

Medallia

Creating a Thriving Workplace: 5 Ways to Impact Clinician Well-being



Today's Speakers



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Knowing the Terms

Burnout	A syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishment occurring from chronic workplace stress. The term burnout should <u>not be applied to describe experiences in other areas of life.</u>
Depression	A prolonged episode of at least 2 weeks characterized by a depressive mood occurring most of the day, nearly every day <u>whether at work or at home.</u>
Moral Injury	Psychological, biological, spiritual, behavioral, and social impact of perpetrating, failing to prevent, or bearing witness to acts that transgress deeply held moral beliefs and expectations". Integral to the concept is the sense of betrayal by those in positions of authority.
Professional Well-being	A function of being satisfied with one's job, having a high-quality working life, and finding professional fulfillment in one's work, as a result of constructive conditions in the workplace.
Resilience	Ability of a person, community, or system to withstand, adapt, recover, rebound, or even grow from adversity, stress, or trauma

Shifting Clinician Time to What Counts Can Save Healthcare

2/3

Physicians spend 2 hours on paperwork for every 1 hour directly with their patients

41%

Amount of time nurses spend nursing their computers instead of their patients

By the Numbers

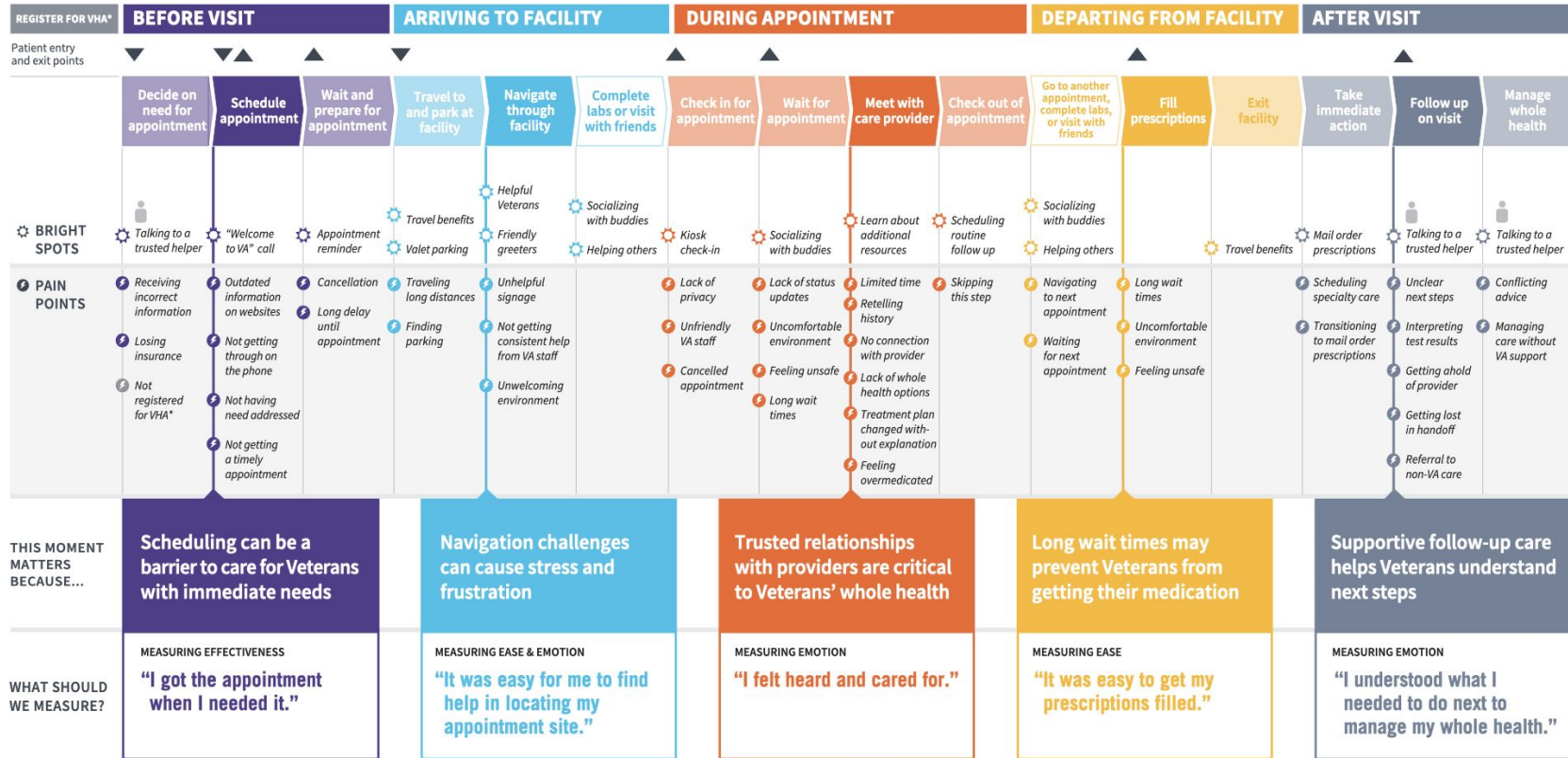
\$1M

Cost to replace a
physician lost to burnout

\$262K/year

Amount each percent
change in RN turnover
will cost or save the
average hospital

VA Outpatient Care Journey



Five Ways to Impact Clinician Well-being



These are non-normal times: adjust expectations



Get rid of stupid stuff



Get radical to shore up staffing



Designate a wellbeing executive



EAP is not enough

Endorsed by:

All In
WellBeing First for Healthcare



Thank You!



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