PROFESSIONAL WELL-BEING THROUGH ACTIONABLE DATA:

WHAT MATTERS TO YOU?

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TEAMS ADDRESSING WELL-BEING

- Look at the data
- Do a self-assessment
- Have a courageous conversation
- Assess strengths
- Consider the basics
- Prioritize
  - What would have the biggest impact?
  - What is your bandwidth?
  - Who is already working in this space?
- Get help

https://accelerate.uofuhealth.utah.edu/connect/team-burnout-is-real-3-questions-to-help-course-correct

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MEASUREMENT

- Better U Data
- Team Self Assessment
- What Matters to You Conversations

Image by Marcie Hopkins

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Data Dissemination and Action Planning

OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY & BEYOND

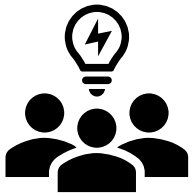
Share data and have "What Matters to You Conversations" with teams

Identify targets for improvement work at system leader and team levels

Engage in improvement work
Incorporate into existing committee and administrative structures

WHAT IS MY ROLE?

LOCUS OF CONTROL



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EXAMPLES OF PAST PROJECTS

Childcare Resources and Family Leave

Workflow Efficiency

Increased Paid Parental Leave

Shared Values

Boundary Setting

Community Events

Grant Writing Support

Targeted Tuition Support

Team Communication

My chart Messaging

Hours/Overtime

Peer Support

Vacation Coverage

Promotion Pipelines

© UNIVERSITY OF UTAH HEALTH https://accelerate.uofuhealth.utah.edu/resilience/joy-in-work-program-formerly-wellness-champions

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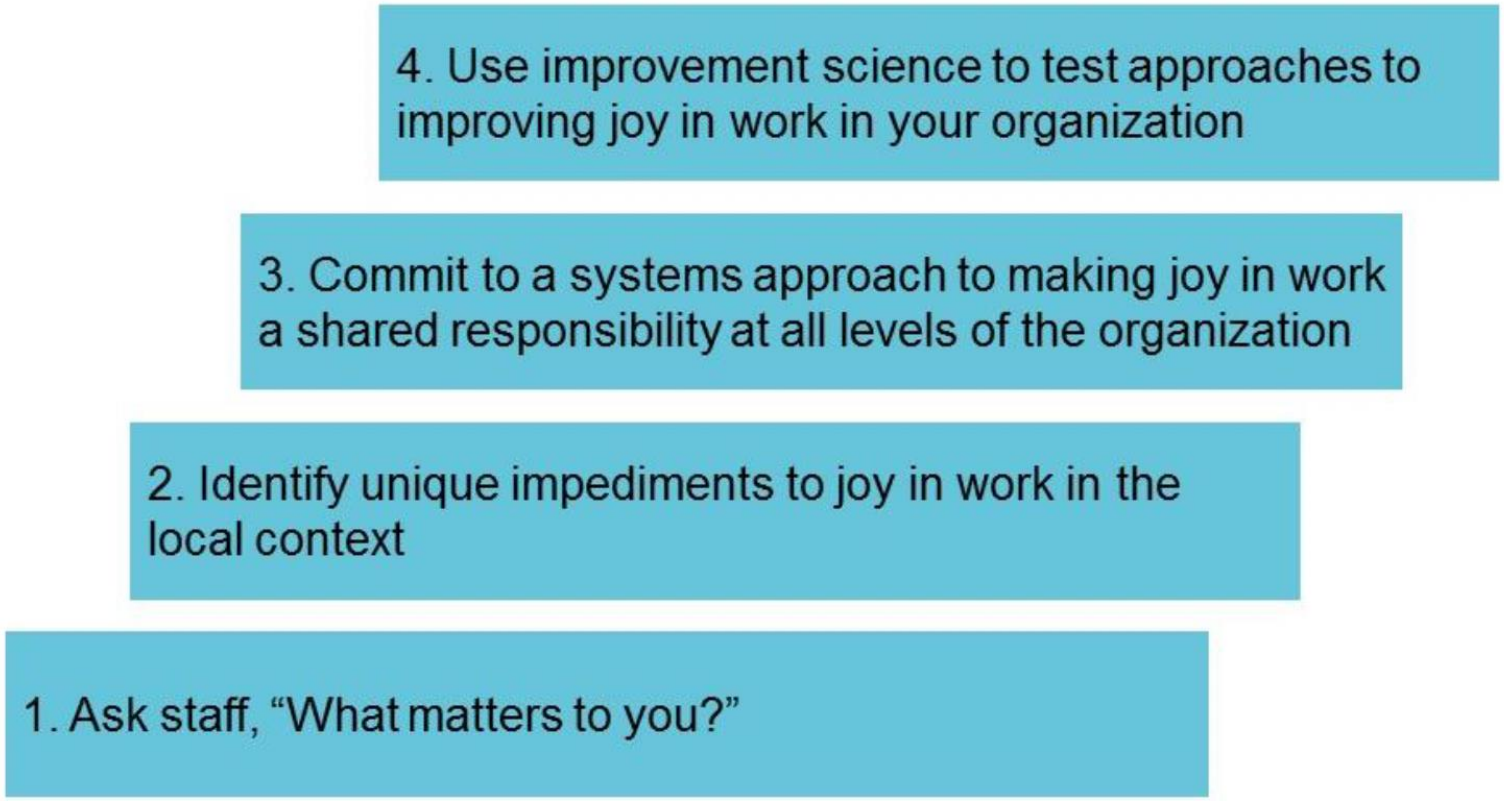
Figure 1. Four Steps for Leaders



