

Title: The Starting Line: Using the Appreciative Inquiry to Conduct a Needs Assessment for Well-Being Initiatives

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Background:

“We need to protect the workforce that protects our patients.” – *Tim Brigham, MDiv, PhD*

Over the course of the past decade, the wellbeing of physicians and other medical staff has become an increasingly acute focus. News and media reports have helped bring attention to concerns about medical providers wellbeing to the national stage. In a robust response to the increasing evidence of resident physician burnout, the Accreditation Council for Graduate Medical Education (ACGME) revised the Common Program Requirements in 2017 to include a section on resident and faculty wellbeing. These requirements focus on promoting engagement in work; developing policies and programs to encourage optimal wellbeing for residents and faculty; and providing access to confidential treatment, among other interventions. Similar recommendations have been made by professional societies, including the American Nursing Association and the American Psychological Association, among others. The task of improving physician and medical staff wellbeing is a large one and begs the question, “where do we start?” In this workshop, we intend to discuss innovative methods for conducting a needs assessment and brainstorming session and then use generated ideas to develop an action plan.

Objectives:

1. Participants will learn the principles of Appreciative Inquiry.
2. Participants will learn to utilize the Appreciative Inquiry method to engage in a needs assessment/brainstorming session.
3. Participants will practice engaging in an Appreciative Inquiry.
4. Participants will be able to utilize the Appreciative Inquiry method to develop action items with their primary intervention group (ex. residents, therapists, nurses, PCTs, faculty, coordinators, etc.)

Description: (*Describe how the workshop fits within your identified theme and how you intend to achieve the objectives stated above. Describe the interactive components of your workshop*)

While overarching themes of wellbeing are the same for many, the methods used to promote wellbeing are specific to the individual as well as to the community and system within which one works. Going to the source is an important first step in understanding what will work best. This workshop will teach participants how to use an innovative, strength-based method to conduct a needs assessment and develop an action plan for wellbeing initiatives.

Evaluation:

During this interactive workshop, the effectiveness of skills and methodology being taught will be evaluated by soliciting questions throughout the session, and by asking for direct feedback at the conclusion of the workshop.

Reflection:

This workshop will provide participants with a methodology for conducting a needs assessment/brainstorming session with their primary intervention group. The Appreciative Inquiry (AI) method can be adapted to fit various group settings and time constraints. AI represents a useful and interactive approach for generating wellbeing initiatives across many settings.

We will provide tip sheets on the basics of AI, suggestions for how to use and adapt the AI based on time and group size. We will also provide an interactive AI worksheet that can be utilized outside of the conference setting. Any additional resources requested by the participants will be gathered and distributed via email.