Clinicians are experiencing alarming rates of burnout that can lead to serious consequences including reduced job performance, increased turnover, medical errors, and clinician suicide. A focus on clinician well-being is essential for safe, high-quality patient care.

Established in 2017, the National Academy of Medicine (NAM) Action Collaborative on Clinician Well-Being (the Collaborative) has made important contributions to address the burnout crisis by aligning over 80 key players within the U.S. health system and galvanizing a growing network of nearly 200 organizations committed to reversing trends in clinician burnout. Goals of the Collaborative include:

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

Phase I-II (2017 to 2020): Building a Community around Clinician Well-Being

At the outset, the Collaborative focused on creating a community for stakeholders to discuss clinician well-being and share ideas. Working groups identified evidence-based strategies to engage leadership, break the culture of silence, organize promising practices and metrics, address workload and workflow, and act on recommendations to improve clinician well-being. Products and activities of the Collaborative include an online knowledge hub, a series of NAM Perspectives papers, an art exhibit, and a conceptual model that reflects the domains affecting clinician well-being.

Phase III (2021-2022): Creating a National Strategy and Social Movement

Informed by discussions with multidisciplinary experts and stakeholders, the Collaborative will expand on its portfolio of work to include three working groups that reflect areas where the Collaborative has the ability and the capacity to make concrete progress over the next two years. These include laying the groundwork for a national strategy and social movement, developing a comprehensive approach to address the effects of COVID-19 on the health care workforce, and implementing evidence-based practices for clinician well-being. The Collaborative will also engage with a broad network of stakeholders to create a lasting strategy for change.

Learn more at nam.edu/CW

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