Institute for Healthcare Improvement Framework

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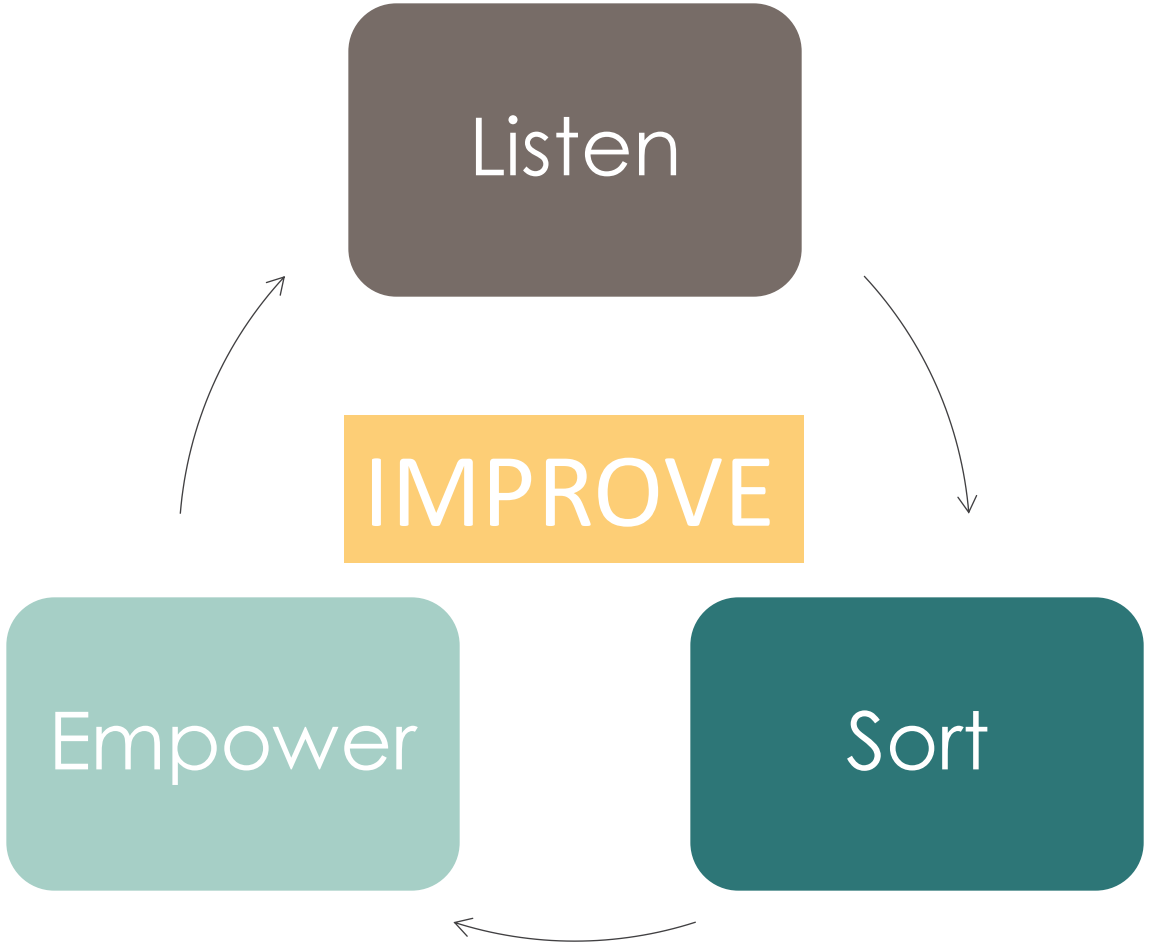
RAPID ITERATIVE CHANGE



https://edhub.ama-assn.org/steps-forward/module/2767765; Steve Swensen

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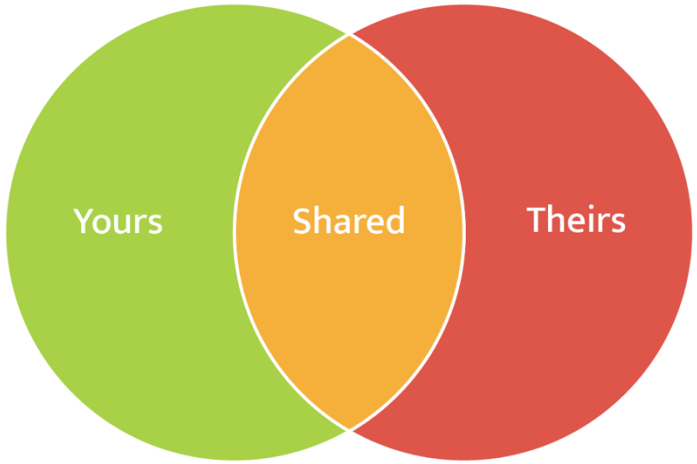
SORTING: LOCUS OF CONTROL



