

What is Well-Being?



Physical Well-Being

Most definitions of physical well-being are narrow and limited. They reflect the outcomes of our own behaviors and choices, rather than the impact of the environments we live and work in. Work stress and physical well-being are connected, and our bodies feel it in many ways.



Physical Well-Being at Work

While there are many factors contributing to the physical manifestations of stress at work, listening to your body and giving attention to the areas in need is a way to offer short-term relief.



Sunlight

Get out of the office/hospital/house



Walking

Move around if you are sitting or stagnant for long periods



Stretching

Do a body scan and stretch the areas of your body that are tight



Water

How is it possible that simply drinking water could fix everything?



Sitting

If you are moving all day, sit down and relax your body once in a while



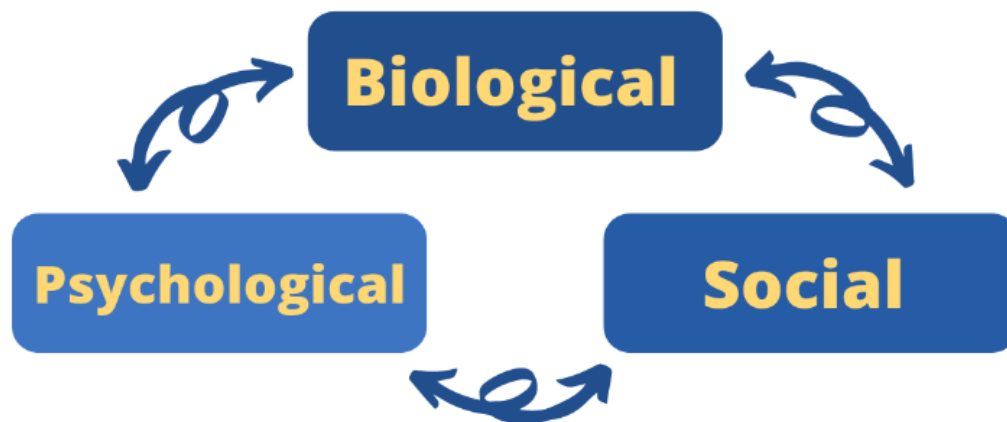
Breaks

Make sure you have at least a few minutes between meetings

Mental Well-Being

Many define mental health as being free from mental illness, instability, and imbalance. However, what does it look like to engage our mental health as reflected in our overall mental well-being? What impacts our ability to be emotionally, psychologically, and socially well?

We don't need to be mentally "ill" to feel the effects of life on our mood and functioning. Biological, social/ environmental, and psychological factors all play a part.



Mental Well-Being at Work

You may not always be able to access all the resources you need to improve your mood and functioning while at work, but there are some you can access anytime, anywhere.

Recall and repetition is a useful exercise for combatting anxiety, disengaging your amygdala, and reorienting your brain to your hippocampus.



Personal



Visual



Mathematical



Physical



Audial



Smell

Professional Well-Being

Professional well-being is possible only when you have the tools to succeed and grow in your profession. Each person requires different tools and investments. What is available at CHLA that help you grow professionally?



Professional Well-Being at Work

Something that you can do to enhance your skills is to assess your learning style.



Visual

Learn by seeing new information, such as charts, videos, images, diagrams, and other forms of visual material.



Auditory

Auditory learners do best when they can hear the course material or when they can read material out loud to themselves.



Reading / Writing

Learn most easily from books, absorb information best when they can read and write it, and can benefit from taking notes during lectures.



Kinesthetic

Physical learners need to try things out with their hands and move while they learn, such as in experiential and hands-on learning environments

<https://www.proprofs.com/quiz-school/story.php?title=vak-quiz-visual-auditory-kinesthetic>

Organizational Well-Being

An organization's ability to create and maintain a culture where employees can fulfill their potential and the nonprofit can sustainably fulfill its mission.



Organizational Well-Being & Leadership

What is your role as a leader and colleague when engaging in the well-being of others?

