

Breakout Discussions

Objective: Gain an understanding of how the report goals and recommendations apply to your organizations and stakeholder groups; and identify specific actions across the system to reduce burnout and foster professional well-being



National Academy of Medicine

Action Collaborative on
Clinician Well-Being and Resilience

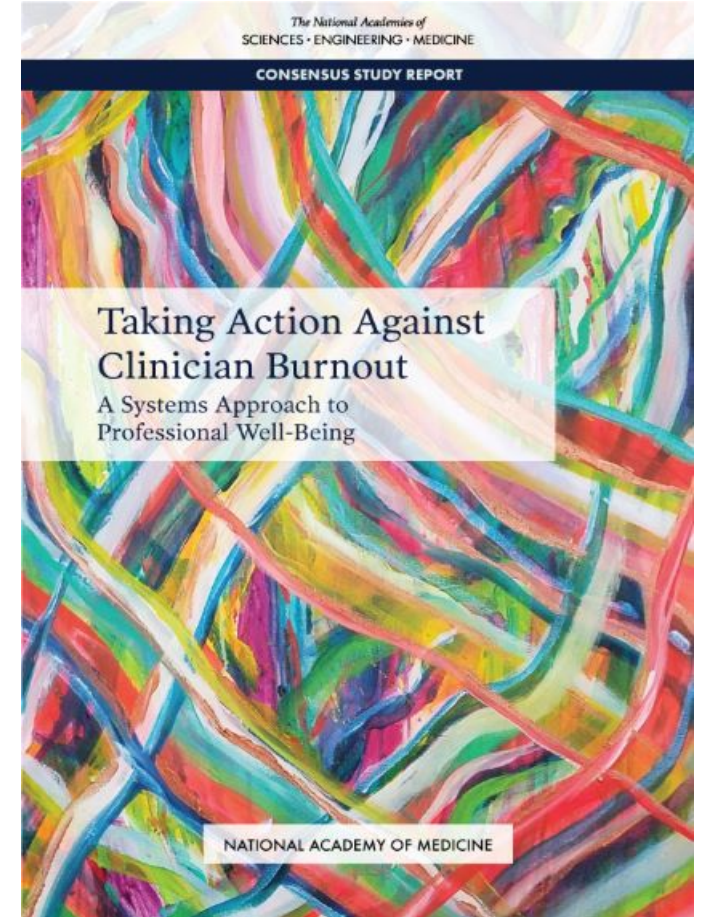
What participants hope to get out of their breakout group session (highlights only).

- Brainstorm **implementable actions** and share **best practices** to further the consensus report goals
- Learn how to **reduce the stigma** of **help-seeking behaviors**
- **Measurement tools** to assess progress in enhancing fulfillment
- Understand **potential funding sources** for wellness related research
- Learn about the current state of the **work environment** in healthcare
- Understanding how **standards add to burden**
- Next steps for the **dissemination and implementation** of recommendations
- Be a part of a **publication or research**
- **Networking**
- Clear linkage between the recommendations and the **working groups of the Collaborative**

Goal 1: Create Positive Work Environments

Self-select into one of the three groups below:

- 1. Measure burnout regularly**
- 2. Balance work demands and resources**
 - Monitor and improve workflows
 - Optimize workload and task distribution
 - Hold all leaders accountable for work environment
 - Assess how organizational decisions impact doability of work
 - Facilitate interprofessional teamwork
- 3. Create infrastructure to guide cultural change**
 - Create a Chief Wellness Officer
 - Develop a peer support program
 - Install participatory decision-making at unit/organizational levels



National Academies of Sciences, Engineering, and Medicine. 2019. Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25521>.



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Goal 1:

Create Positive Work Environments

In your selected group, identify a recorder and a reporter, and discuss the following:

1. Share successful examples of measuring burnout regularly, balancing work demands and resources, and/or creating infrastructure to guide culture change.
2. What are the barriers to implementing these recommendations at the systems level, at the organizational level?
3. What is needed to galvanize support and move toward implementation?
4. How can the Clinician Well-Being Collaborative facilitate the implementation of these recommendations?



