



National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience

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 more than 200 organizations committed to reversing trends in clinician burnout. The Collaborative has made great strides in raising the visibility of clinician anxiety, burnout, depression, stress, and suicide, as well as improving baseline understanding of challenges to clinician well-being. The Collaborative also continues to advance evidence-based, multidisciplinary solutions to improve patient care by caring for the caregiver.

Phases 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 to 2022): Creating a National Strategy for Clinician Well-Being

Informed by discussion with multidisciplinary experts and stakeholders, the Collaborative will expand on its portfolio to include three working groups. They reflect areas where the Collaborative has the ability and the capacity to make concrete progress over two years, and allow the Collaborative to capitalize on the window of opportunity to care for caregivers throughout COVID-19. These areas of focus include laying the groundwork for a national strategy, developing a comprehensive approach to apply emerging lessons from the effects of COVID-19, and implementing evidence-based tools for clinician well-being. The Collaborative will also engage with a broad network to plan for and create lasting change.

[Learn more at nam.edu/CW](https://nam.edu/CW)

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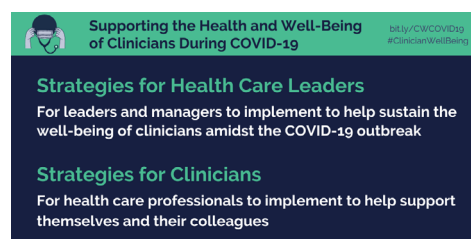
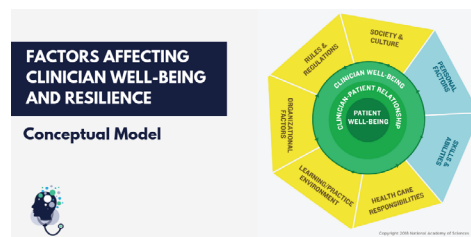
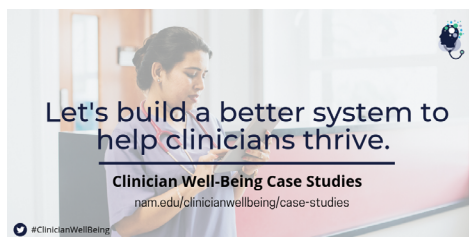


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Since 2017, the Clinician Well-Being Collaborative has built a community committed to advancing clinician well-being. In 2021-2022, the Collaborative's Phase III working groups will meet to advance and coordinate their charges. In addition, the Collaborative will lead efforts to promote clinician well-being as a priority for the health ecosystem and conduct sustainability planning for this ongoing movement. The Collaborative will continue to pursue a systems approach to clinician well-being, center equity in its activities, engage with health care leadership, highlight the need to use data and metrics for decision-making, and address professional stigma against seeking help.

- 1 The Working Group on **A National Strategy for Clinician Well-Being** aims to create a national strategy for clinician well-being by mobilizing and sustaining the engagement, resources, and accountability of key health care stakeholders.
- 2 The Working Group on **Implementing Tools to Improve Clinician Well-Being** aims to catalyze the uptake of evidence-based practices and the implementation of tools to support health care leaders in improving clinician well-being on the frontlines of care.
- 3 The Working Group on **Navigating the Impacts of COVID-19 on Clinician Well-Being** aims to support the healthcare workforce during the pandemic and to apply emerging lessons from COVID-19, with continuous learning and feedback loops, to develop long-term approaches.

Clinician Well-Being Collaborative resources and activities include:



Featured Clinician Well-Being Collaborative publications include:

- **Burnout Among Health Care Professionals: A Call to Explore and Address this Underrecognized Threat to Safe, High-Quality Care (2017)**
- **Burnout and Job and Career Satisfaction in the Physician Assistant Profession: A Review of the Literature (2018)**
- **Implementing Optimal Team-Based Care to Reduce Clinician Burnout (2018)**
- **Organizational Evidence-Based and Promising Practices for Improving Clinician Well-Being (2020)**

The National Academy of Medicine published the report, *Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being*, in 2019. Learn more at nam.edu/ClinicianWellBeingStudy.