Article Review

The wellbeing COLLABORATIVE

Article Title	**Organizational Evidence-Based and Promising Practices for Improving Clinician Well-Being**
Authors	Sinsky, C. A., Biddison, L. D., Mallick, A., Dopp, A. L., Perlo, J., Lynn, L., & Smith, C. D.
Date	2020

Audience
- Clinical Supervisors and Managers
- Human Resources Professionals
- Quality Improvement and Patient Safety Committees
- Healthcare Policymakers
- Healthcare Leaders and Administrators

ROI Tags
- Burnout Reduction ROI
- Employee Satisfaction Improvement ROI
- Efficiency Improvement ROI

Article Descriptions

The discussion paper outlines evidence-based practices for enhancing clinician well-being, emphasizing the importance of **creating a supportive work environmen**t rather than merely *"fixing the worker."* It asserts that clinician burnout is largely driven by the **work environment** and that organizations can improve well-being by **aligning leadership structures, policies, and practices with best practices.**

The paper identifies s**ix key domains essential for fostering clinician well-being:**
- **Organizational Commitment:** establishing comprehensive well-being programs
- **Workforce Assessment:** regularly evaluating factors affecting well-being such as EHR usage and administrative burdens
- **Leadership:** promoting shared accountability among leaders
- **Policy:** refining policies to better support clinicians
- **Efficiency of the Work Environment:** enhancing operational efficiency to allow focus on meaningful work
- **Support:** cultivating teamwork and peer support while helping clinicians balance work and personal life.

The authors advocate for a systems approach to clinician well-being, urging organizations to commit to ongoing improvements and transparency in measuring burnout and its drivers, ultimately positioning clinician well-being as a critical component of operational strategy.

Business Case Metrics of Significance

- **Financial benefits** associated with **lowering burnout rates** through leadership and supportive initiatives.
- **Financial impac**t of **increased employee satisfaction** linked to improved leadership and support structures.
- **Financial benefits** of **operational efficiency improvements** that allow clinicians to focus more on patient care.

Business Use Case

The paper serves as a business case to advocate for organizational investments in clinician well-being by providing a structured approach to improving work environments. By emphasizing the systemic nature of burnout and the importance of aligning leadership, policies, and practices with best practices, the paper outlines actionable steps that healthcare organizations can take. It encourages healthcare leaders to prioritize clinician well-being as a strategic objective, illustrating the potential for enhanced organizational resilience and improved patient care outcomes.

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