

# Executive Summary

## 2017 Physician & Advanced Practitioner Well Being Solutions Survey

### CURRENT SITUATION

#### Quadruple Aim

The Triple Aim has expanded to include improving the work life of physicians & advanced clinicians.

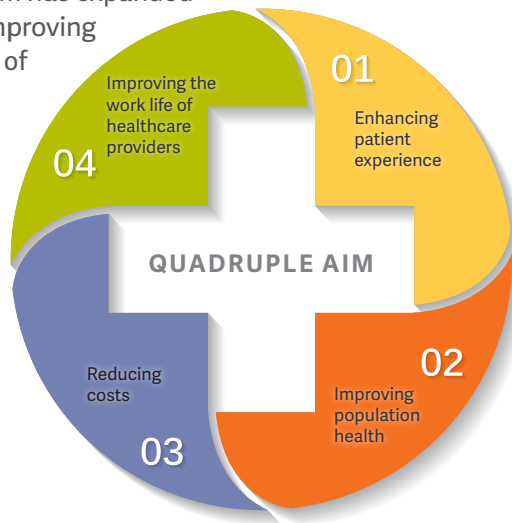


Image source:  
Adapted from Health Resources and Services Administration's Bureau of Primary Health Care's Health Information and Technology, Evaluation and Quality (HITEQ) Center, 5/31/16



#### Increasing pressures

Changing technology, electronic health records, government & reimbursement regulations.



#### \$1.3M

Estimated lost revenue, recruitment and replacement costs of physician vacancies.



#### Labor shortages

Numbers vary — physician shortages could be as high as **88,000 by 2025**.



#### Expanding role

Although dependence is growing on advanced practitioners, little research is available on this group.

### KEY FINDINGS

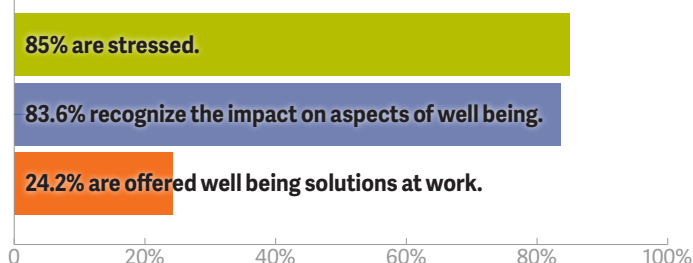
#### Still highly stressed

Stress and burnout continues to be an issue, with **85%** of respondents rating moderately to severely stressed.



#### Similar responses

In 2017, both physicians and advanced practitioners gave very similar responses to all survey questions.



#### Valued and offered out of sync

The most valued well being resources were not the most commonly offered.

#### High value, lower cost

One of the highest valued well being solutions, access to a personal assistant, is one of the least expensive offerings and yet is available to less than 10% of respondents.



## KEY FINDINGS, CONTINUED



### Barriers to access

Over **50%** stated more than 6 barriers:

**Time, Demands, Access, Leadership, Stigma, Awareness**

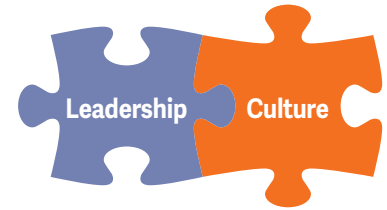
### Culture is #1

While a number of factors were reported to impact well being, **cultural attributes** rated slightly higher than the others.



### Value in collaboration

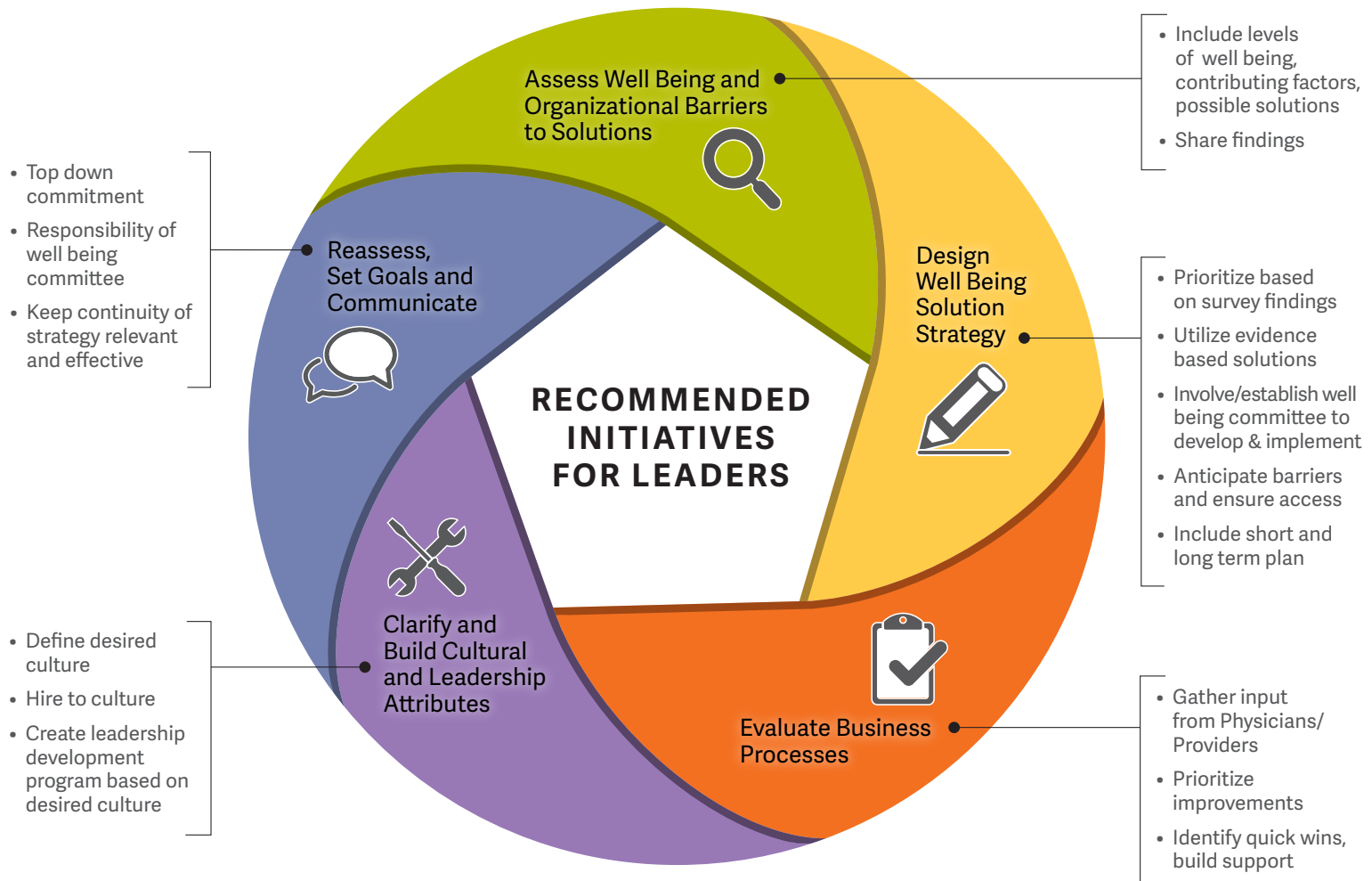
The value is found by **working together** on employee accountability, awareness of well being needs and leadership development.



### Leadership agrees

Although over **40%** have never assessed their organization's well being, leadership responses were similar to clinicians.

## RECOMMENDATIONS



Survey was conducted by:

