**Well-Being**

**PA CAREER GUIDE**

**WHAT IS WELL-BEING?**

- Well-being involves physical, emotional, mental, social, and spiritual factors. It is in contrast to burnout, which is emotional exhaustion; detachment from the job; and reduced sense of personal accomplishment. 1, 2, 3
- Health and well-being are not just the absence of disease or infirmity. 4
- Well-being can essentially be divided into two large domains: Objective well-being reflects societal factors and Subjective well-being reflects individual components. 5
- Subjective well-being may also include domains such as:
  - Being satisfied with one’s life. 6
  - Having positive emotions. 7
  - Having meaning in your life. 8
  - Having psychological strength. 9

**WHY ENCOURAGE WELL-BEING AND RESILIENCE?**

- Resilience is the capacity to recover quickly from difficulties; toughness. 10
- Professional well-being is important in healthcare because:
  - The well-being of clinicians directly affects their ability to serve patients which improves the overall business aspects of healthcare practices. In times of ongoing or extreme stress, strong senses of well-being in clinicians contributes to resilience—their ability to recover quickly from difficulties. 11, 12
- Why should health systems support clinician well-being? There are good reasons to invest in well-being. 13
  - Well-being is a natural motivator.
  - Well-being improves physical health and longevity.
  - Well-being is good for the economy.
  - Well-being promotes positive relationships.
  - Improving well-being may catalyze the success of other interventions.
  - Well-being interventions may elicit a populations-level shift in mental health.

**HOW CAN THE HEALTH SYSTEM SUPPORT CLINICIAN WELL-BEING?**

- Steps to support clinician well-being should occur at the system, team, and individual clinician levels.
- Organizations and practice environments play critical roles in whether PAs and other clinicians remain engaged or burn out.
- Success in system-level reform requires tactics such as: 14-17
  - Corporate commitment to system-based interventions.
  - Infrastructure resources.
  - Leadership commitment to well-being.
Adoption of strategies that foster interprofessional teamwork and civility, reduce disruptive behavior, and build trust among team members.

Building education about wellness and burnout into provider education from entry level through continuing medical education.

- Team-level reforms include building stronger teams by:
  - Building team “huddles” or other structured communication into every shift or day.
  - Advocating for adequate staffing.
  - Improving electronic medical record efficiency.
  - Creating a positive work and learning environment.

- Support at the individual clinician level includes:
  - Determining what works best for the individual. There are many resources available specific to clinicians.
REFERENCES


