

2020 Provider Wellness Survey Results

We are pleased to share the results of the 2020 Provider Wellness Survey. *Add the parameters for who was invited to take the survey, example:* Providers (physicians and advanced practice providers from all hospital departments) employed for more than 6 months at 0.5+ FTE in January 2020 were invited to participate. The survey was administered in September, 2020.

On the back are the results of the 10 survey questions, along with the previous three years' responses (or whatever amount of data you have/want to share).

Response Rate (xxxx/xxxx providers) = XX%

Respondents:

xxxx physicians,

xxx advanced practice providers,

xxx self-identified "other" providers

2020 Snapshot



xx% satisfied with job (slight increase/decrease from last year)



xx% experience great deal of stress because of job
[watch this because it can turn into burnout if unaddressed]



xx% experience poor/marginal control over workload (a strong burnout predictor)



xx% feel their values align with department leaders [this is a protective factor]



xx% feel their patient care team works efficiently together



xx% experience burnout

See next page (over) for full results →

Question (responses reported here)	2017	2018	2019	2020	Data Targets* & comments
Overall satisfied with job (agree, strongly agree)	xx%	xx%	xx%	xx%	>80% satisfied
Great deal of stress due to job (agree, strongly agree)	xx%	xx%	xx%	xx%	<30% stressed Burnout is a long term reaction to stress, pay attention to stress this year or it could result in higher burnout next year.
Symptoms of burnout (definitely, won't go away, completely)	xx%	xx%	xx%	xx%	<20% burned out
Control over workload (poor, marginal)	xx%	xx%	xx%	xx%	<25% poor control
Time for documentation (poor, marginal)	xx%	xx%	xx%	xx%	<25% time pressured
Work atmosphere description (very busy, hectic-chaotic)	xx%	xx%	xx%	xx%	<40% chaotic
Professional values alignment with dept. leaders (agree, strongly agree)	xx%	xx%	xx%	xx%	>80% aligned
Degree patient care team works efficiently together (satisfactory, good, optimal)	xx%	xx%	xx%	xx%	>80% with efficient teamwork
Amount of time spent on EMR at home (moderate, high, excessive)	xx%	xx%	xx%	xx%	<20% moderate high or excessive EMR time at home
Encounter negative experiences due to gender and/or race (frequently, fairly often)	(not asked)	xx%	x% (gender) x% (race)	x% (gender) x% (race)	These correlate with burnout, low teamwork and lack of values alignment

*National data suggests these may be optimal targets.

<u>Open-Ended Feedback Summary</u>	<u>Next Steps</u>
<p>Summarize top themes from open ended comment. Be sure no individual or departments can be identified.</p> <p>Don't need direct quotes, just themes, both positive and negative, that improve understanding of the quantitative data.</p>	<p>Share how/where the data will be shared (in meetings, on an internal website), who will see it (leaders, managers, front line staff), what plans there are for using it (annual plans, incentive plans, CQI plan for dept., etc.).</p> <p>Add a contact person for obtaining more information ("please feel free to contact...")</p>