Here is your department’s ***YEAR Provider Wellness Survey data***. You are welcome to schedule an appointment with us if you like to discuss what you see. We would be happy to meet. If no scheduled meeting takes place, here are our suggestions about how to implement change based on the data:

* Look for trends compared to last year
* See if you’re comfortable with your results (low burnout, absence of chaos, good teamwork, reasonable EMR related stress, …)

Here are things that have been found to be helpful with the data in the past:

* If stress or burnout is high, look for the reason(s), check: control over workload, time for documentation, work atmosphere, teamwork, values alignment and EMR at home score
* If values alignment with leaders is low, consider having a specific values discussion with your department (**who can help with this – you, a different group, let the reader know**)
* If control over workload is poor or marginal, ask your staff what would be a good way to address this (sometimes the answer is easier than you suspect, like giving more schedule flexibility at certain times of the day), or you can use the data to show executive leaders and advocate for changes that would benefit your department
* If documentation time pressure is high, partner with IT (**provide a contact name, email or phone number to make it easy to access services**). Can dedicate an entire meeting to this topic and invite IT to attend to share tips & tricks
* If work atmosphere (work pace, or chaos) is a challenge, one way to address this is reimagine the work space – try to decrease number of people in the area at one time or limit in/out traffic
* Mental health resources: Employee Assistance Program: 1-800-xxx-xxxx, the National Suicide Helpline: 800-273-8255, and **other resources….**
* We do report to the (**insert name of Executive Leader overseeing wellness program**) and we hope it’s ok if we advocate for you with respect to the findings for your department

Please be sure to reach out to us for help if you are concerned about your providers experiencing burnout. We’re always here to help.   
Sign your name/group name (e.g. Your Provider Wellness Committee)

**References with links to articles:**  
[A Cluster Randomized Trial of Interventions to Improve Work Conditions and Clinician Burnout in Primary Care: Results from the Healthy Work Place (HWP) Study](https://link.springer.com/article/10.1007/s11606-015-3235-4) - evidence based interventions

# [Worklife and Wellness in Academic General Internal Medicine: Results from a National Survey](https://link.springer.com/article/10.1007%2Fs11606-016-3720-4) - how to portray data; benchmarks for General Internal Medicine and Hospital Medicine

# [Joy In Medical Practice: Clinician Satisfaction in the Healthy Work Place Trial](https://www.healthaffairs.org/doi/full/10.1377/hlthaff.2017.0790)- clinician satisfaction [Characteristics of Health Care Organizations Associated With Clinician Trust Results From the Healthy Work Place Study](https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2736178) – measuring trust in the organization [Evaluation of Work Satisfaction, Stress, and Burnout Among US Internal Medicine Physicians and Trainees](https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2771447) - Internal Medicine data and gender differences