- Lead by example
- Invest in wellness, both for yourself and others
- Show you care about well-being
- Address multiple components of health
- Open-up a dialogue about well-being issues
- Hire diversely and hire people who care about community well-being
- Address the issues causing stress



Trauma Informed Leadership

Trauma-Informed leaders understand that each person reacts in their own way to traumatic events and may carry that trauma with them in everyday life.

Trauma presents itself in two ways:

Simple

Related to a single traumatic event

Complex

Related to severe, prolonged, or repeated trauma

The Trauma-Informed approach shifts the focus from putting someone in a diagnostic category for their behavior, or a disciplinary category, but rather recognizing that the behavior may be a symptom of post-traumatic stress.

Leaders who can adopt a trauma-informed approach offer an opportunity to engage in a compassionate dialogue that leads to better health outcomes.

Leading Others in Well-Being

There is no one playbook on how to lead well in the area of well-being, especially in the pandemic/post-pandemic environment we are in now.

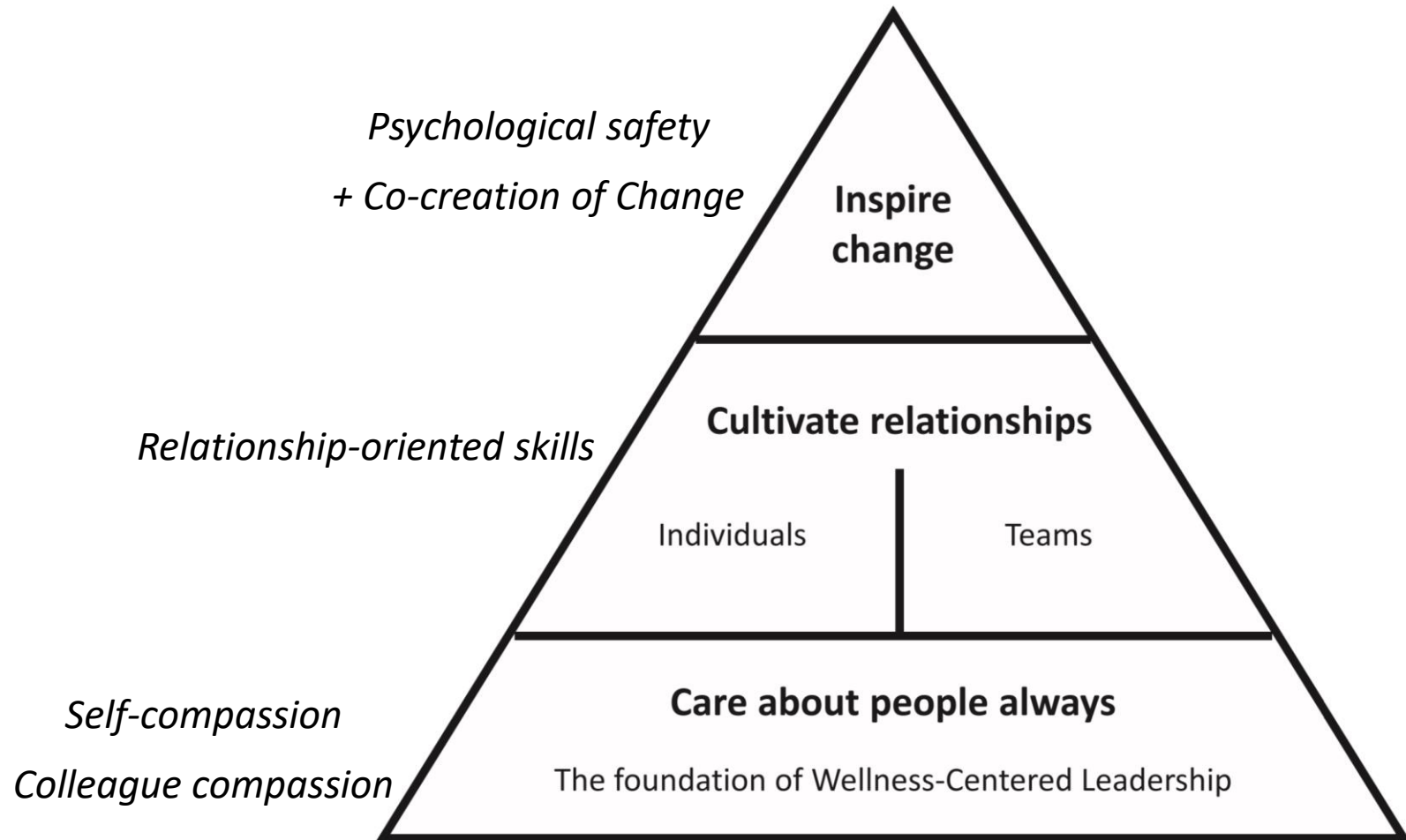
That said: you are not powerless. Your actions do have a ripple effect. You all significantly impact the people who work for you, and by extension their families, friends and extended social networks. Your response to team stressors, burnout, and overall wellness show your concern for the wellbeing of all people. And your attention to your own wellness sets an example for others.

