



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's Action Collaborative on Clinician Well-Being and Resilience is a network of more than 60 organizations committed to reversing trends in clinician burnout. The Action Collaborative has three goals:

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

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

[Learn more at nam.edu/ClinicianWellBeing](https://nam.edu/ClinicianWellBeing)

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 60 representatives from professional organizations, government agencies, technology and electronic health record (EHR) vendors, large health care centers, payors, patient advocates, individual researchers, and clinicians, including physicians, nurses, dentists, pharmacists, trainees, and early career professionals. Altogether, there are over 210 organizations engaged in this work.

