

Promoting Well-Being and Preventing Burnout

Advisory Committee on Interdisciplinary, Community-Based Linkages

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Overview



- Quadruple Aim
- Burnout
- Scope and Context - Advisory Committee on Inter-disciplinary, Community-Based Linkages (ACICBL)
- Advisory Committee on Training in Primary Care Medicine and Dentistry Update (ACTPCMD)
- National Initiatives

Quadruple Aim

1. Enhance patient experience
2. Improve population health
3. Reduce costs
4. Improve work life of health care practitioners

REFLECTION

From Triple to Quadruple Aim: Care of the Patient Requires Care of the Provider

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ABSTRACT

The Triple Aim—enhancing patient experience, improving population health, and reducing costs—is widely accepted as a compass to optimize health system performance. Yet physicians and other members of the health care workforce report widespread burnout and dissatisfaction. Burnout is associated with lower patient satisfaction, reduced health outcomes, and it may increase costs. Burnout thus imperils the Triple Aim. This article recommends that the Triple Aim be expanded to a Quadruple Aim, adding the goal of improving the work life of health care providers, including clinicians and staff.

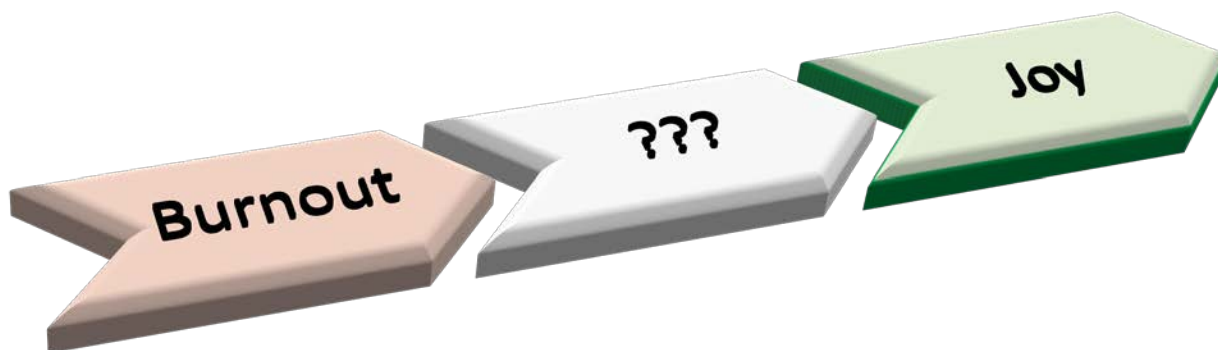
Ann Fam Med 2014;12:573-576. doi: 10.1370/afm.1713.

Bodenheimer and Sinsky (2014) From Triple to Quadruple Aim: Care of the Patient Requires Care of the Provider. *Ann Fam Med* 12: 573-576.



From Burnout to Joy in Clinical Practice

- Vitality
- Meaning/Fulfillment
- High self-efficacy



- Exhaustion
- Cynicism
- Loss of self-efficacy



Sinsky, CA et al. (2013) In Search of Joy in Practice: A Report of 23 High-Functioning Primary Care Practices. Ann Fam Med

Scope and Context: ACICBL*

- Provides advice and recommendations to the Secretary and Congress
- Focuses on the following targeted program areas and/or disciplines
 1. Area Health Education Centers
 2. Geriatrics
 3. Allied Health
 4. Chiropractic
 5. Podiatric Medicine
 6. Social Work
 7. Graduate Psychology
 8. Rural Health



ACICBL – Advisory Committee on Interdisciplinary, Community-Based Linkages



Advisory Committee on Training in Primary Care Medicine and Dentistry

- **Committee Charge**
- **Highlights of committee work (2017)**
 - **Clinical Trainee and Faculty Well-Being**
 - [Dr. Carol Bernstein: Physician Well-Being: Challenges and Opportunities](#)
 - [Dr. Claudia Finkelstein: The Evolution of Burnout From An Individual To A Systems Perspective](#)
 - [Dr. Larry McEvoy: Strategies for Building Resilience in Individuals, Teams, and Health Care Organizations](#)
 - [Dr. Timothy Brigham: ACGME Focus on Physical Well-Being: Deepening our Commitment to Faculty, Learners, and Patients](#)
 - Dr. Richard Valachovic - A Systems Approach to Addressing Stress Within Health Professions Education
 - **Recommendations**



National Initiatives

- **National Academy of Sciences**

- Global Forum on Innovation in Health Professions Education
 - [A Systems Approach to Alleviating Work-induced Stress and Improving Health, Well-being, and Resilience of Health Professionals Within and Beyond Education: A Workshop](#)
- National Academy of Medicine
 - **Action Collaborative on Clinician Well-Being and Resilience:**
<https://nam.edu/initiatives/clinician-resilience-and-well-being/>

- **Alliance for Academic Internal Medicine**

- Collaborative for Healing and Renewal in Medicine (CHARM)
<http://www.im.org/page/charm>

- **Accreditation Council for Graduate Medical Education**

- Physician Well-Being <http://www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being>



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