

The Field in Action

Successfully strategies to address burnout and build resilience are multifaceted and target key drivers. Often, these strategies include inexpensive interventions sustainably implemented and supported by senior leadership. Below are examples of the health care field in action.

Mayo Clinic incorporated nine organizational strategies to promote clinical involvement and reduce burnout. In a [published a paper](#) outlining the work, authors demonstrated that relatively inexpensive interventions can make a significant impact. Within two years of implementing the strategies, physician burnout rates decreased by 7% and burnout among nonclinical employees also decreased. Strategies include:

- Acknowledge & Assess the Problem
- Harness the Power of Leadership
- Develop & Implement Targeted Interventions
- Cultivate Community at Work
- Use Rewards & Incentives Wisely
- Align Values & Strengthen Culture
- Promote Flexibility & Work-Life Integration
- Provide Resources to Promote Resilience & Self-Care
- Facilitate & Fund Organizational Science



Geisinger Health System in Danville, PA, began addressing resilience and well-being by creating an accountable culture of professional behavior. They conducted a comprehensive stakeholder and gap analyses to inform their efforts. Once gaps were identified and the largest pain points mapped, the team prioritized activities in coordination with the senior leadership team. Next, pilot programs were created to tackle key issues. Now several years into the effort, Geisinger's initiative resulted in care redesign, system transformation and culture change. Learn how they did it in this Alliance webinar.

At Novant Health, one family physician realized his own levels of burnout and sought help. His experience resulted in a self-leadership program that addresses resilience with physicians, nurses and the senior administrative team which has brought profound change to his system. The Physician Alliance is bringing this successful, in-person program – OneTeam Leadership – to leadership teams across the country in 2018. Learn more at www.aha.org/advocacy/physician-leaders.

Mission Health introduced a series of coordinated well-being activities to their clinical and administrative team. Activities included weekly check-ins with the team, in-person and online coaching resources and community building.

At Vanderbilt Center for Patient and Professional Advocacy, they employ the [Professionalism Pyramid](#) to address concerns throughout their system.