



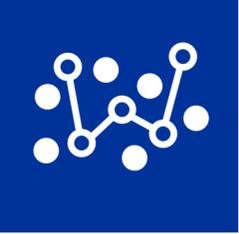
WELL-BEING

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Facilitating Organizational Change

Promoting a culture of wellness using the CARE Framework

Champions of Wellness Healthcare Summit 2024



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The comprehensive well-being solution for healthcare organizations.

Providing essential insights, strategies, and expert guidance to
foster a workplace culture of wellness.



- **Uncover the drivers of employee distress**
- **Discover the groups most in need of support**
- **Develop and implement a data-backed action plan**
- **Measure the effectiveness of your initiatives over time**

Clinically validated, trusted by thousands.





What is a Culture of Wellness?



What is a culture of wellness?

1. Decision-making that prioritizes well-being.
2. Progressing both well-being and company initiatives/goals in tandem
3. Applying wellness-informed mindframe







Objectives

1. Understanding the CARE Framework
2. Defining the key metrics
3. Applying the framework to support staff and foster a culture of wellness



What is the CARE Framework?



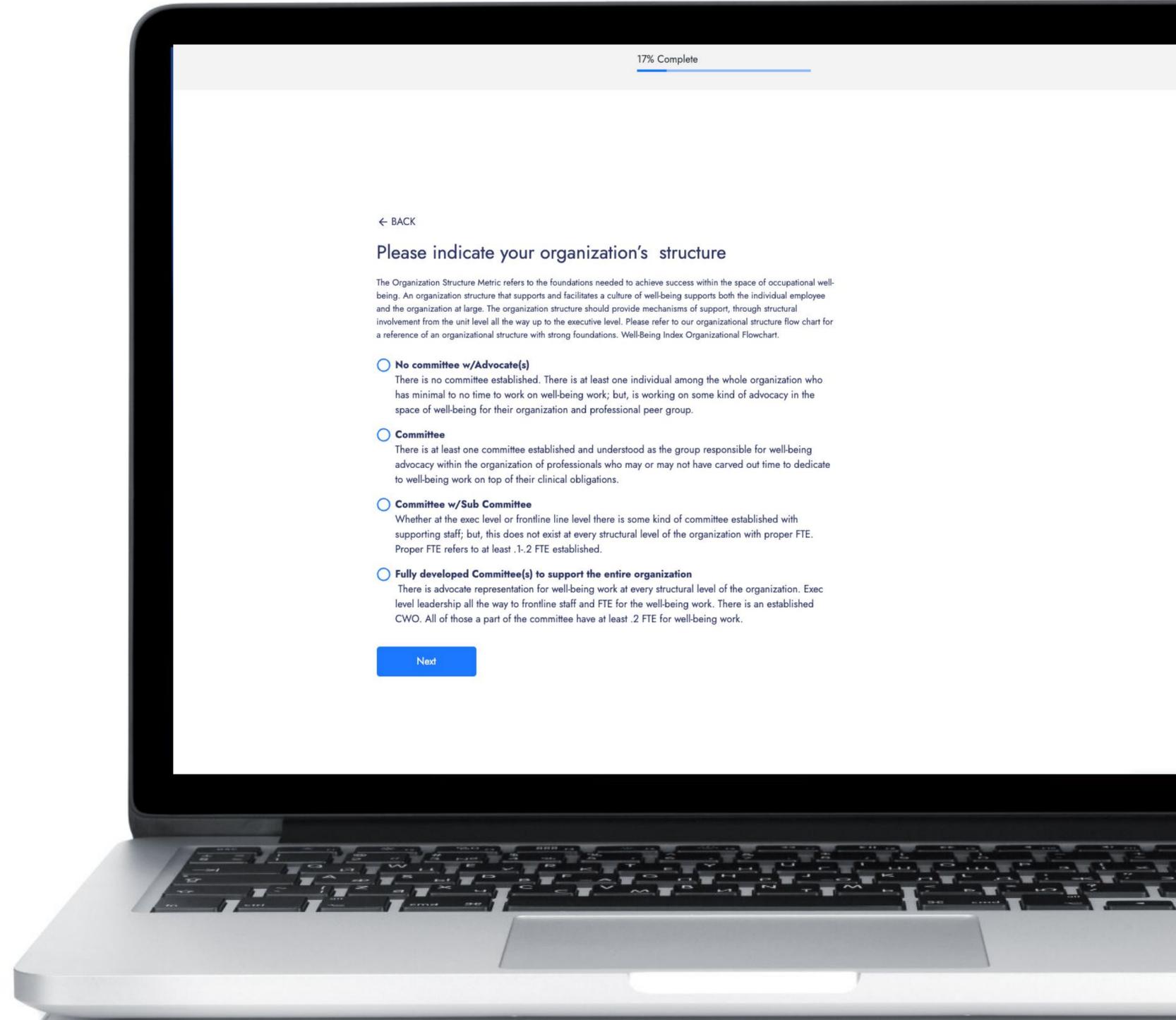
CARE Framework

Contemplating

Acting

Restructuring

Evolving



17% Complete

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Please indicate your organization's structure

The Organization Structure Metric refers to the foundations needed to achieve success within the space of occupational well-being. An organization structure that supports and facilitates a culture of well-being supports both the individual employee and the organization at large. The