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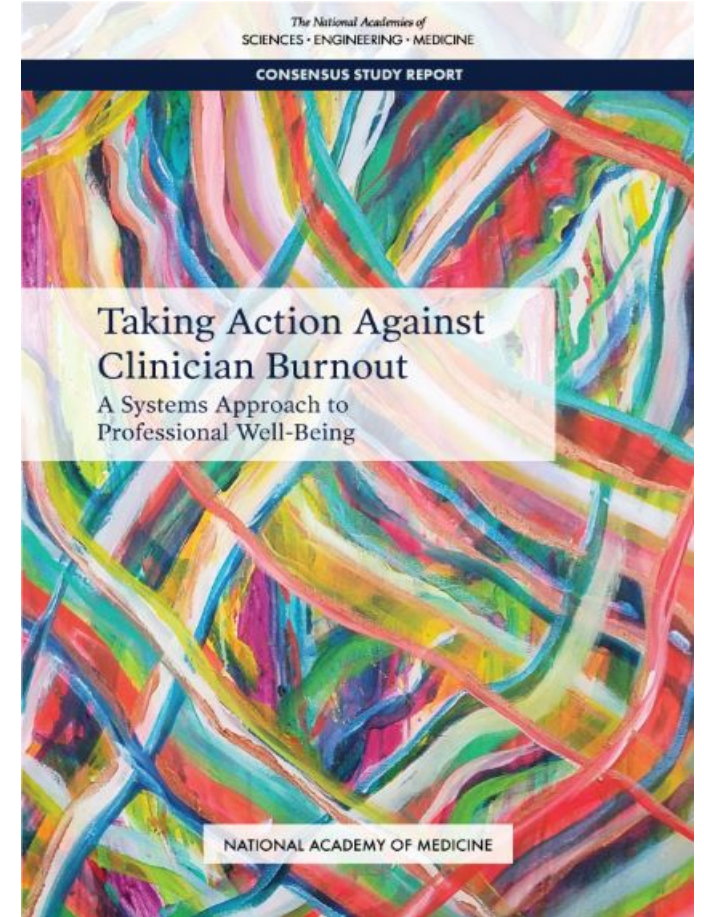


Goal 2:

Create Positive Learning Environments

Small group discussion: Identify a recorder and a reporter, and discuss the following questions:

1. Reflect on the recommendations for creating positive learning environments. Which apply to you and your organization? How would you prioritize them?
2. What are the barriers to implementing these recommendations at the systems level, at the organizational level?
3. What is needed to galvanize support and move toward implementation?
4. How can the Clinician Well-Being Collaborative facilitate the implementation of these recommendations?



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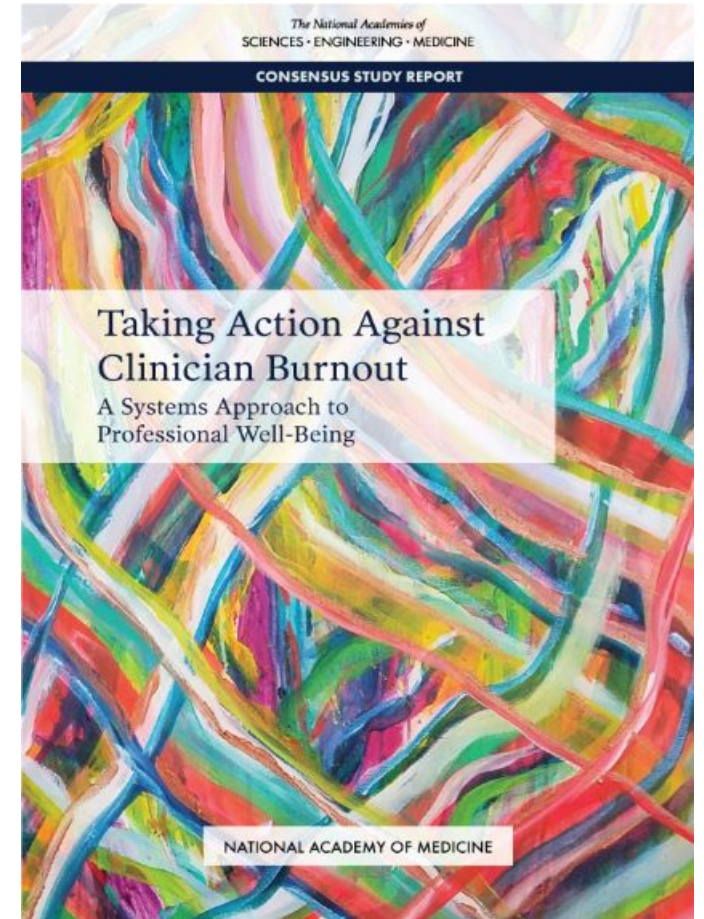


