



The Coalition for Physician Well-Being has been committed to promoting physician wellness for over seven years. A pioneer in recognizing physician burnout and its effects on patients, families, staff and the providers directly, the organization has been developing strategies to improve physician well-being using organizational structures and tactics with proven impact on physician lives. We continue to promote the importance of physician wholeness both personally and professionally. As many national studies have concluded, burnout rates are high and the overall impact is substantial.

The Coalition for Physician Well-Being supports organizational leaders who are introducing programs and strategies to relieve burnout and promote resiliency. Members of our not-for-profit organization become resources to one another, helping organizations implement vital programs successfully. The Coalition also provides monthly webinars that focus on a variety of related topics including physician wellness, resiliency, coaching, physician development, burnout and patient outcomes. The webinars have been beneficial for audiences in the operational side of healthcare as well as clinicians.

The Coalition holds an annual conference where like-minded individuals can learn more about burnout, wellness and how organizations and individuals can address this epidemic. The conference has become a significant networking experience for organizational leaders and physicians to collaborate and engage.

The Coalition for Physician Well-Being most recently developed the Medicus Integra© award that encourages organizations to excel in physician wholeness. It was developed to recognize organizations that have focused in implementing robust programs, processes and solutions to address physician well-being, burnout and encourage balance. The award emphasizes four categories that an organization must address to qualify for Medicus Integra© recognition.

- Quality
- Culture
- Resilience
- Learning

The quality quadrant demonstrates that organizations are simplifying and supporting the use of the EMR. It also entails flexible work re-design and a focus on decreasing provider turnover and increasing provider engagement.

The culture quadrant ensures that there is a code of conduct in place with a process for addressing behavioral issues. In addition, it ensures that there is effective two-way communication between administrators and clinicians and timeliness in responding to provider concerns.

The resilience quadrant relates to accountabilities, coaching/counseling programs, supported relational programs for physicians and their colleagues, as well as spiritual components that promote insight and balance.

The learning quadrant addresses the ability for providers to grow as leaders, ensure there is a level of teamwork and the ability for providers to address the patient holistically.

Each of these elements are essential and interconnected for organizations and their providers. Lack of efficiency in one quadrant can affect the other three quadrants. The award denotes that these organizations have demonstrated to their providers their importance and their willingness to collaborate and ensure the success of their providers.



As the Coalition grows, our focus is to continue promoting physician and provider wellness across the nation. In addition to ensuring that organizations demonstrate significant, purposeful, ongoing commitment to the well-being of providers, we also commit to helping Graduate Medical Education departments integrate the newly designed ACGME requirements.