organization structure should provide mechanisms of support, through structural involvement from the unit level all the way up to the executive level. Please refer to our organizational structure flow chart for a reference of an organizational structure with strong foundations. Well-Being Index Organizational Flowchart.

- No committee w/Advocate(s)**
There is no committee established. There is at least one individual among the whole organization who has minimal to no time to work on well-being work; but, is working on some kind of advocacy in the space of well-being for their organization and professional peer group.
- Committee**
There is at least one committee established and understood as the group responsible for well-being advocacy within the organization of professionals who may or may not have carved out time to dedicate to well-being work on top of their clinical obligations.
- Committee w/Sub Committee**
Whether at the exec level or frontline line level there is some kind of committee established with supporting staff; but, this does not exist at every structural level of the organization with proper FTE. Proper FTE refers to at least .1-.2 FTE established.
- Fully developed Committee(s) to support the entire organization**
There is advocate representation for well-being work at every structural level of the organization. Exec level leadership all the way to frontline staff and FTE for the well-being work. There is an established CVO. All of those a part of the committee have at least .2 FTE for well-being work.

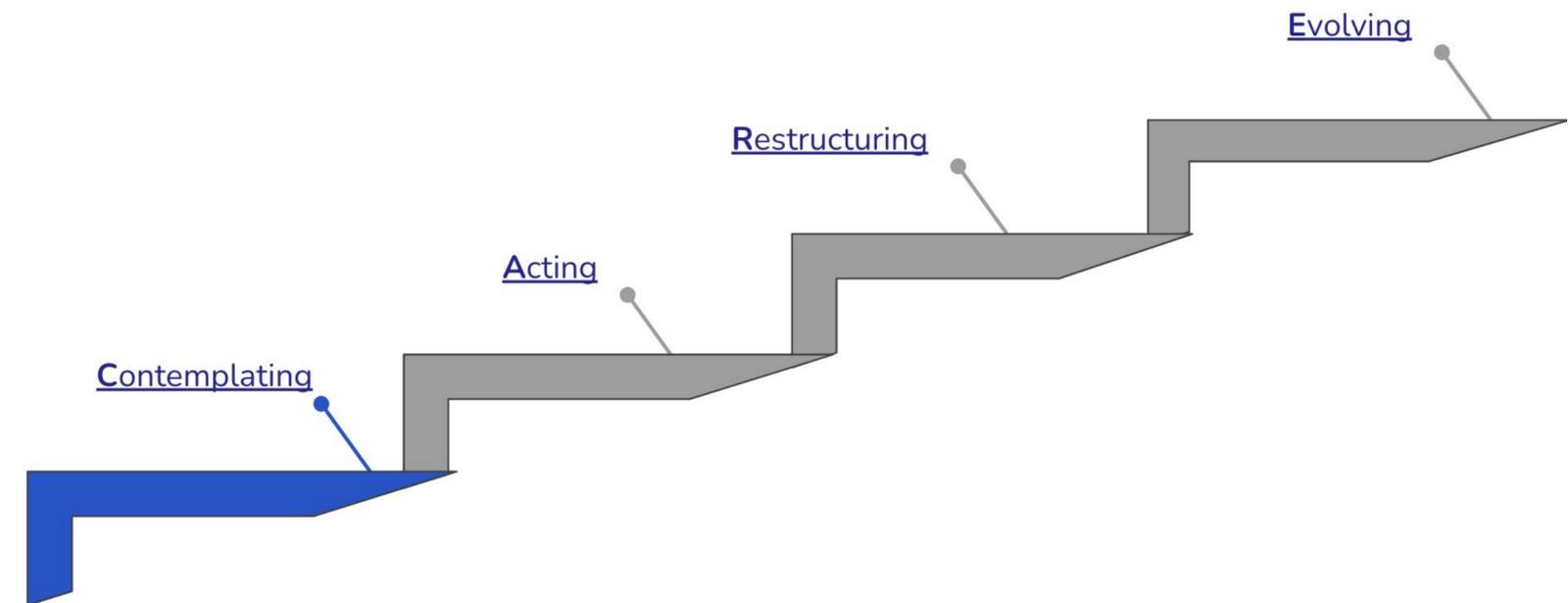
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CARE Framework: Contemplating

