



Research indicates many physicians (81.5% of 2015 respondents) feel their organizations are not doing anything to help them deal effectively with stress and burnout. Yet 88% of physicians are moderately to severely stressed or burned out, and almost half (over 45%) are severely stressed on an average day.¹

While stress and burnout is getting worse, healthcare organizations and leadership continue to struggle with how to help their physicians and their families deal with the stressors presenting challenges in today's dynamic patient care environment. Physicians are asking for help with:

- ▶ Better work/life balance (37.2% of all respondents)
- ▶ Improved financial compensation and/or reimbursement (34.2%)
- ▶ Reduced legal concerns (e.g., tort reform, medical malpractice, defensive medicine) (26.5%)
- ▶ Better work hours/less on call (24.9%)
- ▶ More control over my work and the way it's done (23.9%)
- ▶ More help with administrative burdens or demands (22.6%)



Organizational and Leadership Consulting

Pathways to Well Being



There are no easy answers or quick fixes to these complex issues, but we can help. VITAL WorkLife, Inc. has extensive experience with healthcare organization. Our solutions are tailored to each organization using a dedicated team of professionals who understand the unique needs of physicians and their organizations. Built on over 35 years of providing general Employee Assistance Programs and workplace consulting services, our custom consulting is developed to meet the needs, objectives and budgets of each client.

VITAL WorkLife Consulting Solutions include: Organizational Assessment

Our team of multi-disciplinary professionals help evaluate organizations, departments, teams and individuals in terms of who you are, why you exist and what you want for your future, and then defining the behaviors key to moving toward these goals.

Addressing Workplace Conflict

Through interviews, assessments and observations, our experts help navigate through a variety of multi-layered conflict situations to achieve positive outcomes.

Facilitation and Mediation Services

Our team provides organization with a structure and process for more effectively solving problems and making decisions, as well as mediation and third-party objectivity in times of crisis and conflict.

Cultural Renewal

Working together and looking through the lens of healthy, sustainable behaviors, our consulting solutions help develop systems, strategy, values/culture, communication, training and development, and the mental and emotional behaviors best suited for the sustained health and success of organizations.

Leadership Development

Using standard or custom-developed training and education, we can help organizations improve the effectiveness of today's leaders and build skills for the next generation of leaders.

Strategic Visioning / Planning

Our team of experts is ready to walk you through a proven process for developing a shared vision and the behaviors needed to set you on a clear direction for your future.

Our services are provided nationwide, with consultants in major cities. Our goal is to provide a trusted, confidential resource for your organization to deal effectively and in a timely manner with the issues and problems unique to your situation.



Consulting to address organizational well being, including:



- ▶ Facilitation & Mediation
- ▶ Cultural Renewal
- ▶ Leadership Development
- ▶ Strategic Visioning/Planning
- ▶ Well Being Assessment
 - Stakeholder Interviews
 - Organizational Survey
- ▶ Benchmark vs National Norms in:
 - Stress & Burnout
 - Physician Engagement
 - Organizational Culture
- ▶ Custom Solutions to address issues:
 - Culture
 - Communications
 - Conflict
 - Crisis

VITAL WorkLife recognizes organizational health and well being directly impacts patient care, safety and engagement, as well as staff relationships, productivity, efficiency and workplace satisfaction. With a comprehensive set of consultative solutions we provide appropriate coaching and support to help physicians and organizations achieve their goals.

VITAL WorkLife creates pathways to promote sustainable behaviors for physicians and their organizations.

Understanding Your Organization's Need for Well Being Solutions

Building a culture of care in healthcare organizations is complex. The Quadruple Aim includes improving the work life of healthcare providers, in addition to enhancing patient experience, improving population health and reducing costs. Based on research², VITAL WorkLife has developed a framework to help leaders address these well being needs, providing a breadth of both individualized services and organizational improvements in leadership, communications and culture.

To learn more about our solutions visit VITALWorkLife.com or call 877.731.3949.

We help organizations, teams and individuals to be their best. VITAL WorkLife, Inc. is a national behavioral health consulting firm supporting all dimensions of well being in healthcare.

1. "Physician Stress & Burnout National Survey," VITAL WorkLife & Cejka Search, accessed 02/09/2015, info.vitalworklife.com/stress

2. "Physician & Advanced Practitioner Well Being Solutions Survey Report," VITAL WorkLife & Cejka Search, accessed 04/24/2017, info.vitalworklife.com/2017-survey-report



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