



National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience

Clinician well-being is essential for safe, high-quality patient care.

However, clinicians of all kinds, across all specialties and care settings, are experiencing alarming rates of burnout. More than 50 percent of U.S. physicians report significant symptoms of burnout, a syndrome characterized by a high degree of emotional exhaustion and depersonalization (i.e., cynicism), and a low sense of personal accomplishment at work.

Clinician burnout can have serious, wide-ranging consequences, from reduced job performance and high turnover rates to—in the most extreme cases—medical error and clinician suicide. On the other hand, clinician *well-being* supports improved patient-clinician relationships, a high-functioning care team, and an engaged and effective workforce. In other words, when we invest in clinician well-being, everyone wins.

Supporting clinician well-being requires sustained attention and action at organizational, state, and national levels, as well as investment in research and information-sharing to advance evidence-based solutions.

The National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience is a network of more than 200 organizations committed to reversing trends in clinician burnout. The Action Collaborative has three goals:

- 1 Raise the visibility of clinician anxiety, burnout, depression, stress, and suicide
- 2 Improve baseline understanding of challenges to clinician well-being
- 3 Advance evidence-based, multidisciplinary solutions to improve patient care by caring for the caregiver

The Action Collaborative is composed of six working groups that will meet over the course of four years to identify evidence-based strategies to improve clinician well-being at the organizational and systems levels.

Resources and activities of these five working groups include

- 1 A comprehensive resource repository - The Clinician Well-Being Knowledge Hub
- 2 A series of *NAM Perspectives* discussion papers
- 3 A conceptual model of the factors affecting clinician well-being and resilience
- 4 *Expressions of Clinician Well-Being* digital art gallery

Learn more at nam.edu/CW

The collaborative is chaired by Victor J. Dzau, president of the NAM, and co-chaired by Darrell G. Kirch, president and CEO of the Association of American Medical Colleges, and Thomas J. Nasca, CEO of the Accreditation Council for Graduate Medical Education (ACGME) and ACGME International. Collaborative participants include 65 representatives from professional organizations, government agencies, technology and electronic health record (EHR) vendors, large health care centers, payers, individual researchers, and clinicians, including physicians, nurses, dentists, pharmacists, trainees, early career professionals, and patient and consumer representatives. Altogether, there are over 180 organizations engaged in this work.