Goal 3:

Reduce Administrative Burden

Small group discussion: Identify a recorder and a reporter, and discuss the following questions:

1. Reflect on the recommendations for reducing administrative burden resulting from laws, regulations, policies, and standards. Which apply to you and your organization? How would you prioritize them?
2. What are the barriers to implementing these recommendations at the systems level, at the organizational level?
3. What is needed to galvanize support and move toward implementation?
4. How can the Clinician Well-Being Collaborative facilitate the implementation of these recommendations?



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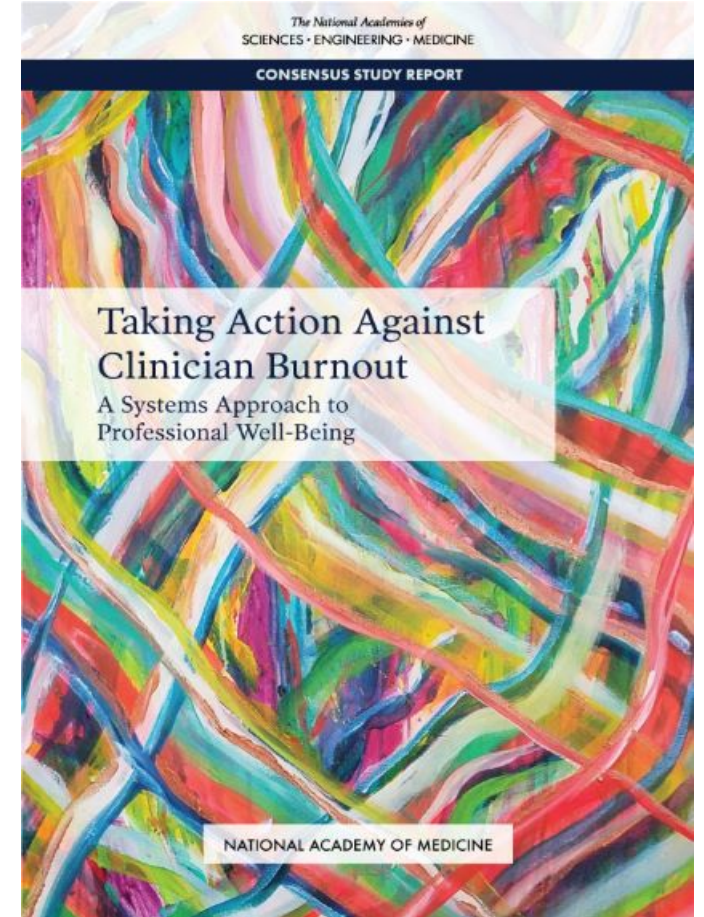


Goal 4:

Enabling Technology Solutions

Small group discussion: Identify a recorder and a reporter, and discuss the following questions:

