

## National Academy of Medicine Statement on Commitment to Clinician Well-Being

Over the past fifty years, rates of clinician burnout have dramatically increased across the United States. Clinician burnout has serious consequences for patient safety, care quality, and health care costs, and immediate action is needed to address this growing problem.

To combat the nationwide burden of clinician burnout, the National Academy of Medicine (NAM) recently launched a national Action Collaborative on Clinician Well-Being and Resilience. The Collaborative will unite stakeholders from across the country in an effort to identify and elevate multidisciplinary, evidence-based solutions for reducing burnout and increasing clinician well-being. Participants of the Collaborative represent large health care centers, payers, professional organizations, government, technology, and research institutions. Over the course of two years, the Collaborative hopes to:

- Improve baseline understanding across organizations of challenges to clinician well-being
- Raise visibility of clinician stress and burnout
- Elevate evidence-based, multidisciplinary solutions to reverse alarming trends in clinician stress and burnout and improve patient care by caring for the caregiver

The Collaborative comprises four working groups that represent priority focus areas. Each working group is charged with creating products and activities to affect the factors driving clinician well-being and burnout. Products and activities of these four working groups include an online knowledge hub, a series of NAM *Perspectives* discussion papers, an all-encompassing conceptual model that reflects the domains affecting clinician well-being, and a common set of definitions. The working groups include:

- 1 Research, data, and metrics
- 2 Messaging and communications
- 3 Conceptual model
- 4 External factors and workflow

The sustainability of the U.S. health system demands that we purposefully ensure that clinicians have the support they need to function at their highest capacity. Addressing burnout must be a top priority in national discussions on patient care and will require individual, organizational, and systems-level reform through the collective action of many stakeholders.

The NAM is committed to leading this collaborative effort to find workable solutions that ultimately benefit us all.

To learn more about the Action Collaborative, please visit [nam.edu/ClinicianWellBeing](https://nam.edu/ClinicianWellBeing).