Local control to remedy	Shared control to remedy	No local control to remedy
• These are LOFI that your team has the authority to address • Advance these LOFI to Part 2	• These are LOFI that will require partnerships with other leaders or work units to remedy • Action should be temporarily postponed	• Escalate these LOFI to the next level of leadership that you do not have control over • Leadership must commit to feedback regarding their plans for these LOFI in a timely manner

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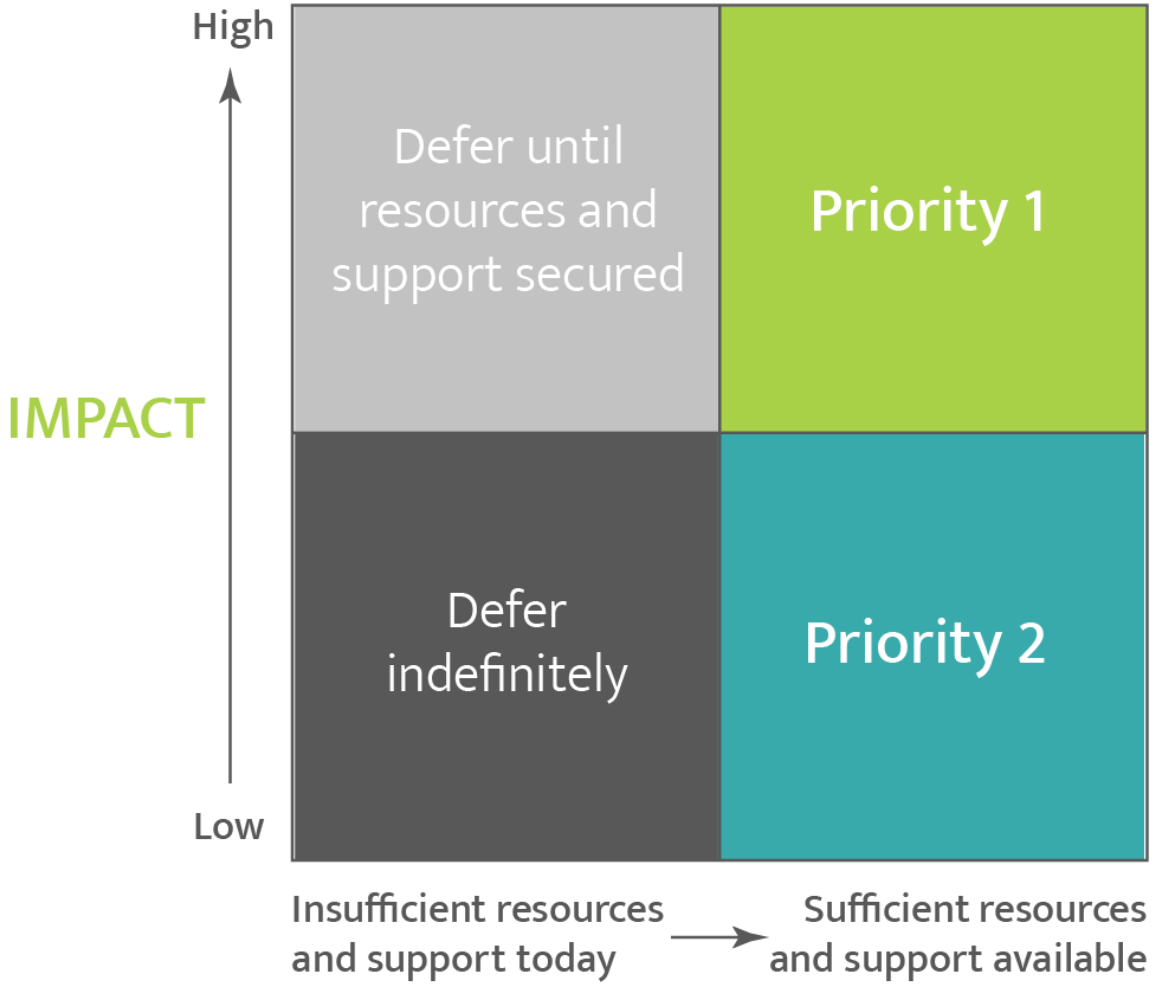
SORTING: FEASIBILITY AND IMPACT



AMA Steps Forward Module

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HAVING A "WHAT MATTERS TO YOU" CONVERSATION

PRACTICE SESSION

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What intention are you setting as you return to work?