1. Reflect on the recommendations for enabling technology solutions. Which apply to you and your organization? How would you prioritize them?
2. What are the barriers to implementing these recommendations at the systems level, at the organizational level?
3. What is needed to galvanize support and move toward implementation?
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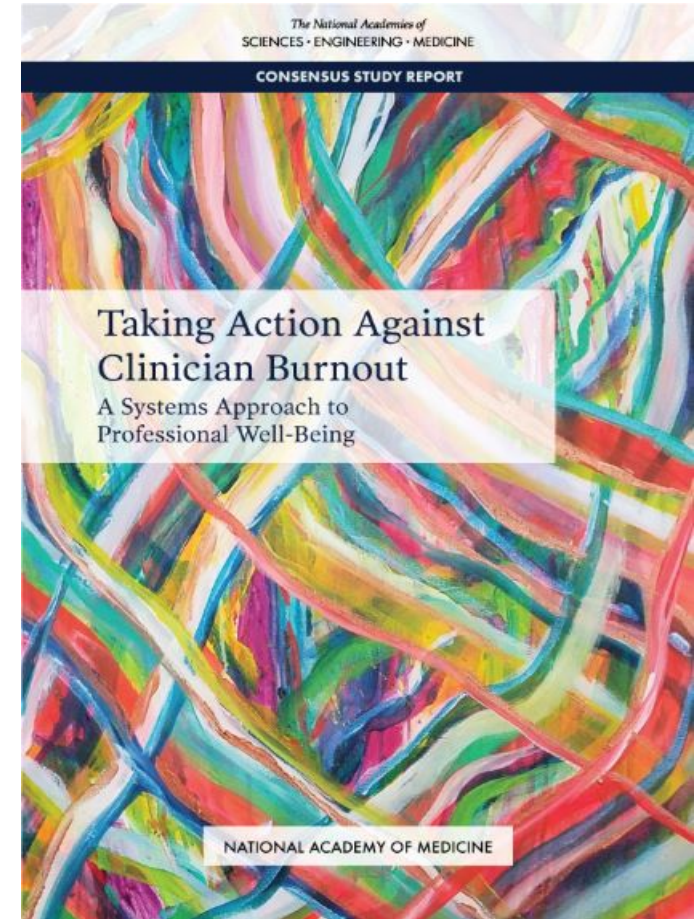
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Goal 5: Reducing Stigma

Small group discussion: Identify a recorder and a reporter, and discuss the following questions:

1. Reflect on the recommendations for reducing stigma and eliminating barriers for obtaining support to alleviate burnout. Which apply to you and your organization? How would you prioritize them?
2. What are the barriers to implementing these recommendations at the systems level, at the organizational level?
3. What is needed to galvanize support and move toward implementation?
4. How can the Clinician Well-Being Collaborative facilitate the implementation of these recommendations?



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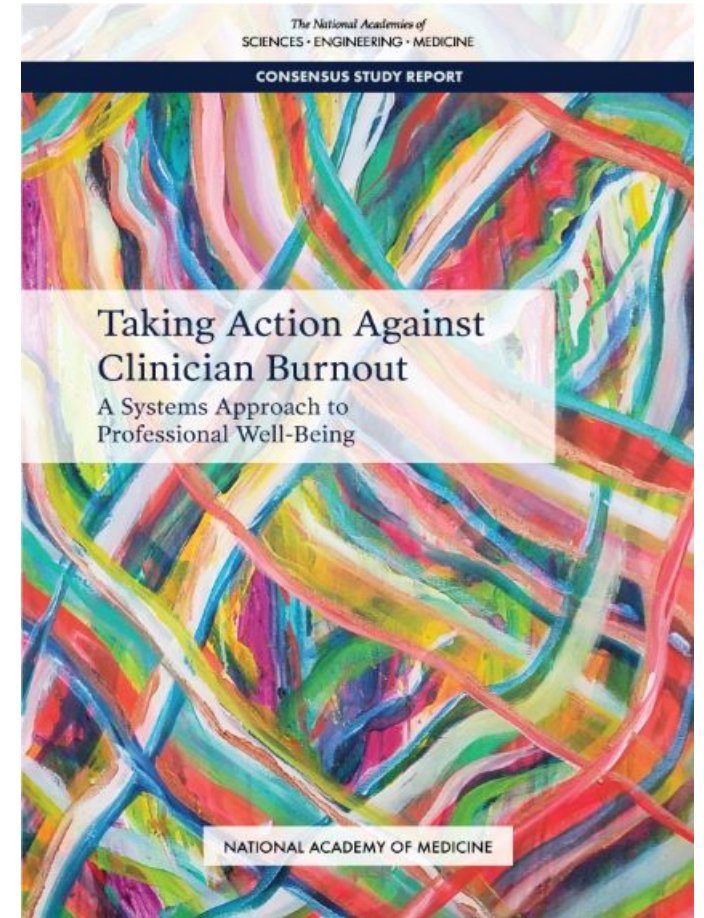


Goal 6:

Investing in Research

Small group discussion: Identify a recorder and a reporter, and discuss the following questions:

1. How would you prioritize the areas for research in the discussion paper, "Burnout Among Health Care Professionals"?
2. What can the community do to help Congress create commensurate funding for the magnitude of the problem of clinician burnout?
3. How can we prepare the research community to respond to funding opportunities?



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