Well-Being Framework
A Model

**Culture**
- Leadership
- Values Alignment
- Influence over Work (Voice/Input)
- Meaning/Purpose
- Community/Collegiality
- Peer Support
- Appreciation
- Flexibility
- Culture of Compassion
- Communication
- Family Friendly Policies

**Clinical Efficiency and Resources**
- EHR usability
- Scheduling
- Documentation
- Team Based Care
- OR Turnaround Times
- Staffing of physicians and support staff (amount and quality)

**Personal Resilience**
- Self care (sleep, exercise, nutrition)
- Self compassion
- Meaning in work
- Work life integration
- Social Support
- Cognitive/Emotional Flexibility
- Practices (mindfulness, gratitude, prosocial behaviors)

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Systemic Interventions
Systemic Interventions That Support People

Original Investigation | Equity, Diversity, and Inclusion

Physician Satisfaction With Lactation Resources Following an Intervention to Improve Lactation Accommodations

Michelle Mourad, MD; Priya Prasad, PhD, MPH; Caroline Wick, IBCLC; Diane Sliwka, MD

Clinical Accommodation

DHM provides an accommodation for lactating parents on direct care services (Goldman Medical Service, Saint Mary’s, and Mt. Zion direct care teams) and teaching teams (ML Wards and St. Mary’s). While on direct care services, lactating parents will have their census reduced by one to ensure they can balance patient care demands with the time needed for pumping. While on teaching service, there will be a reduction on the team census and a reduction in the admitting cap. On the post-call day, the cap will be 13 and on the post-post day, the team should be capped at 1 holdover. For both services, the faculty will add a dummy patient to the patient list, to help prevent going over the caps.
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<td>Breaks Between Meetings</td>
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Personal Practices
Begin with Self Assessment

**Burnout/Professional Satisfaction**

**Energy**

**Systole Diastole**

**Mental Health**
- Trauma
- Abuse
- Substance Disorders
- Toxicity

Severe Burnout, Mental Health, Abuse, Substance Disorders, Toxicity require specific professional support
The best time to plant a tree was 20 years ago…

The second-best time is now.
The best time to *start your personal well-being practice* was 20 years ago…

The second-best time is now.
Individual Practices

1. **Self Assess**
   - Where am I?
   - What are my values?
   - What is bothering me most?
   - What can I control?

2. **Check With Your Important People**
   - (Work Life Advisory Board)
   - How are others perceiving the issue? How is it impacting my important people?

3. **Brainstorm Ideas**
   - What might work better?

4. **Experiment**
   - Take 1 First Step or Start 1 Tiny Habit
   - SMART goal

[Reassess and Iterate]
Best Practices

The Basics
Sleep, Exercise, Limit Drugs/Alcohol

Self-Compassion, Gratitude Practice

Your Values, Strengths, and Meaning
Flow: Doing what you do best
Meaningful work: >20%

Mindfulness Attention

Processing of difficult events

Boundary Setting

Spiritual Practice

Stress SOS Kit

Pro-Social Behaviors Connection

Connection
Pearls

Hustle Culture
Glorified Busy-ness

Use your agency
(Curiosity>Judgement)

Attention is powerful.
Our minds are re-wireable.

168 hrs/week – 59 worked – 49 hour slept
= 60 hours/week.
Be deliberate with your time.

Slowly and iteratively:
- what drains you
+ what fuels you
= impressive changes over time
UCSF Resources:

System improvements
- UCSF Health Physician Work Experience Smartsheet
- Physician Experience Resources at UCSF Health

Faculty Life Resources
- Faculty Development Day Resources 2023
- My Wellness Campus Resources

Support for Events and Conflict at Work
- UCSF Resources for Conflict
- Caring for the Caregiver Peer Support

Mental Health Resources
- Faculty and Staff Assistance Program
- Cope Self-Guided Mental Health Resources

Trainee Resources
- Graduate Medical Education Well-being Resources
- Postdoc Well-being Resources
- Medical Student Well-being Resources

National Resources: National Academy of Medicine Clinician Well-being Resource Compendium

Thank you!

Contact Us:
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Societal
- Supportive systems
- Engaged leadership
- Highly functioning teams

Organizational
- Trustworthy culture
- Advocacy for policies
- Anticipation/support for challenges
- Prioritized mental health
- Individual self-care/meaning

Interpersonal and Individual
- Prioritized mental health
- Individual self-care/meaning