



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, experience alarming rates of burnout, characterized by emotional exhaustion, depersonalization (i.e., cynicism), and a low sense of personal accomplishment at work. *Clinician burnout* can have serious consequences including reduced job performance, increased turnover, medical errors, and clinician suicide. *Clinician well-being* supports improved patient-clinician relationships, a high-functioning care team, and an engaged and effective workforce.

The National Academy of Medicine's Action Collaborative on Clinician Well-Being and Resilience is a network of more than 200 organizations committed to reversing trends in clinician burnout through three goals:

- 1 Raising the visibility of clinician anxiety, burnout, depression, stress, and suicide
- 2 Improving baseline understanding of challenges to clinician well-being
- 3 Advancing evidence-based, multidisciplinary solutions to improve patient care by caring for the caregiver

The Action Collaborative's six working groups will meet through 2020 to identify evidence-based strategies to improve clinician well-being at the organizational and systems levels.

- 1 Leadership Engagement
- 2 Breaking the Culture of Silence
- 3 Organizational Best Practices and Metrics
- 4 Workload and Workflow
- 5 Action on Consensus Report Recommendations
- 6 Post-2020 Sustainability

Resources and activities of the six working groups include:



The National Academy of Medicine published the report, *Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being*. Learn more at nam.edu/ClinicianWellBeingStudy.

Learn more at
nam.edu/CW

The collaborative is chaired by Victor J. Dzau, president of the NAM, and co-chaired by Darrell G. Kirch, president and CEO Emeritus 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 65 representatives from professional organizations, government agencies, technology and electronic health record (EHR) vendors, large health care centers, payers, individual researchers, and clinicians, including physicians, nurses, dentists, pharmacists, trainees, early career professionals, and patient and consumer representatives. Altogether, there are over 200 organizations engaged in this work.