When navigating well-being for your team, keep in mind the following:

1. Be candid about stress and burnout
2. Make well-being a shared language
3. Explore what recovery looks like for the individual, team, and organization



Well-Being Centered Leadership




Why does it matter?

- Why should we care about wellbeing in Health Care?

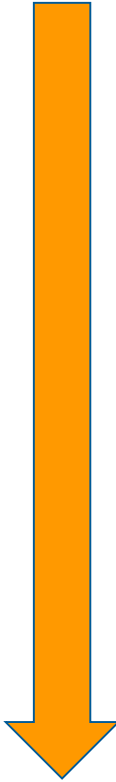
Improved Well-Being Matters in Medicine

Increased

Decreased



Patient experience, outcomes, safety
Engagement
Organizational effectiveness
Profit margin
Professionalism
Social capital (trust)
Organizational citizenship behavior
Collaboration
Productivity
Continuity of care



Medical errors
Unnecessary tests
Unnecessary procedures
Work accidents
Stress
Turnover
Health Equity issues

What is going on with Physician Well-Being – updated 2022

- 2021 National survey of physicians
 - Burnout: full emotional exhaustion and depersonalization scales,
 - **62.8%** of physicians had at least one manifestation of burnout in 2021
 - compared with 2020: 38.2% in 2020, 43.9% in 2017, 54.4% in 2014, and 45.5% in 2011 (all $p < .001$)

