

# School of Medicine

# Physician Wellness

## **Needs Assessment**

# Purpose



## 4 Promote a culture of wellness

### Near-term measures of success (Year 1-2)

Perform needs assessment of current wellness and create inventory of programs and activities

Establish a committee to advance concepts and develop recommendations to enhance wellness

### Longer-term aspirations (Year 3-5)

Develop enhanced wellness programs to address emerging needs

Organizational leaders have been identified, and initiatives to enhance workplace and health human resource wellness have been established

# Why Now?



- CanMEDS Professional Role
- CMA Physician Health Policy (Oct. 2017)
- SEAMO Retreat (November 23-24, 2018)
- Kingston Health Sciences Centre/SEAMO

# Methodology



## Phase 1:

- Distribute a modified version of the Maslach Burnout Toolkit™ for Medical Personnel to all medical students, residents, and faculty in Kingston
  - Maslach Burnout Inventory™ Human Services Survey for Medical Personnel (MBI-HSSMP)
  - Areas of Worklife Survey (AWS)
  - Queen's specific questions
- Will conduct follow up interviews and focus groups with self-identified participants

## Phase 2:

- Repeat for distributed sites

# Logistics



- 1400 participants
- Mind Garden

## Sample Report Item:



# Next Steps



- Communication strategy
- Launch survey
- Schedule interviews/focus groups