Drivers & Needs Addressed:

- Founding an environment that offers support and provides visibility on the topic of well-being
- Providing resources or education that contribute to improving individual wellness
- Establishing a more efficient and healthy workplace across the organization

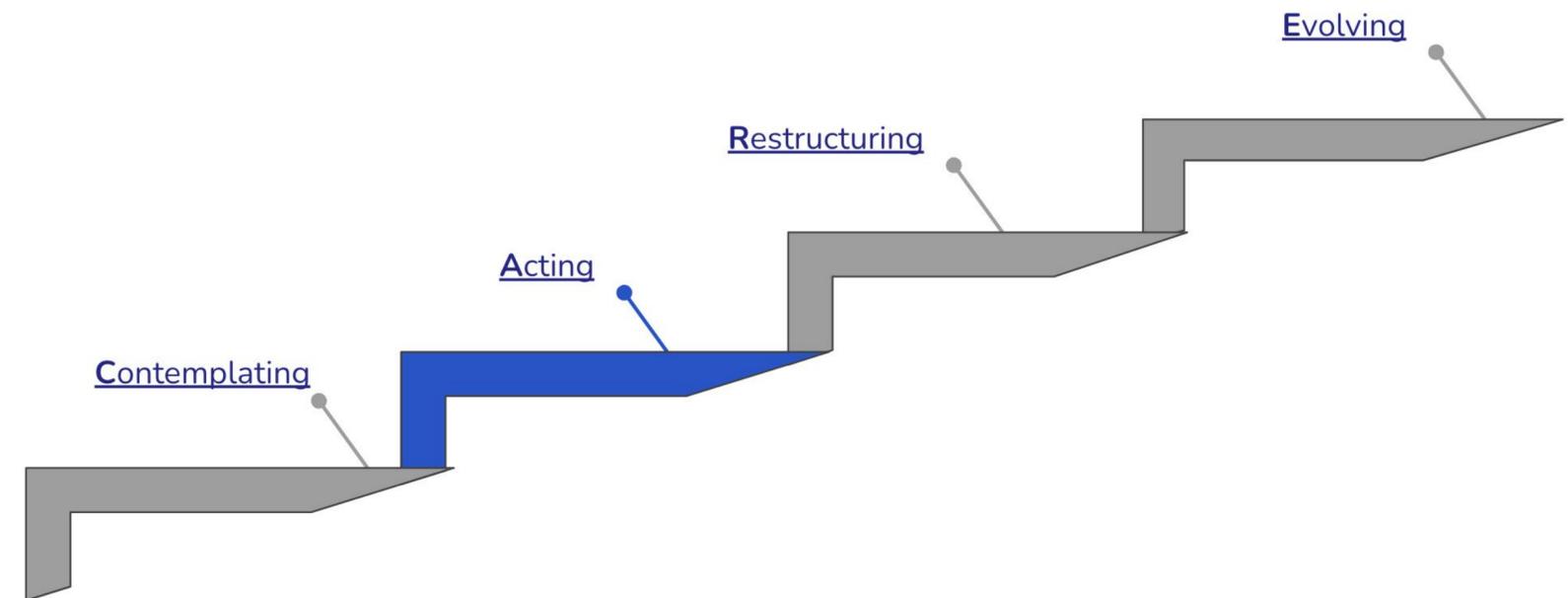




CARE Framework: Acting

Drivers & Needs Addressed:

