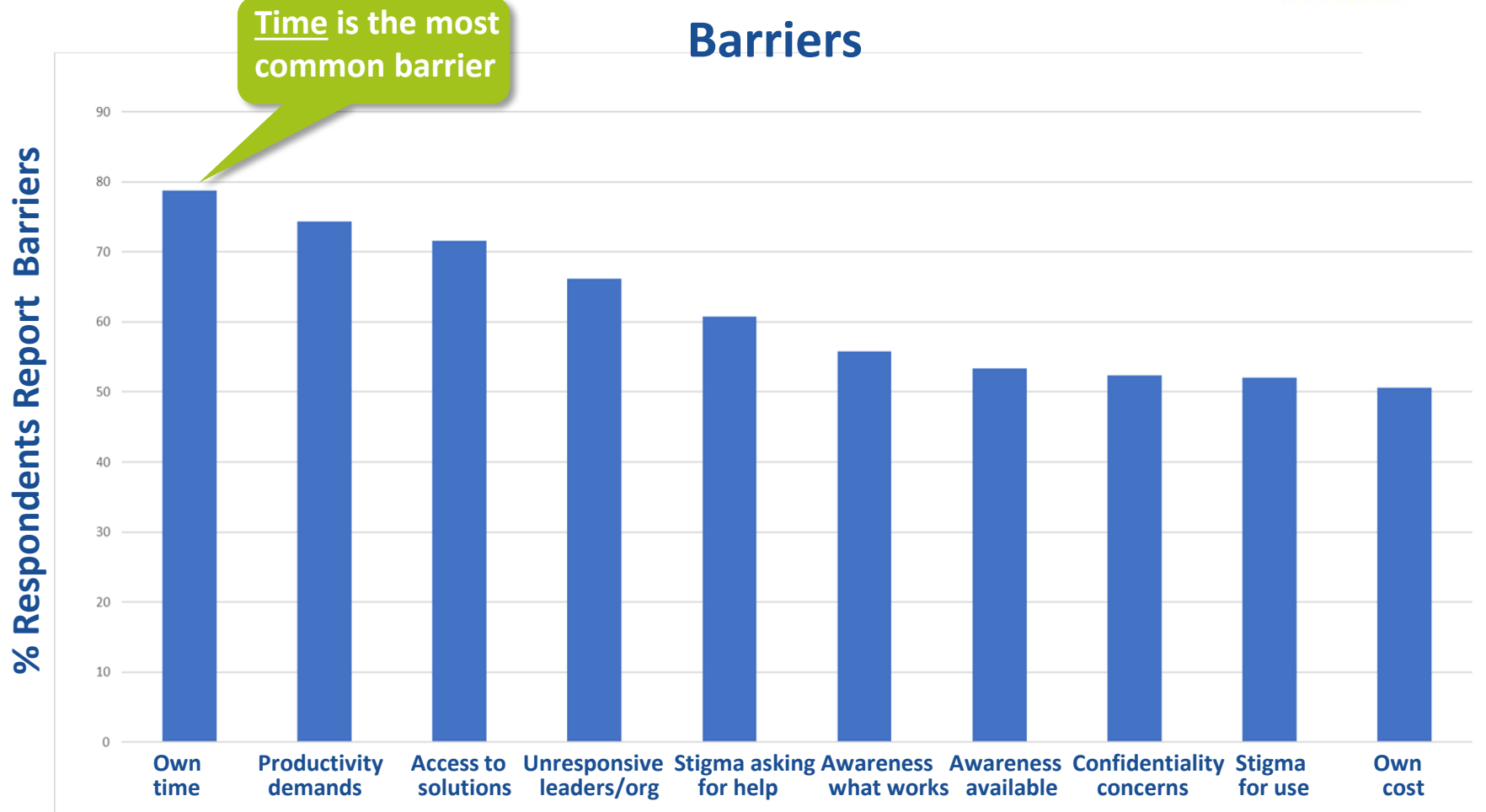
Gap between
valued & offered
Average = 50

Followed by: Individual Counseling, Peer Coaching, Leadership Coaching

Barriers to Accessing Well Being Solutions



Barriers

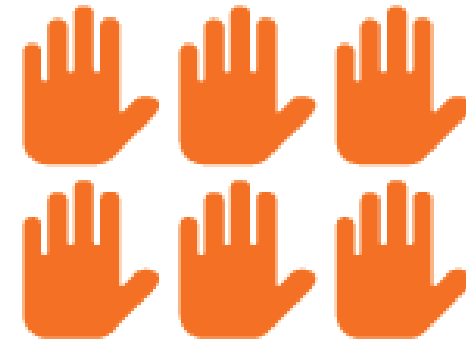


Barriers to Accessing Well Being Solutions



Most Common Barriers

- **87% Time** to use what is available
- **74% Productivity** demands
- **71% Access** to solutions
- **66% Unresponsive** management or rigid organization
- **63% Stigma** for requesting help or suggesting change
- **56% Awareness** of what works



Business Processes & Quality Improvement Strategies



	% Respondents Rate as Valuable	% Respondents Report as Offered	Difference Between Valued & Offered
Effective/Efficient Work Teams	89.5	53.7	35.8
Review of Staffing Ratios	84.2	41.3	42.9
Team-Based Care Training/Support	81.8	48.2	33.6
Strong Leadership Development Program	79.7	35.5	44.2
Continuing Education Opportunities	74.7	69.5	5.2

