## Your Organizational Well Being Journey Tool

Impact

- Aware of the issue Wellness committee
  - Individual-focused interventions
  - such as: • Mindfulness training • Resources for exercise
    - Resources for exercise
      & nutrition

NOVICE

Understands driver dimensions Peer support program Cross-sectional survey assessing physician well being

Identifies struggling units Physician well being considered when organizational decisions implemented

BEGINNER

Understands business case to promote physician well being

Practice redesign based on driver dimensions

Coaching resources for physicians to support career, work-life integration, self care

Regularly measures burnout and well being to monitor trends

Physicians given greater voice

Designs work unit-level interventions but does not objectively assess efficacy

Creates community opportunities

COMPETENT

Understands impact\* of physician well being on key organization objectives

Physician well being considered in all operational decisions

Funded program on physician well being with internal focus

Measures and reduces clerical burden

Training for leaders in participatory management

System-level interventions with robust assessment of effectiveness

Improves workflow efficiency by engaging and supporting local transformation

\* Finances, turnover, safety and quality, patient satisfaction

## PROFICIENT

Physician well being influences key operational decisions\*\*

Shared accountability for well being among organizational leaders

Chief Well Being Officer on Executive Leadership team

Endowed program in physician well being that creates new knowledge and guides other organizations

Strategic investment to promote physician well being

Culture of wellness

\*\* Strategy, priorities, resources allocation, new initiatives

