



# CENTER FOR WORKLIFE WELLBEING

Meaning

Connection

Joy

## INITIATIVES

**The Flourishing Framework** was developed as a part of ChristianaCare's 5-year strategic aspiration "Enable every caregiver to thrive". The framework contains five essential components as an evidence-based model for improving caregiver wellbeing. The framework will be integrated into leader standard work in the upcoming fiscal year, FY24.

Piloted and launched **Psychological First Aid (PFA) Training** for leaders throughout the system to build skills to identify and support colleagues impacted by **stress injuries**, practice having **supportive conversations**, and become familiar with **resources for themselves and their team**.

**583 | 53%**

PEOPLE LEADERS TRAINED TO DATE

**18**

PFA TRAININGS HELD

Exceeding FY23 AOP stretch goal of

**50%**

of leaders trained



Recognize

Recover

Refer

"I learned things not only about myself but **how to help my team**. This is definitely one educational session I will be taking back to my team to **implement right away**."

- ChristianaCare Leader and PFA Training Participant

## COMPASS

(Clinician-Organized Meetings to Promote and Sustain Satisfaction)

Expanded to populations beyond Medical-Dental Staff.

**5**  
ACTIVE GROUPS

VIR Nurses  
APC Fellows  
Psychologists  
Physicians & APCs  
Critical Care Nurse Residents

## Praise for Psychological First Aid and VITAL WorkLife

"I used PFA just yesterday with a family member in a very difficult situation. She was in the orange bordering on red, and the skills I learned in this training really helped me navigate my conversation with her, and I was able to refer her to VITAL. **I'm so grateful that our family members can utilize this resource!**"

Care for the Caregiver provides **confidential individual peer support and group support** to our caregivers when they experience stress related to patient care or the workplace.

**71**

CAREGIVERS TRAINED AS PEER SUPPORTERS



**345**

TOTAL ENCOUNTERS\*\*

\*\*Data derived from the 2022 calendar year



coverage expanded to **all caregivers and their families in July 2022**.



## ADVOCACY

### Physician Mental Health Bill (SB300) Signed on July 29, 2022, by Gov. Carney

SB 300 makes clear that a physician's ability to practice medicine is not impaired or prevented by a mental or physical disability when the condition is being treated, and it supports physician access to behavioral health care without fear of impact on their licensure. Dr. Heather Farley was an expert witness during the hearings.



# RESIDENT & FELLOW SUPPORT

Dr. Mark Mason supports the residents & fellows at ChristianaCare by providing quarterly **Wellbeing Rounds**.

20

PROGRAMS SERVED

90+

SESSIONS HELD

"We look forward to meeting with Mark Mason, he always brings great literature and fun activities during his time with us."

"Mark Mason is **wonderful**; he is **our voice** for the program if we have issues or concerns that need to be addressed."

- The **Personal Growth Well-being Project** is an opportunity for first-year residents (interns) to participate in
- Personal Growth Consultations to learn more about themselves through **personality questionnaires, including strengths and vulnerabilities.**

34

RESIDENTS ATTENDED A PERSONAL GROWTH CONSULT

160%

increase in first year resident participation in the Personal Growth Project. (YoY Growth)



## CAREGIVER OUTREACH



8

REJUVENATION STATIONS HELD

5

LOCATIONS

500

CAREGIVERS REACHED



PAWS TO DE-STRESS EVENTS HOSTED



106

AVERAGE WELLBEING WEDNESDAY VIEWS

## MINDFULNESS FOR CAREGIVERS

30-minute, virtual sessions hosted every Friday

21

AVERAGE WEEKLY ATTENDANCE

300+

MICROSOFT TEAMS MEMBERS

Piloted 'a Taste of Mindfulness', 15-minute, virtual sessions



## THANK YOU PROJECT

2

EVENTS

- Flight Team
- Neuro Critical Care Unit

## EXTERNAL IMPACT



20

SPEAKING ENGAGEMENTS

Including the **keynotes** at the **Internal Conference on Physician Health (ICPH)** & at the **Hospital Quality Institute.**

2

PEER SUPPORT PROGRAM CURRICULUMS LICENSED

5

CONSULTING CLIENTS

\$50,296

TOTAL REVENUE



109%

of FY23 Goal

AMA grant-funded innovative pilot study



COGNITIVE LOAD STUDY

Launched February 2023

Aim: Identify sources of extraneous cognitive load in physicians in primary care settings.