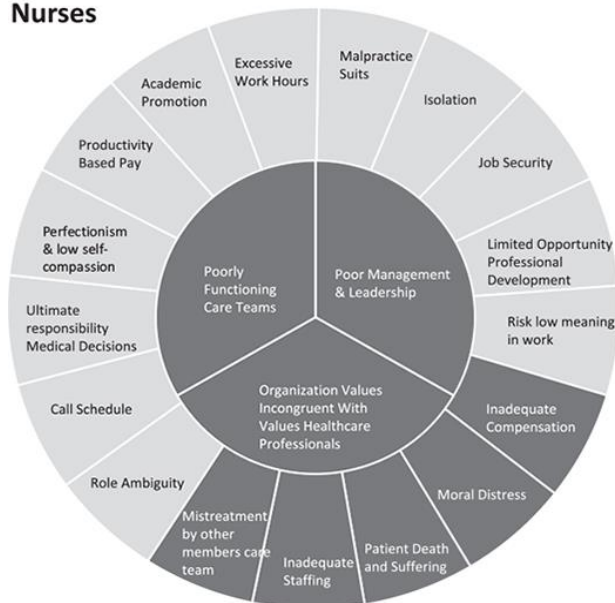
Physicians



Advanced Practice Providers



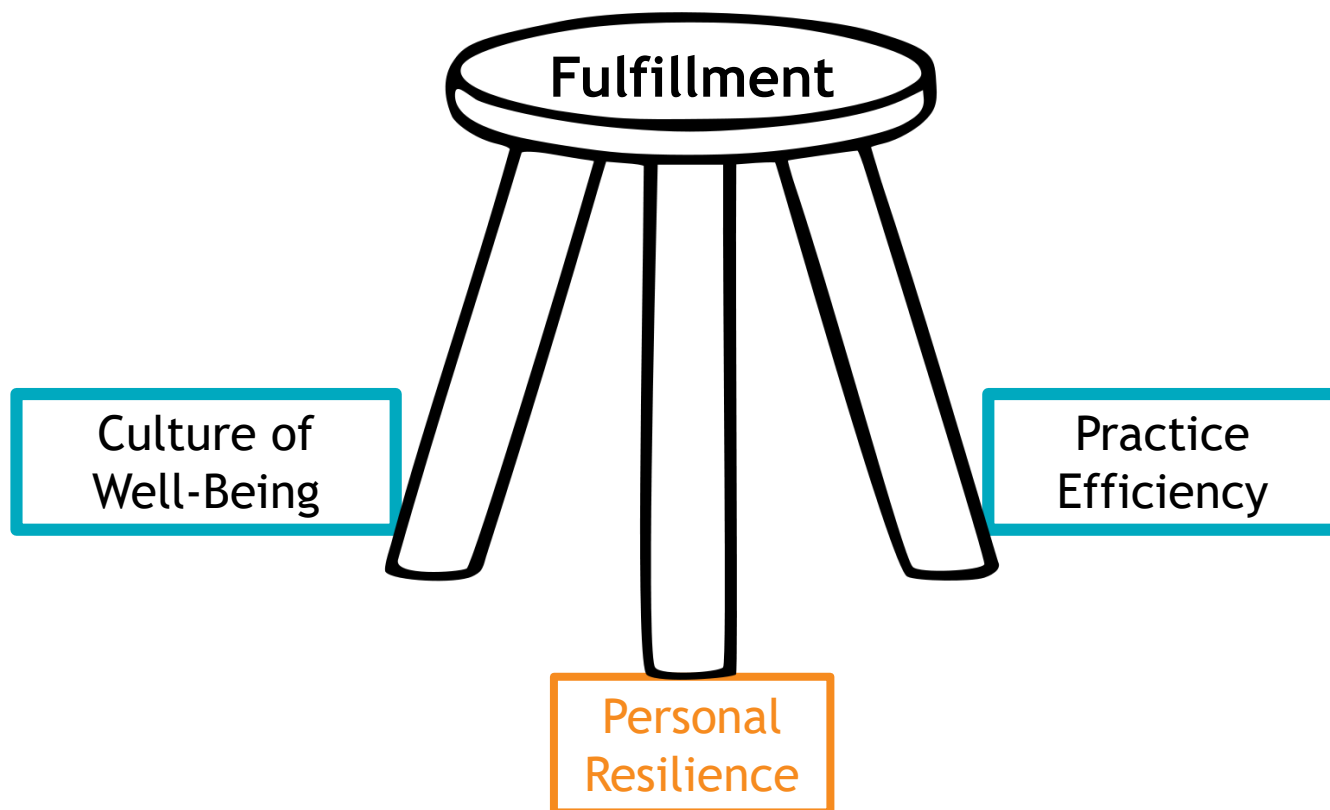
Nurses

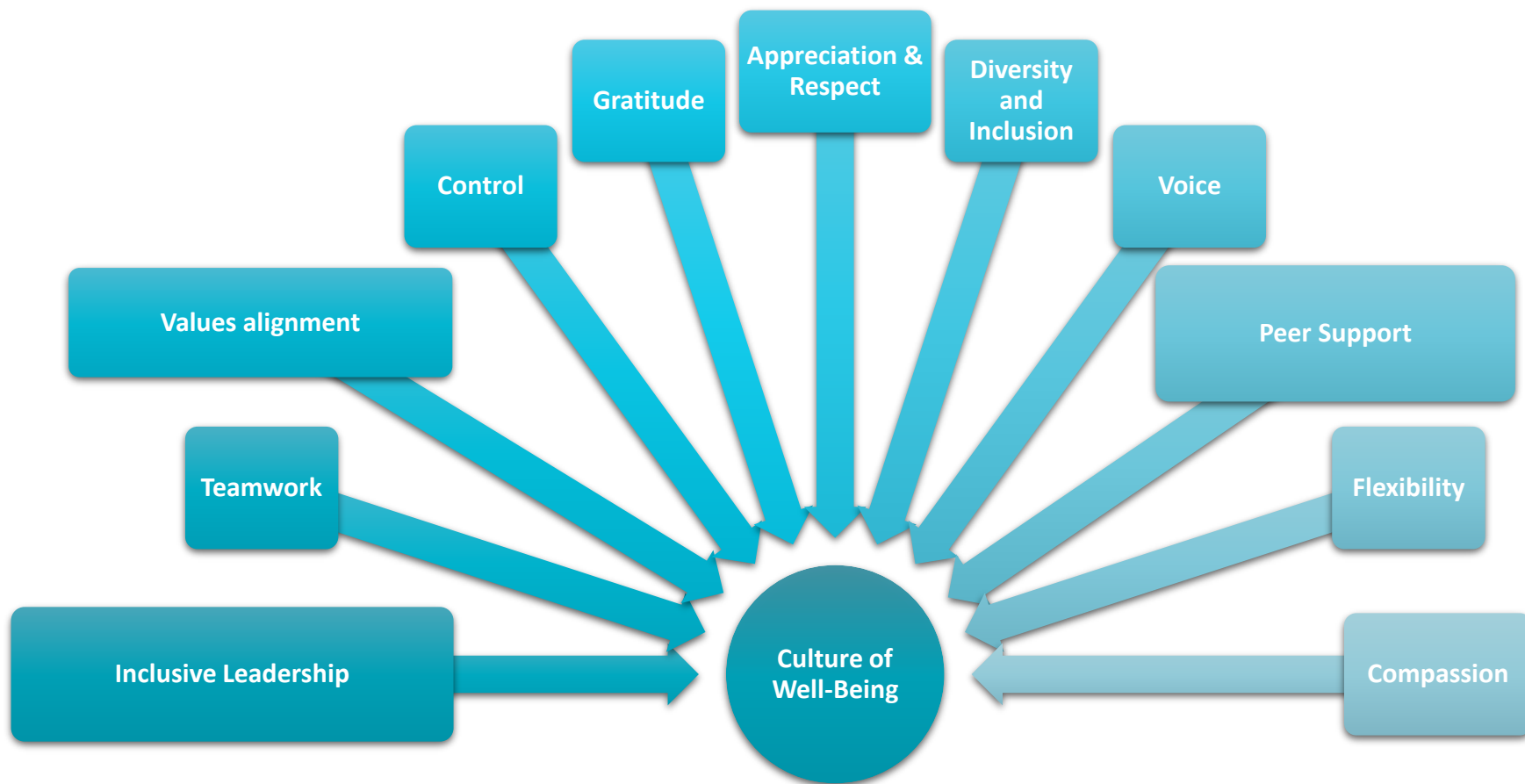


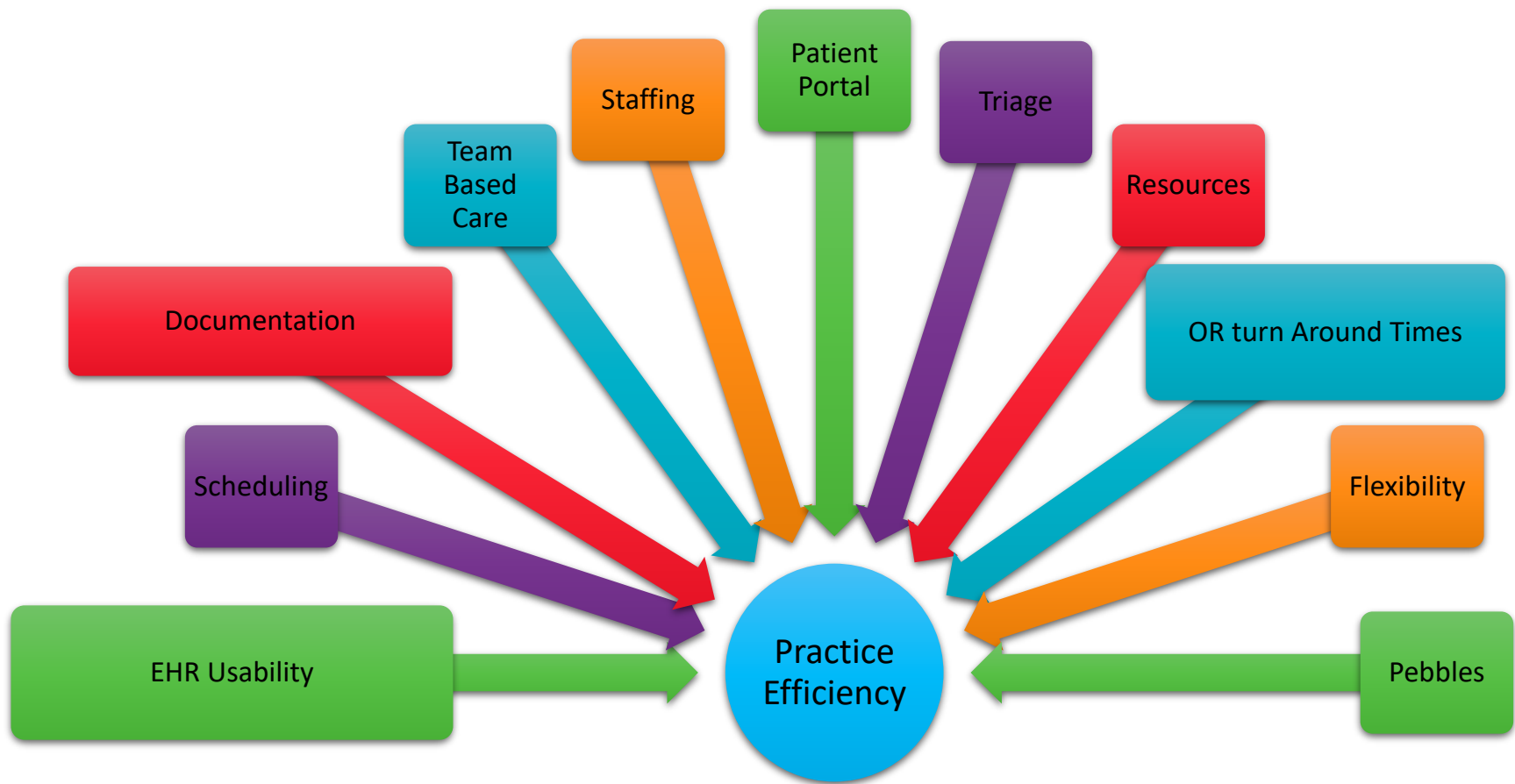
Non-Clinical Allied Health



