

What Are Some Ways You Can Address Physician Burnout at Your Organization?

Physician burnout is multifactorial and, invariably, points to organizational and systemic causes. When creating a plan to promote physician wellness, it is imperative to have a comprehensive approach.

At RechargedMD, we have developed a framework for addressing each of these **4 key domains**: people, practice of medicine, organization, and healthcare system.

- **Organization:** Senior leadership must commit to prioritize addressing burnout. *How are you addressing organizational culture?*
- **Self & People:** Provide space for clinicians to openly describe their work environment, collect accurate/anonymous data about the root causes of burnout and provide leadership opportunities for physicians to have real power in addressing some of these systemic factors. *Do physicians in your organization feel comfortable answering your internal surveys candidly?*
- **Practice of Medicine:** Provide ongoing process improvement and remove the burdens to providing quality clinical care. *How efficient is your EHR?*
- **Healthcare System:** Find ways to engage in broader regional policy decisions affecting healthcare delivery. *How does newly proposed and current legislation impact physicians?*



If you would like to discuss specific ways to support physicians at your organization, contact fayola@rechargedmd.com