## Methods/Interventions/Changes

Implemented 3 changes in our daily work flow plus dedicated time away from clinical duties to socialize in relaxed environment.

1. **Change in Procedure for Quarterly “Journal Club”**
   - Previously, journal club was held during the work-day at noon conference. Now, we hold Journal Club after work hours at a restaurant, with food provided by the department.
   - This encourages social interaction amongst residents and fellows in a more relaxed atmosphere.

2. **Held a New Resident Welcome Party**
   - Hosted at a local restaurant with food and beverages provided.
   - Allow for social interaction amongst residents and attendings in a relaxed atmosphere.

3. **Incorporate 5 min “Off Topics” during Friday Board Review**
   - The “Off Topic” discussion is selected by the presenting resident, and provides a fun intermission to the typically busy and structured weekday.
   - Examples of “Off Topic” items previously presented include:
     - Vacation pictures, 90’s Hip Hop Artist trivia, and Simpson’s trivia
     - Gain insight on interests and hobbies of co-residents.

## Measures/Metrics

**Outcome**: Mayo Well-Being Inventory to monitor individual well-being of residents and attendings at baseline and quarterly throughout PDSA cycle process.

### Process and Balancing Measures

- Surveys/feedback re: each intervention
- End of rotation evaluation - well-being item (GMEC require)

## Mission/Vision Statement

**Vision**: Aurora Health Care’s GME programs will be nationally recognized for preparing our current and future physicians to help people live well – our patients, each other, and ourselves.

**Mission**: Apply IHI Model for Improvement to continuously improve well-being through GME wide and program specific initiatives to address well-being drivers from workload and control/flexibility to culture/community and work-life integrations to promote meaning in work.

## Introduction: Background & Context

- Well-being in the clinical environment is a function of an individual interacting with their environment – including their peers, faculty, and patients.

1. Of every 2 radiologists surveyed report classic symptoms of burnout defined by a loss of enthusiasm for work, cynicism and a low sense of personal accomplishment.

2. Radiology ranked 10th in burnout of 26 specialties surveyed.


## Group Feedback

### What are critical next steps?

- Continue to obtain process/outcome measures and review
- Formally poll residents and attendings regarding the perceived effectiveness of our interventions
- Take that data and determine future steps consistent with PDSA Cycle 2: Continue with current interventions or revise?

### Areas Seeking Guidance/Input

- Ideas for other possible work week interventions that have increased well-being in other programs.
- Ideas for increasing attending participation.

### Discussion: Next Steps & Areas Seeking Input

- Time Commitment: All interventions require increased time and/or effort from residents and attendings.
  - Strategy: Encourage but not require participation in the social events and “off topic” discussions.

- Attending Participation: Fewer than desired faculty attend Journal club and the resident welcome party.
  - Feedback indicated that there is interest, but insufficient time to make arrangements by many of the attendings.
  - Strategy: Attempt to increase lead-time in making more attendings aware of these events.

- Data Collection: Obtaining data to support PDSA adds stressor.
  - Strategy: Gather data during sessions omitting need for ‘extra’ time / reminders.

### Barriers – Strategies

- Time Commitment: All interventions require increased time and/or effort from residents and attendings.
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