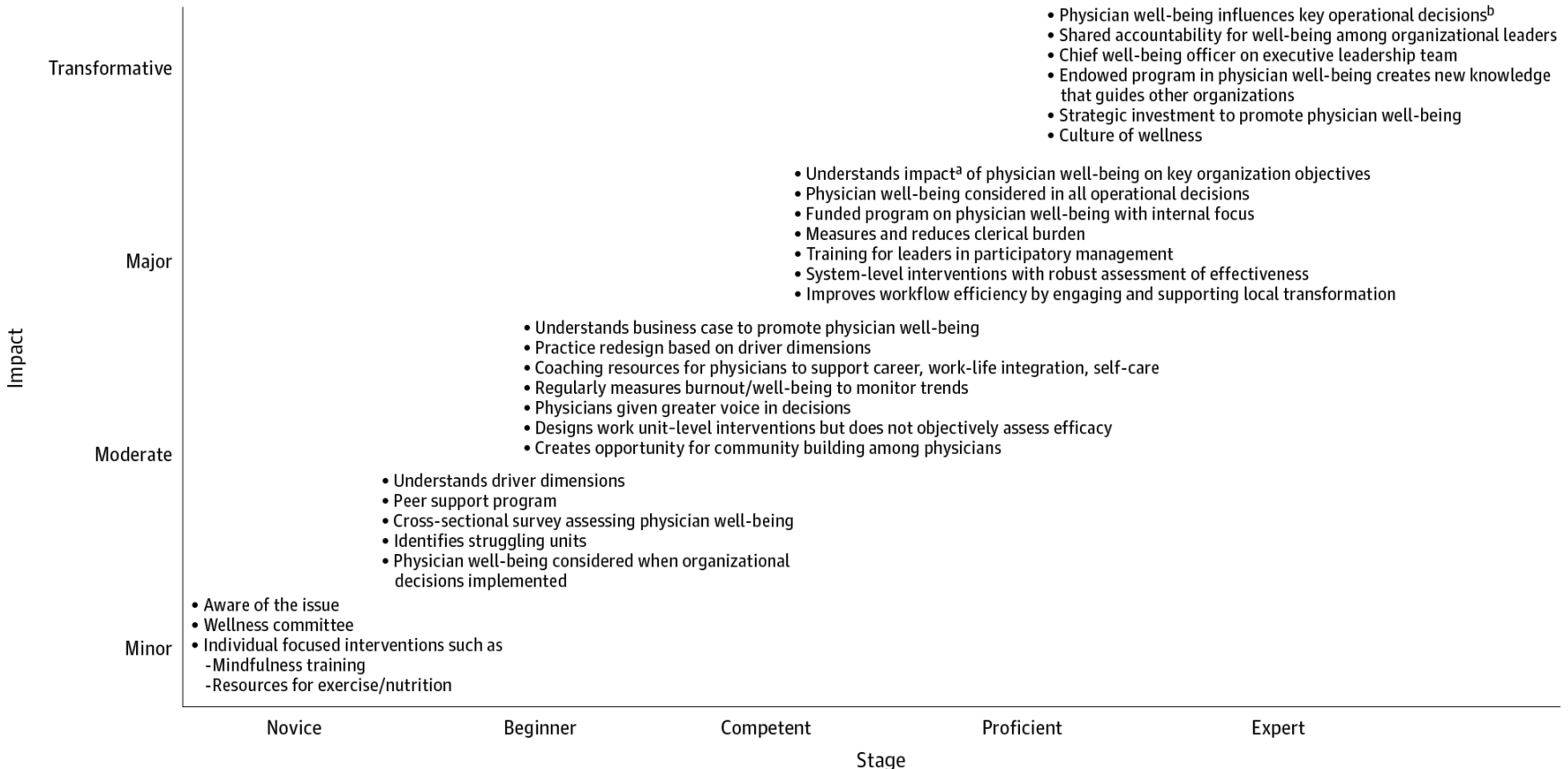
Well-Being in HealthCare







Where are we on this Map?



National News

- National Academy of Medicine (NAM) consensus report *Taking Action Against Clinician Burnout: A System Approach to Professional Well-being (2019)*
- National Academy of Medicine (NAM) *National Plan for Health Workforce Well-Being (2022)*
- Surgeon General advisory on *Health Worker Burnout (2022)*
- President Biden signed *Lorna Breen Health Care Provider Protection Act*

What Can We Do?

- Appreciative Inquiry
- Listen/Sort/Empower
- Current State -> Future State
- Getting Rid Of Silly Stuff
- Pebble Project

Practice Session- Poll Everywhere

- What brings you JOY in your job?
- What gets in the way of the JOY? And Solutions?
- Let's Vote