

Title: PLAN for Wellness: Physicians and Leadership Action Nexus for Wellness

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Background: Burnout is epidemic among medical professionals, imposing an enormous human and financial toll on patients, families, physicians, and the health system. The scope of the problem is increasingly apparent, but identifying interventions that will reduce burnout and foster physician wellness is complex. The purpose of this workshop is to review and discuss a practical approach to engaging leaders and front-line physicians to identify and enact changes that improve wellness. This workshop falls within the “Culture of Wellness” theme.

Objectives: The overall goal of the workshop is to prepare individuals to engage leaders and physicians in their own divisions or departments in a process that yields positive changes. To accomplish this overall goal, participants will learn how to apply several practical skills:

- 1) Creating leadership buy-in
- 2) Assembling a focus group with front-line physicians
- 3) Surveying stakeholders based on focus group themes
- 4) Distilling themes and action items into an Executive Summary to guide leaders toward constructive changes

Description: PLAN for Wellness fits within the “Culture of Wellness” theme both because the resultant changes will promote a healthier approach to the workplace and because the process itself contributes to an overall culture in which wellness is a priority. The workshop will combine didactic and interactive modules, outlined as follows.

- Introduction (5min): didactic presentation with several slides, overview of motivation and the overall structure of the process and the workshop, gauge audience background
- Engaging leaders (15min): Interactive discussion. Creating buy-in—why leaders should care; “help me help you”; setting a constructive tone; understanding locus of control; potential challenges and solutions
- Focus groups (10min): Interactive discussion. Who should be included? Where/when should you meet? What should you discuss? How can you create a constructive tone? How can you identify key themes from the focus group? Potential challenges and solutions.
- Survey (10min): Practical demonstration of making a survey question and distributing a survey in Pitt’s Qualtrics, followed by interactive discussion of what should be included in a survey
- Executive summary and follow-up (10min): Review executive summary template with interactive discussion—what goes in it? What doesn’t? Closing the loop and sustaining change.
- Wrap-up and next steps (10min): Where to start? Barriers and solutions?

Evaluation: We will administer an anonymous paper survey at the conclusion of the session. We will use Likert-scale questions asking participants how prepared they feel to apply skills from the workshop to promote wellness in their division/department, and how

likely they are to recommend participating in a similar workshop in the future. We will also include free-text response options to capture other feedback.

Reflection: This workshop will leave participants with the motivation and practical skills needed to begin the process of improving physician well-being in their workplace. We will also provide them with an example survey and executive summary as models of how to pragmatically implement these skills.