

# Science-Based Strategies to Promote Clinician Well-Being and Patient Safety



1

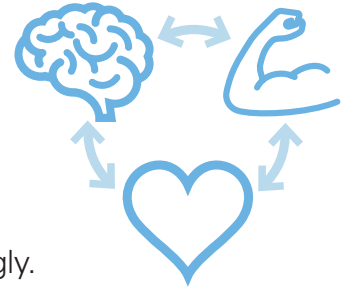
## Humans have a biological response to burnout.

That response can impact decision making and safety.

2

## Workload = cognitive, emotional and physical.

Assign and support resources accordingly.



3

## Shadow work<sup>1</sup> is real.

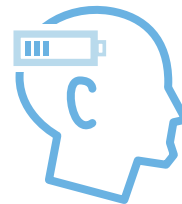
Be aware of it and aim to reduce it.



4

## Clinical cognition is a limited resource.

We must treat it as such.



5

## Protect time away from work.

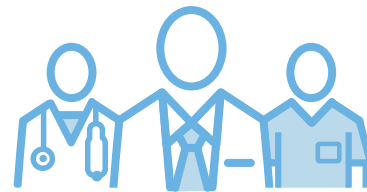
Policy and culture must support job requirements ending when shift ends.



6

## Addressing well-being takes an interprofessional team.

Well-being requires leadership support and work across departments to be effective.



Human Factors and Ergonomics (HFE) draws from multiple sciences to understand and optimize interactions between people and their work environment and process. Applying the science behind HFE empowers leaders to strategically budget the highly trained cognitive resources of their institution and reduce the occupational stress on clinicians and others.

1. Work that is not monitored and not “seen” by decision-makers but has to be done to be organizationally functional.

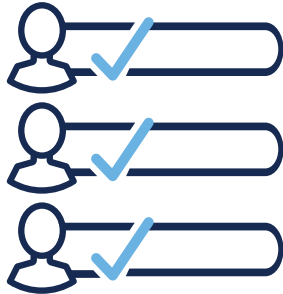
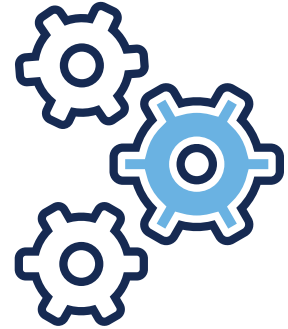
The takeaways above are adapted from Michael R. Privitera’s seminal piece, [Promoting Clinician Well-Being and Patient Safety Using Human Factors Science: Reducing Unnecessary Occupational Stress](#), published in the journal *Health*, Dec. 2022.

# The Path to Employing Science-Based Strategies for Well-Being

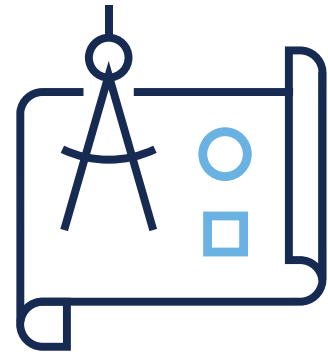


**1** Identify a focus area to address

**2** Evaluate your processes and policies



**3** Standardize what's routine, but support variability in process where it is supportive of reliability in outcome



**4** Prioritize designs that reduce repetition and optimize clarity



**5** Collaborate with and across leadership teams to cement the changes

**6** Implement to optimize the workflow

