



SIBLEY MEMORIAL  
HOSPITAL

JOHNS HOPKINS MEDICINE

Sibley Memorial Hospital's Commitment to Clinician Wellbeing and Resilience.

Sibley Memorial Hospital is deeply committed to promoting a culture that focuses on the health and wellbeing of our workforce to ensure engagement and productivity. It all begins with our mission and vision. Sibley strives to live the mission **to deliver excellence and compassionate care—every person, every time**—and that includes caring for our workforce. As an integral part of Johns Hopkins Health System, Sibley is working closely with system-wide initiative of “Joy in Medicine” to clearly understand the reasons for clinician burnout and helping clinicians to reclaim their joy in medicine; the reason they picked to be in healthcare in the first place.

We are striving to help our workforce including the clinicians, to live healthier lives by offering multi-prong approach to help maintain health, meet wellness goals and connect with one's purpose and passion weaved through the fabric of nurturing culture. Our vision is **to be the role model for innovation in health care and wellness for all**. Offering a robust wellness program is key to making our vision a reality, as well as focusing on implementing clinician-centered solutions that stand out in a highly stressful health care environment.

Several initiatives include “Your Health @Sibley” which was created to facilitate health and wellbeing in our current workforce. We pride ourselves in providing support programs that offer employees the tools, resources they need to improve their health and decrease clinician burnout. Our on-site gym is available 24/7 to employees. Additionally, a Tranquility Room where any staff member can take a few minutes to take a break in a tranquil quiet room located in the main hospital. This “quiet room” provides an opportunity for self-care with a choice of using recliner, meditation cushion or a yoga mat for a mindful pause and relaxation. The soundscape designed by a sound consultant, inspirational reading materials, a cup of hot tea and water; all hold the potential to enhance restfulness and clarity to focus on the next task. This helps be our best to fulfill our commitment to Relationship-based care of our patients.

Additionally, recently 30 nurses participated in a program titled MEPR (Mindful Ethical Practice and Resilience Academy) geared to help frontline staff learn through conversations, didactic instruction, meditation, journaling and self-discovery. Similar concepts shared with the managers and senior leadership to enhance wellbeing on all levels using mindfulness and resilience interventions. Integrative modalities like Meditation, yoga, Acupuncture are offered on site as a tool to help clinicians manage their own stress and optimize health.

As aligned with AHRQ mission to reduce physician burnout, Sibley is committed to EHR optimization and building workplace teams (e.g. CUSP; Comprehensive Unit Based Safety Program) that address workflow and quality measures.

Sibley Memorial Hospital, a member of Johns Hopkins Medicine, in Northwest Washington, D.C., has a distinguished history of serving the community since its founding in 1890. As a not-for-profit and full-service community hospital, Sibley offers medical, surgical, intensive care, obstetric, oncology, orthopedic and skilled nursing inpatient services, as well as a 24-hour Emergency Department. Sibley's campus is also home to Grand Oaks, an assisted living residence; a medical building with physician offices and ambulatory surgery and imaging centers; and the new patient tower with 200 spacious, private rooms.

We can do no great things--only small things with great love.

—Mother Teresa