

# Moving from Surviving to Thriving in Healthcare

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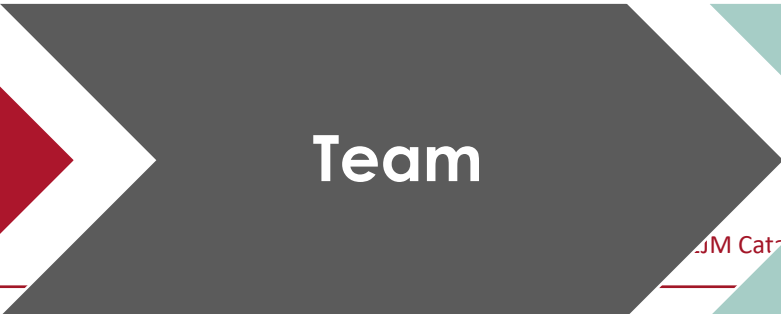


Amy Locke, MD, FAAFP  
Professor and Chief Wellness Officer  
University of Utah Health  
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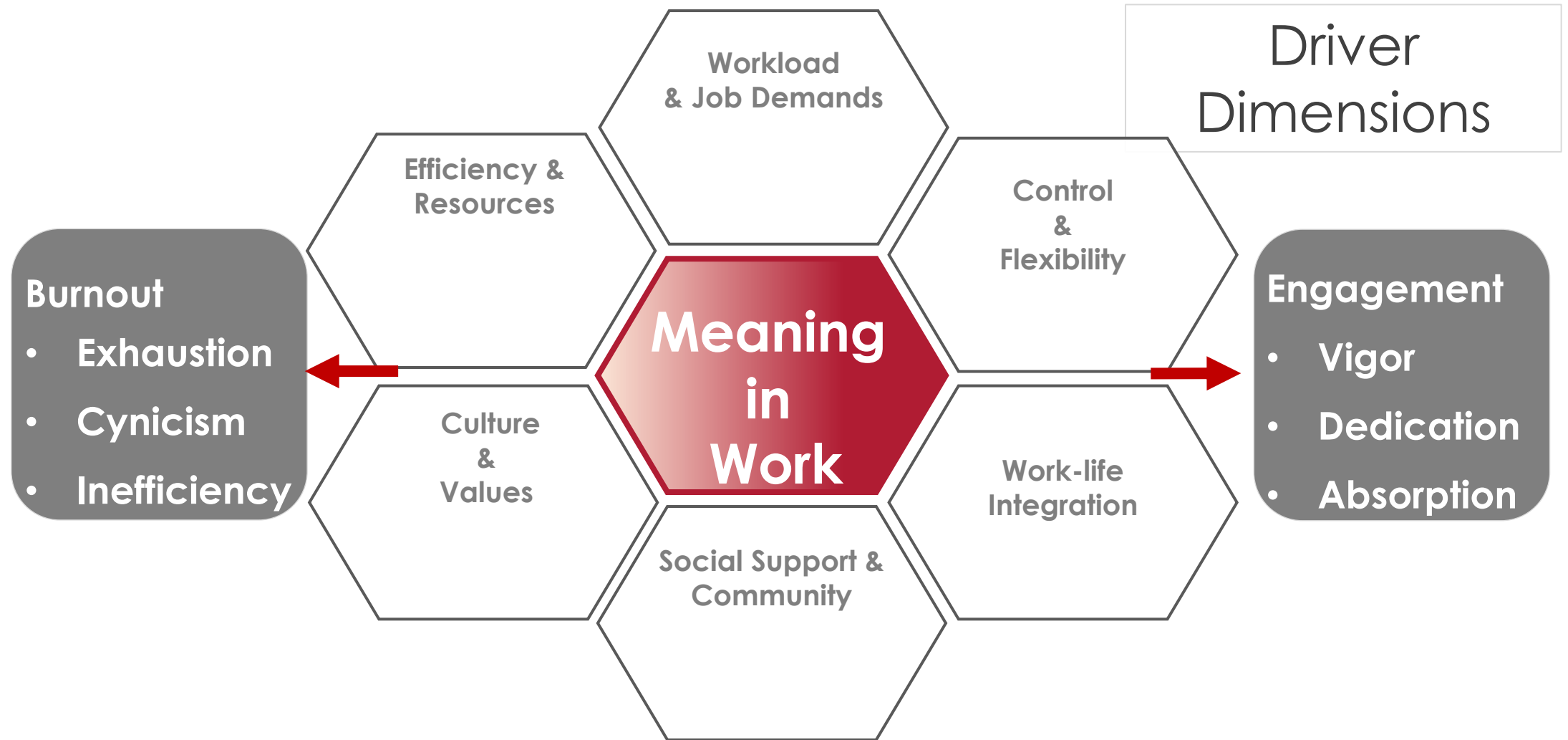
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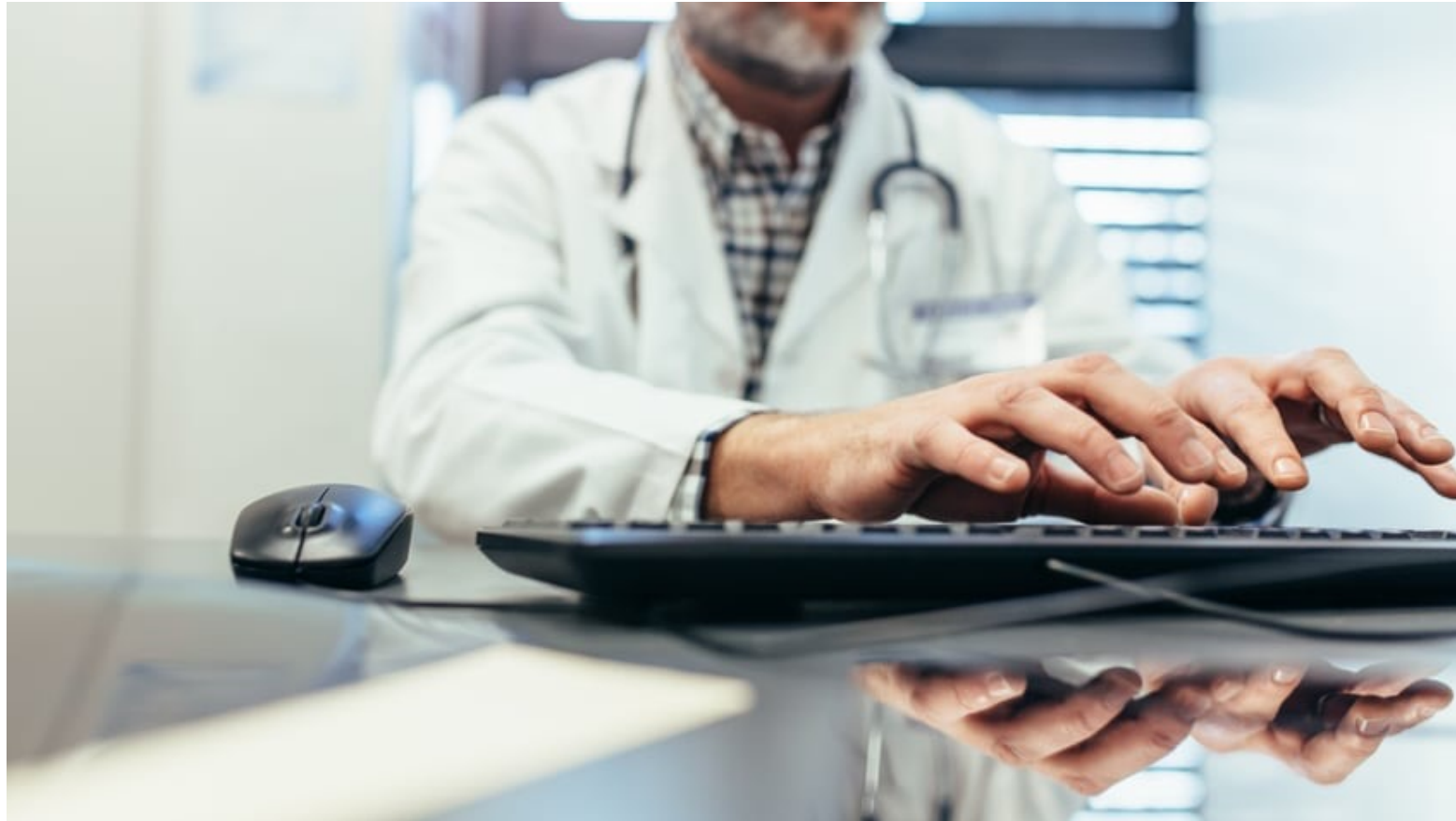
# PROFESSIONAL WELL-BEING MODEL



# Key drivers of burnout & engagement



# The problem



# Moral distress and Injury



Whitehead 2014; Litz 2009; Dean 2020

Where has moral distress shown up for you?

# Understanding the culture



Patient is first  
Can't show emotion  
Can't talk about it  
"I can do anything"  
Go it alone

Work to exhaustion  
Never enough  
Self doubt  
I signed up for a hard job  
Pride in overwork

Environmental issues:  
"You need to work harder"  
No time to think  
Isolation  
Open feedback loops

Picture by Marcie Hopkins



# PROFESSIONAL WELL-BEING MODEL



Redesigned Purpur de Vries NEJM Catalyst; Shanafelt & Noseworthy (2017) Mayo Clinic Proc