



The Coalition for
Physician
Well-Being

Medicus Integra[©]



Development

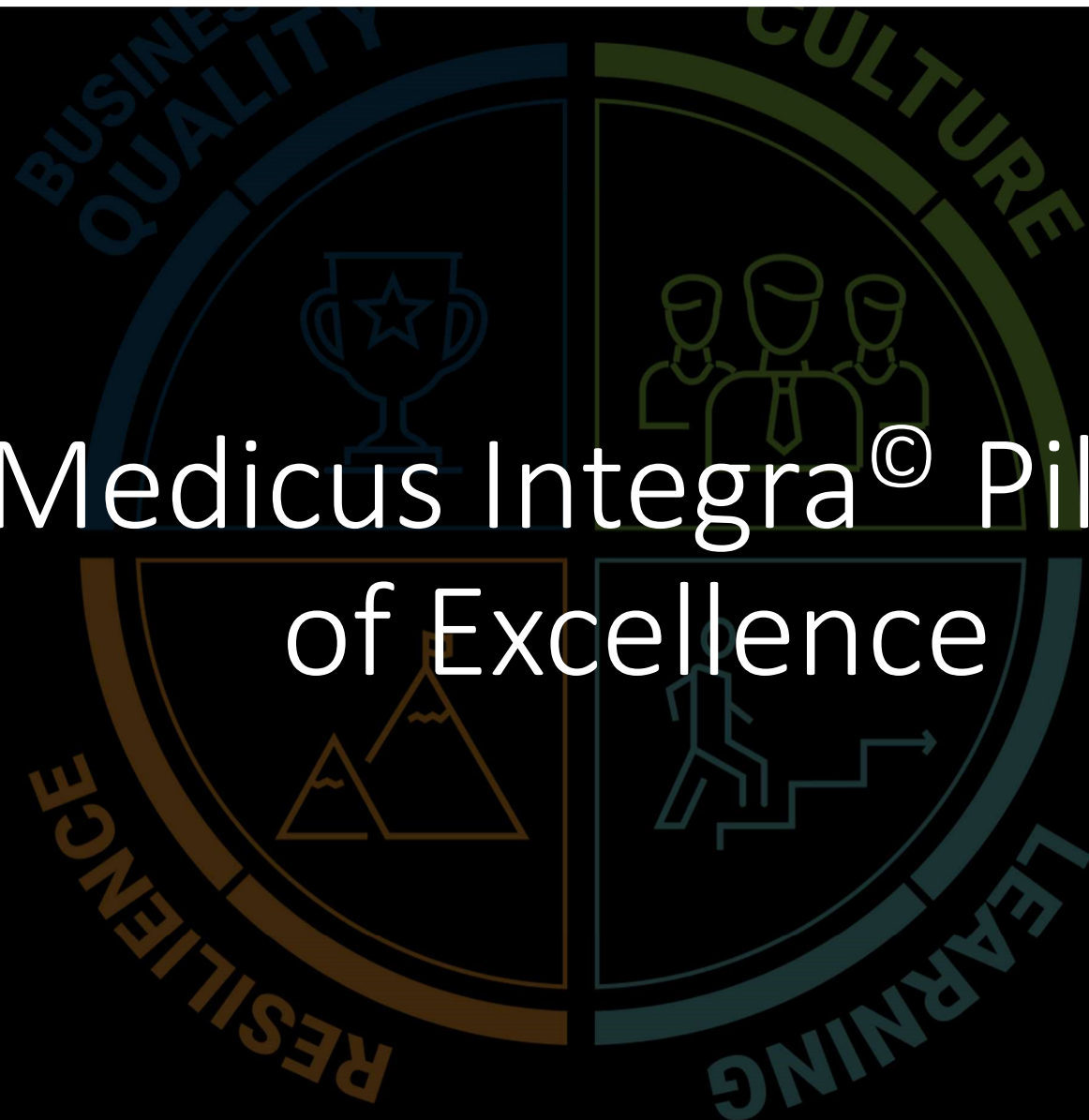
Medicus Integra[®] was developed with the understanding that while burnout may occur at an individual level, the organization has a responsibility to ensure that physicians have the appropriate resources to support their needs of wellness.



What is the Medicus
Integra[©] Award /
Designation?

Medicus Integra[©] designation shows that an organization has met the requirements of the award, focusing on promoting physician well-being within the organization.

Medicus Integra[©] Pillars of Excellence



- EMR
- Work Re-design
- Turnover
- Engagement

- Code of Conduct
- Communication
- Medical Ethics

- Accountability
- Coaching
- Relationships
- Spirituality

- Leadership
- Teamwork
- Whole-Person Care

These Standards of Excellence are needed to ensure a healthy working environment



Business & Quality

- Organization is focused on:
 - Enhancing the EMR with physician input
 - Open to finding better ways to improve processes
 - Focuses on turnover and retention of physicians and their staff
 - Has a process to engage physicians in the system

- EMR
- Work Re-design
 - Turnover
 - Engagement





- Code of Conduct
- Communication
- Medical Ethics

Culture

- A code of conduct is written out and followed through consistent with principles of just cultures
- There is an effective and organized process that facilitates two-way communication, as well as follow-up
- There is a committee or organized group that addresses ethics in medicine

Resilience

- A process that holds physicians accountable for behavior
- Offers physicians a coaching or mentoring program as a way to integrate and engage the physician
- Offers ways for physicians to build collegial relationships
- Offers and respects the ability to include spirituality in patient care

- Accountability
 - Coaching
- Relationships
 - Spirituality



Learning

- Provides opportunities for leadership development
- Encourages a team-based approach for enhanced patient care
- Provides support to offer whole-person care: mind, body and spirit



- Leadership
- Teamwork
- Whole-Person Care

Medicus Integra[©] *Must Haves*

Physician Well-Being Committee

Physician Leadership and Training Functioning

Code of Conduct & Process



Coaching & Counseling

Communication

Collegiality Initiative

Onboarding Process

Prior to hosting a site visit, an organization must show that all “Must Haves” are in place at their organization



Benefits of Medicus Integra[®] Survey Process

Self audit of current programs and state of the organization



Ability to identify and fill gaps as programs are further enhanced



An opportunity for recommendations and insight into outside strategies



Earn an award for promoting physician wellness



Use the Medicus Integra[®] designation as a recruitment tool to further enhance your program

What Organizations Are Saying....

“Medicus Integra provided a game plan to move from many activities to strategy.”

-Herb Schumm, MD

Bon Secours Mercy Health

“By preparing & participating in the Medicus Integra survey, we were reassured and energized to press on – to innovate – and to do more.”

-Lanny Wilson, MD

AMITA Health

Preparing for the Medicus Integra survey gave us the opportunity to look at the work being done across our statewide ministry. We discovered things being done in some locations that needed to be shared across all our local ministries, we uncovered opportunities for improvement, and celebrated things we were doing well. It was a good opportunity for us to really look closely at the work we were already doing. After the survey, we were charged with new ideas to further our clinician culture.

-Jennifer Stanley, MD

St. Vincent Medical Group