



Action Collaborative on Clinician Well-Being and Resilience ABIM Foundation Commitment Statement

This commitment statement is in support of the National Academy of Medicine's national movement to improve baseline understanding of the challenges to clinician well-being, bring greater awareness to the issue of clinician stress and burnout, and promote evidence-based multidisciplinary solutions.

The mission of the ABIM Foundation is to advance medical professionalism as a force to improve health care, largely through promoting professional values and behaviors, engaging health care leaders in ongoing conversations about ways to deliver high-value care, and convening individuals and organizations to stimulate positive change and innovation.

Ensuring that the environment and culture in which physicians practice supports their well-being is essential to fulfilling our mission. Without a supportive and satisfying work life, clinicians will find it difficult to be motivated to provide the highest quality care.

The Foundation has been an active supporter of initiatives to improve physician well-being. Earlier this decade, we funded a project to study and report on the attributes of primary care practices that were most conducive to physician well-being. This project culminated in a 2013 article in [Annals of Family Medicine](#) that analyzed 23 high-functioning practices; Christine Sinsky, MD, its lead author and the current Vice Chair of the ABIM Foundation, has continued her deep involvement in the pursuit of physician satisfaction through her work with the American Medical Association.

Our *Choosing Wisely*[®] campaign, which launched in 2012 to encourage physician-patient conversations about appropriate care and to begin identifying overuse and unnecessary care, also is linked closely to the promotion of physician well-being. It has been a leading effort in catalyzing a growing recognition that we need to shift the culture of clinical practice – from more is better to high-value, appropriate care – with the active engagement of physicians.

“Right-sizing” the practice of medicine enables clinicians to provide the most appropriate care. Such a shift will ultimately lead to high-value care, reduced risks, better outcomes, lower costs, improved experiences and greater satisfaction for all. Involving clinicians and other health care providers in this work, as the *Choosing Wisely* campaign does, gives them authority and agency in creating change that nurtures their well-being.

Implementation of the more than 500 *Choosing Wisely* recommendations developed by medical specialty societies will be a mainstay of the campaign, with an emphasis on evaluation and measurement efforts in order to identify the strongest models of reform.

The Foundation will continue to convene learning networks, or communities, to share ideas, research and resources on advancing evidence-based medicine and high-value care. We will continue to recognize and celebrate physicians who are modeling the highest ideals in professionalism, and to support medical education initiatives that place a premium on teaching value in health care, promoting

principles of responsible stewardship, and demonstrating a commitment to the Physician Charter. The charter, developed in 2002 by the ABIM Foundation, the ACP Foundation and the European Federation of Internal Medicine, affirms the principles and responsibilities of the medical profession.

In addition, the ABIM Foundation convenes health care leaders every year to have conversations about issues of critical importance to health care practice in the United States. At the annual ABIM Foundation Forum, participants explore topics such as frameworks for quality improvement, the effect of culture on health care performance, and the impact of system design on patient care and joy in practice. We will continue to convene thought leaders in discussions that seed actions that improve medical practice.

In 2018, the Foundation will begin pursuing an additional strategic focus – building and sustaining trust in health care. Research has shown a strong correlation between trustworthiness, strong relationships, and patient and provider satisfaction. Waning trust in health care systems, on a variety of levels, has created barriers to healthy work environments for clinicians.

By exploring the attributes of trust, ways to build it and, where necessary, rebuild it, the ABIM Foundation intends to foster programs and projects that position trust as an underlying yet essential factor in fostering physician well-being. Our work will include promoting innovation in addressing and overcoming existing issues within systems, networks and professional practice that cause burnout and dissatisfaction among physicians.