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Commitment Statement by the American Nurses Credentialing Center's Pathway to Excellence® Program to the NAM Action Collaborative on Clinician Well-Being and Resilience

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ANCC's Pathway to Excellence program drives the transformation of workplace culture, shapes workforce development programs, safeguards clinician well-being, and influences healthcare system's and national policies. Pathway recognizes organizations that demonstrate the presence of six Pathway Standards (the Pathway Framework for Positive Practice Environments): Shared Decision-Making, Leadership, Safety, Quality, **Well-being**, and Professional Development. Pathway to Excellence ensures that nurses are empowered, engaged, and have a strong voice in their practice. Having a standard dedicated to well-being that requires organizations to assess, both proactively AND continuously, the well-being of their clinicians makes it unique from other organizational credentials. Since 2012, Pathway to Excellence has been requiring organizations to implement support processes to proactively reduce clinician burnout, including compassion fatigue, AND foster work-life balance and resilience.

Additionally, Pathway to Excellence:

- Promotes a culture free of incivility, bullying, and violence;
- Fosters interprofessional collaboration, inclusiveness, and respect in the workplace;
- Fosters recognition, meaningful work, and joy in the workplace;
- Promotes moral resilience and fosters support for nurses faced with ethical dilemmas; and
- Promulgates other standards of nursing workplace excellence.

Pathway to Excellence has also launched several campaigns to support the overall well-being of nurses and other healthcare givers:

- #EmotionsBehindtheMask – encourages nurses to take the time to assess their own mental well-being. The prevalence for Second Victim Syndrome and PTSD among frontline clinicians is increasing and needs to be mitigated. Encouraging nurses to take the time to assess the emotional toll the pandemic has placed on their own well-being is an important first step in diminishing its long-lasting effects.
- #PositivePracticeEnvironmentsTheOtherPPE - Positive practice environments are just as essential in protecting our healthcare givers. This other PPE is the invisible structure for improving quality, safety, and protecting our clinicians.

Information about Pathway to Excellence is available at <https://www.nursingworld.org/organizational-programs/pathway/overview/>.