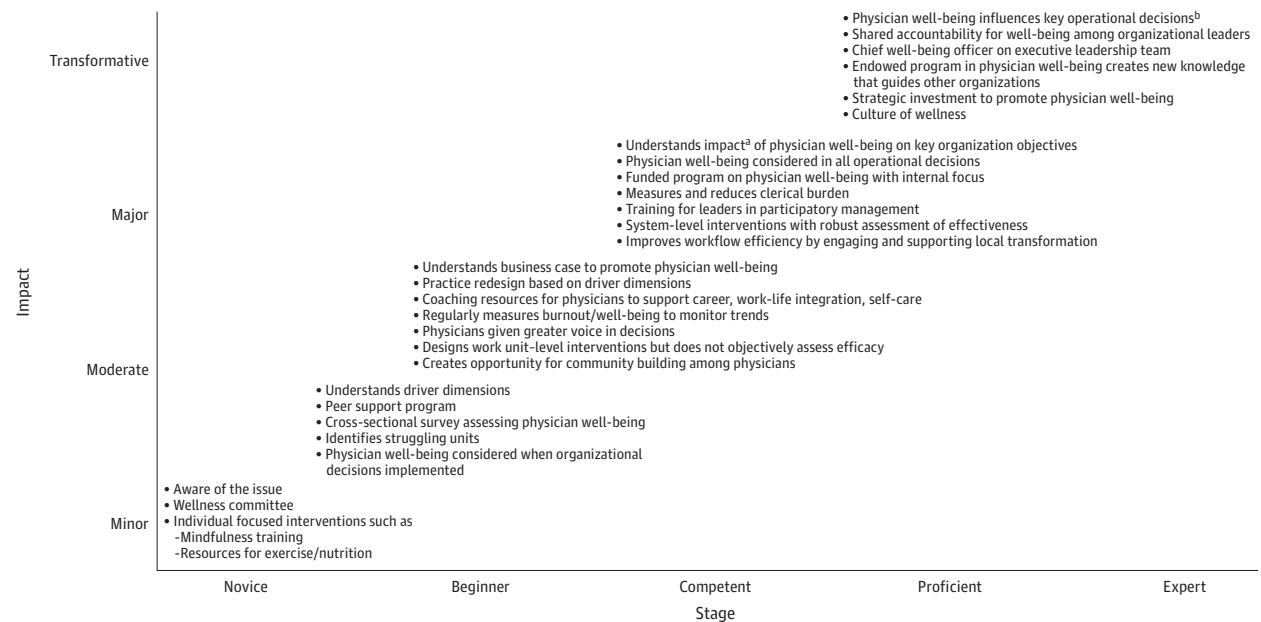


**Figure 1. Typical Steps in an Organization's Journey Toward Expertise in Physician Well-being**



<sup>a</sup> Finances, turnover, safety/quality, patient satisfaction.

<sup>b</sup> Strategy, priorities, resource allocation, new initiatives.