Gap between
valued & offered
Average = 32

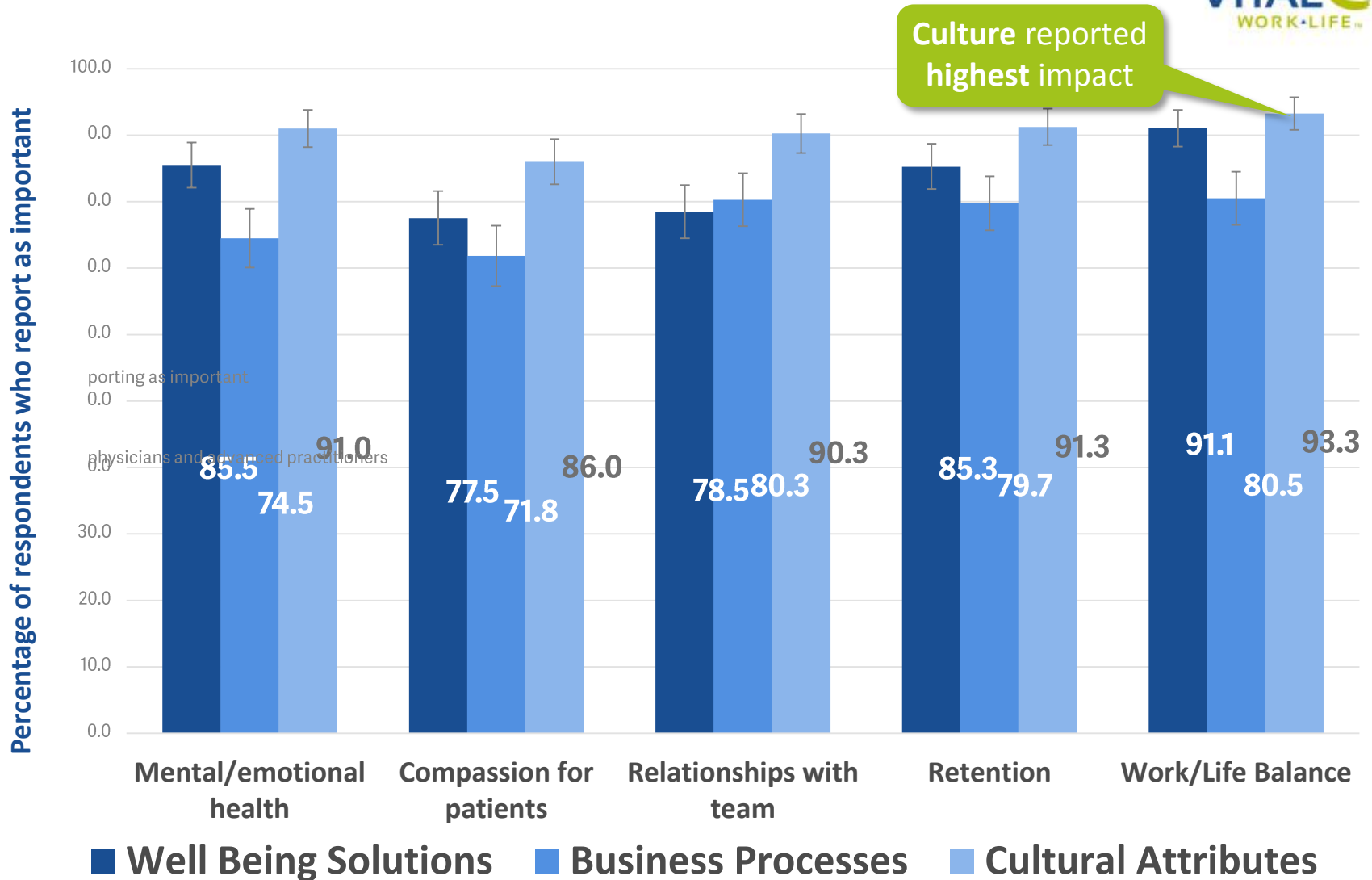
Cultural Attributes



	% Respondents Rate as Valuable	% Respondents Report in Current Organization	Difference Between Valued & Reported
Team members collaborate to create a positive environment	88.8	58.5	30.3
Leadership demonstrates awareness/concern for physicians & practitioners	87.8	48.8	39.0
Resources Invested in Culture	86.8	46.5	40.3
Employees held accountable	86.5	59.3	27.2
Skilled leadership	84.3	54.3	30.0

Gap between
valued &
reported
Average = 33

Importance of Well Being Solutions, Business Processes & Cultural Attributes to Measures of Well Being



Recommendations

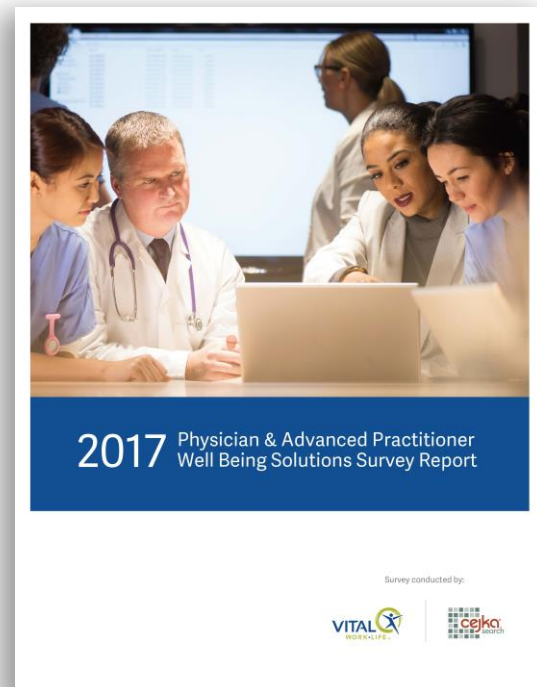


Additional Resources



Additional Resources Included in the Survey Report

Download the Full Survey Report at:
info.VITALWorkLife.com/2017-survey-report



Q & A





THANK YOU

QUESTIONS?

Contact us at:

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