

Commitment to Action

At Houston Methodist, we practice leading medicine — through our shared values of integrity, compassion, accountability, respect and excellence. In staying true to these values and keeping the patient at the center of everything we do, Houston Methodist maintains a global reputation of distinction in safety, quality, service and innovation.

Houston Methodist is also committed to providing a work environment that allows all health care team members to be their best in all aspects of their lives. In 2017, Houston Methodist formed the Physician and Provider Engagement and Resiliency Task Force (PERT) to coordinate system efforts to promote provider resiliency, implement initiatives and monitor trends. In 2019 the program was staffed to expand these efforts systemwide.

The Physician and Provider Engagement & Resiliency Program operates under four guiding principles:

- Provider well-being is a quality and patient safety indicator
- Provider well-being is a shared responsibility
- Effective patient care promotes and requires provider well-being
- Physician well-being is related to the well-being of all members of the health care team

The Physician and Provider Engagement & Resiliency Program uses a dual approach to intervention. The program simultaneously works to mitigate or fix systemic organizational factors contributing to burnout, while assisting the individual provider.

A number of initiatives have been implemented to enhance the well-being and the resiliency of our physicians and all other health care providers at Houston Methodist:

1. “Fix the system” strategy
 - Workflow redesign
 - EHR optimization
 - Digital learning boards (DLBs)
 - Physician and Provider Engagement & Resiliency Task Force
 - Physician engagement groups (PEGs)
 - MD executive leadership development
2. “Assist the provider” strategy
 - Mindfulness training
 - Positive brain trainer tool
 - Houston Methodist professional wellness program
 - Schwartz rounds

Houston Methodist is committed to caring for our workforce which enables us to provide the best care to our patients and families. To this end, Houston Methodist is committed to helping address the national and local concern of clinician burnout and diminished joy in the workplace by participating as a Network Organization with the National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience.