

Assessing Resident and Fellow Wellbeing and Burnout Levels: Lessons Learned from a Pilot of the AMA Mini-Z Wellbeing Survey

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Assessing Resident and Fellow Wellbeing and Burnout Levels: Lessons Learned from a Pilot of the AMA Mini-Z Wellbeing Survey

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PROBLEM

The ACGME and others are focusing on physician well-being as essential not just for residents/fellows, but as a key component of ensuring a safe clinical learning environment. Identifying and addressing challenges to well-being and resiliency our trainees face – and what gaps currently exist – is thus essential.

APPROACH

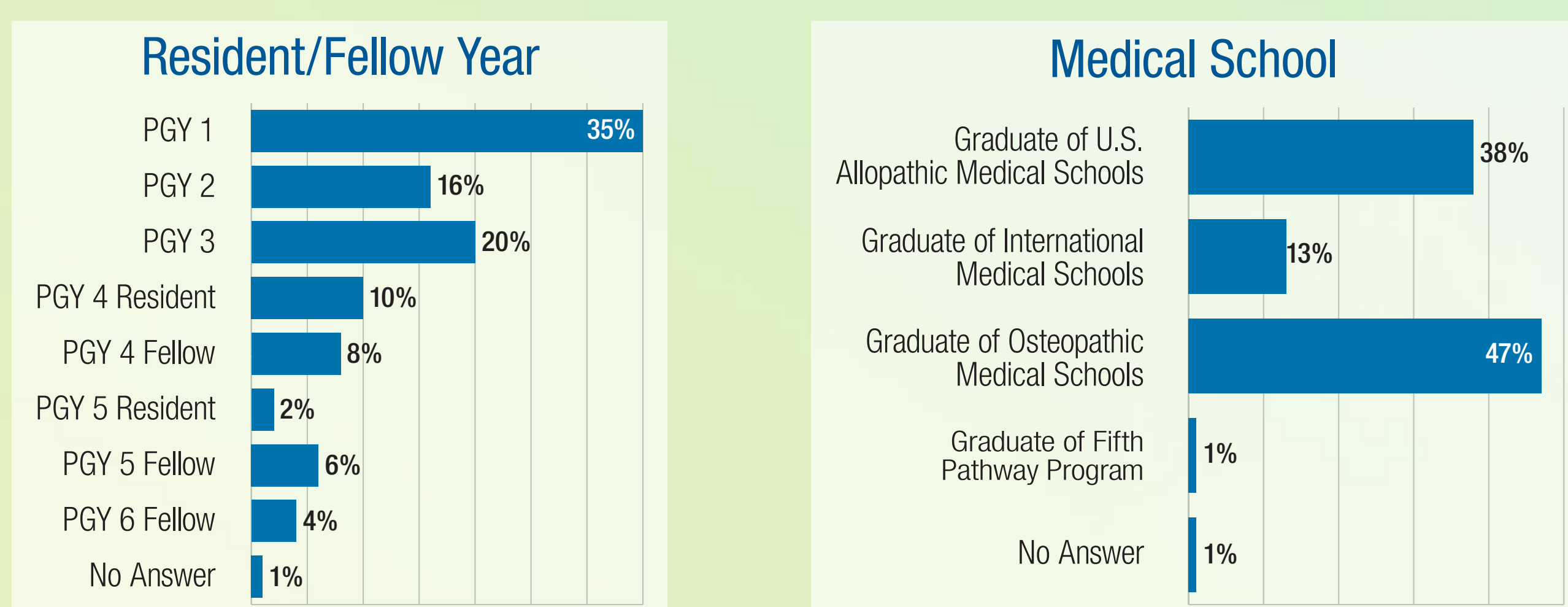
In September 2018, with the support of external funding, we sponsored 18-month AMA memberships for all current residents and fellows. Membership includes access to the AMA GME Competency Modules, as well as to the AMA Mini-Z Wellbeing/Burnout Survey, which was launched to all trainees in October 2018. A follow-up survey is planned for October 2019.

RESULTS

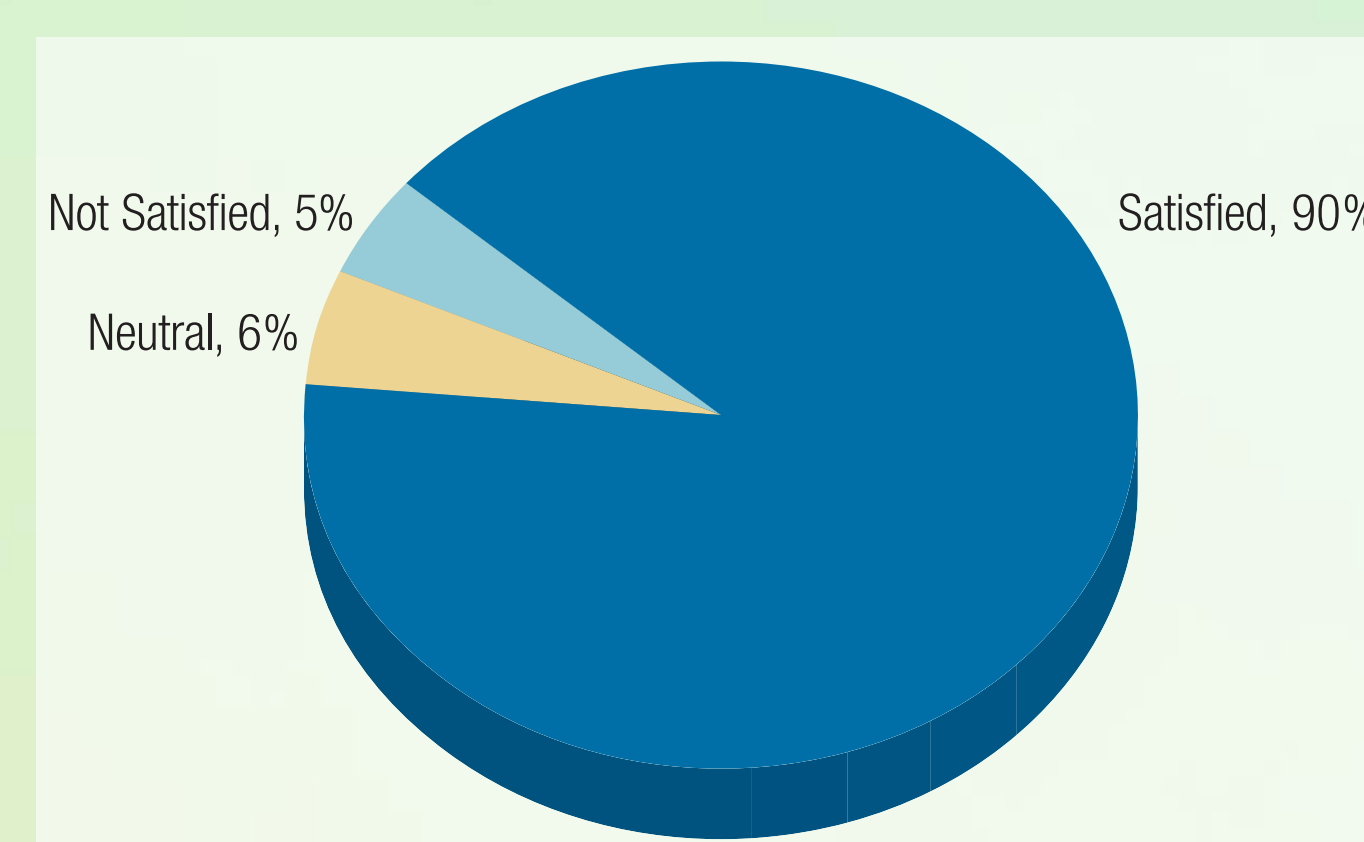
Survey results were compiled and analyzed December 2018–January 2019. Two follow-up group interviews were conducted in January 2019. 156 residents and fellows took the survey. The response rate was over 50%.

INITIAL RESULTS

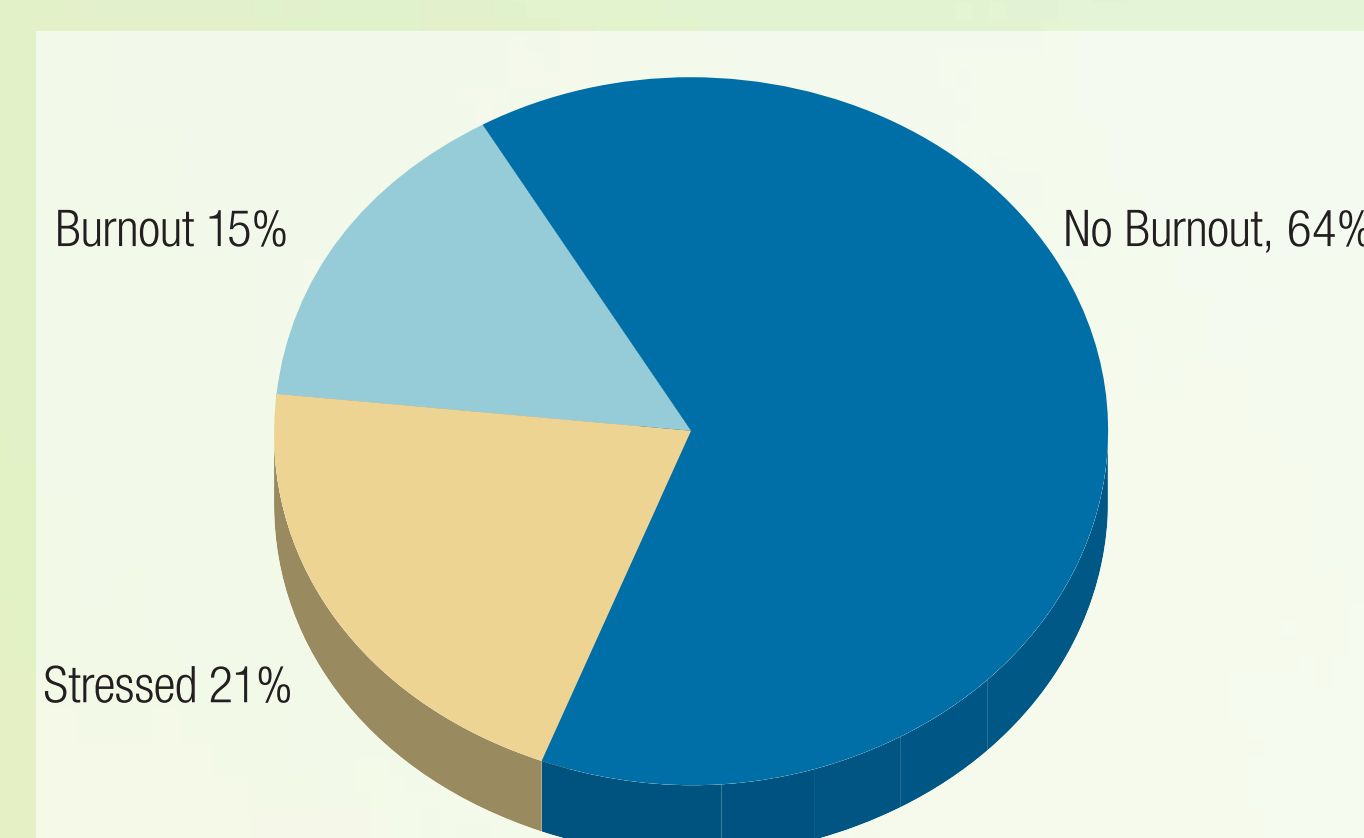
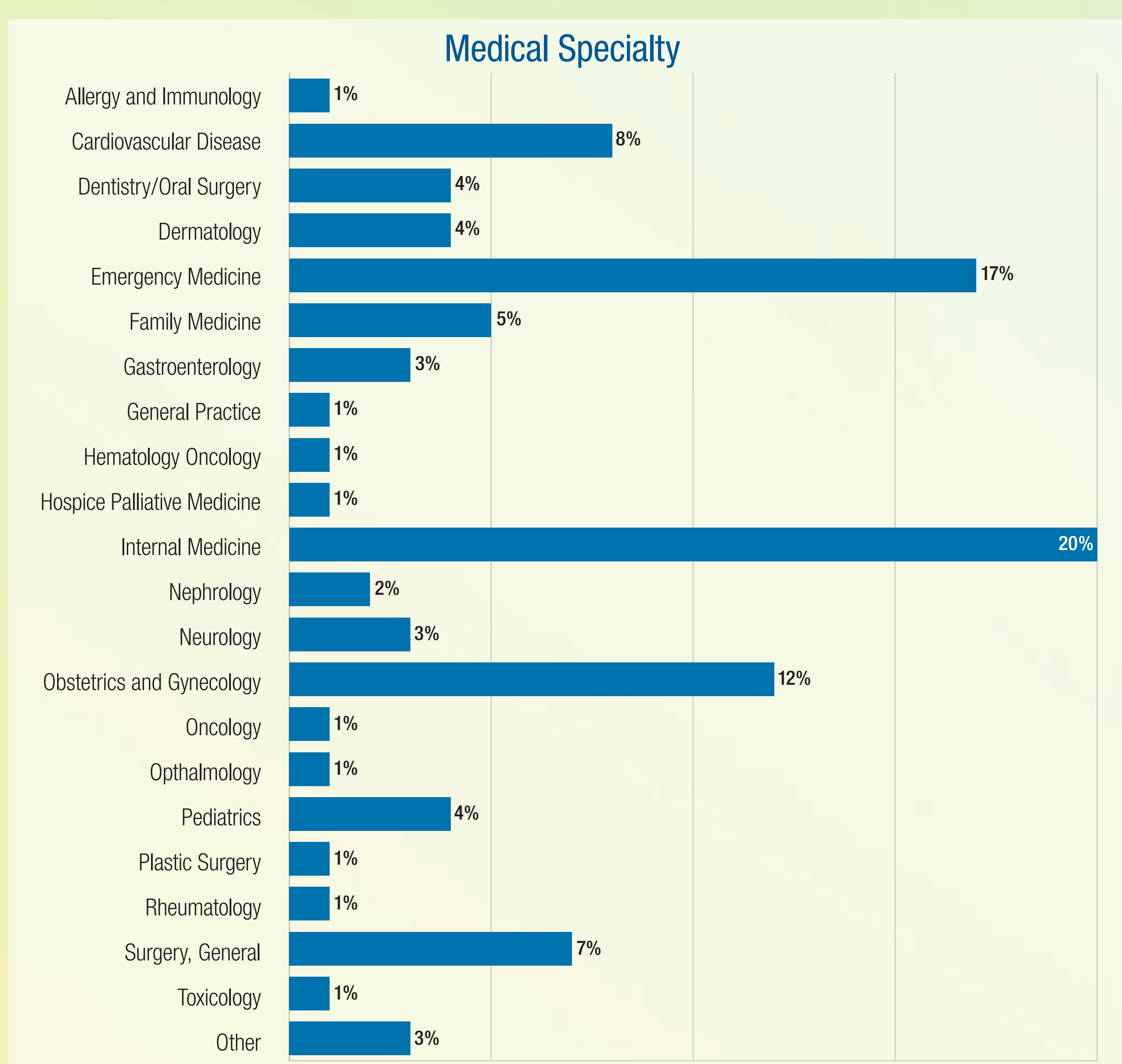
RESPONDENT PROFILE



SATISFACTION WITH CURRENT JOB



Satisfaction among LVHN Residents is strong (90%) compared to 86% for the benchmark. Few residents (5%) describe themselves as dissatisfied.



Consistent with strong satisfaction, most (64%) LVHN Residents report experiencing no burnout, comparable to the 67% for the benchmark.

21% describe themselves as being under stress, while 15% describe themselves as experiencing burnout.

LESSONS LEARNED DURING THIS PILOT SURVEY INCLUDE:

- Select the survey that best fits institutional needs
- Ensure stakeholders are informed/consulted, engaged, and supportive
- Engage resident representatives early and frequently
- Collaborate to ensure no duplication of effort
- Promote the survey – and the confidentiality of responses
- LVHN saw greater return on investment from survey vs. versus trainee use of AMA membership or completion of competency modules.

NEXT STEPS

- Survey data is being used to inform the development of a comprehensive plan to address wellbeing/burnout and to the launch pilot projects that address specific needs/gaps as identified by the survey.
- Launch of follow-up survey scheduled for October 2019; for future surveys, need to consider how best to integrate survey of trainees with other surveys network-wide, timing of survey, and possible incentives for completion

TRANSFERABILITY

This project has relevance for other Sponsoring Institutions considering implementation of the AMA Mini-Z or other similar surveys. At the time of the launch of this survey, only 12 other institutions across the U.S. had implemented the Mini-Z. Participating institutions will be organized into a consortium, with benchmarking and best practices shared across institutions.

ACKNOWLEDGMENT

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