- Establishing an environment that is safe and promotes trusting relationships in teams
- Creating manageable workloads that allow for adaptability and flexibility
- Fostering an organizational environment that promotes work-life balance and healthy levels of integration between professional and personal life

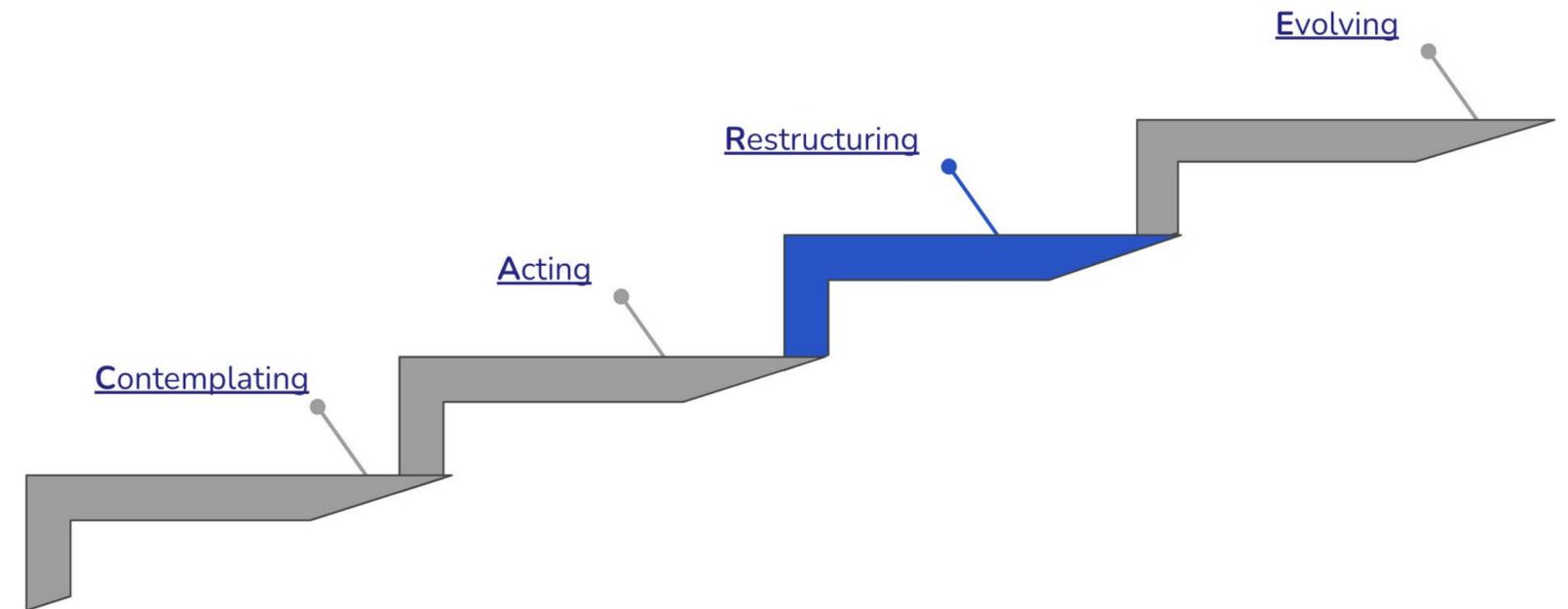




CARE Framework: Restructuring

Drivers & Needs Addressed:

- Fostering a sense of community and belonging in the workplace
- Providing Job flexibility, in support of autonomy and professional development
- Cultivating and communicating Organizational values and community in the workplace

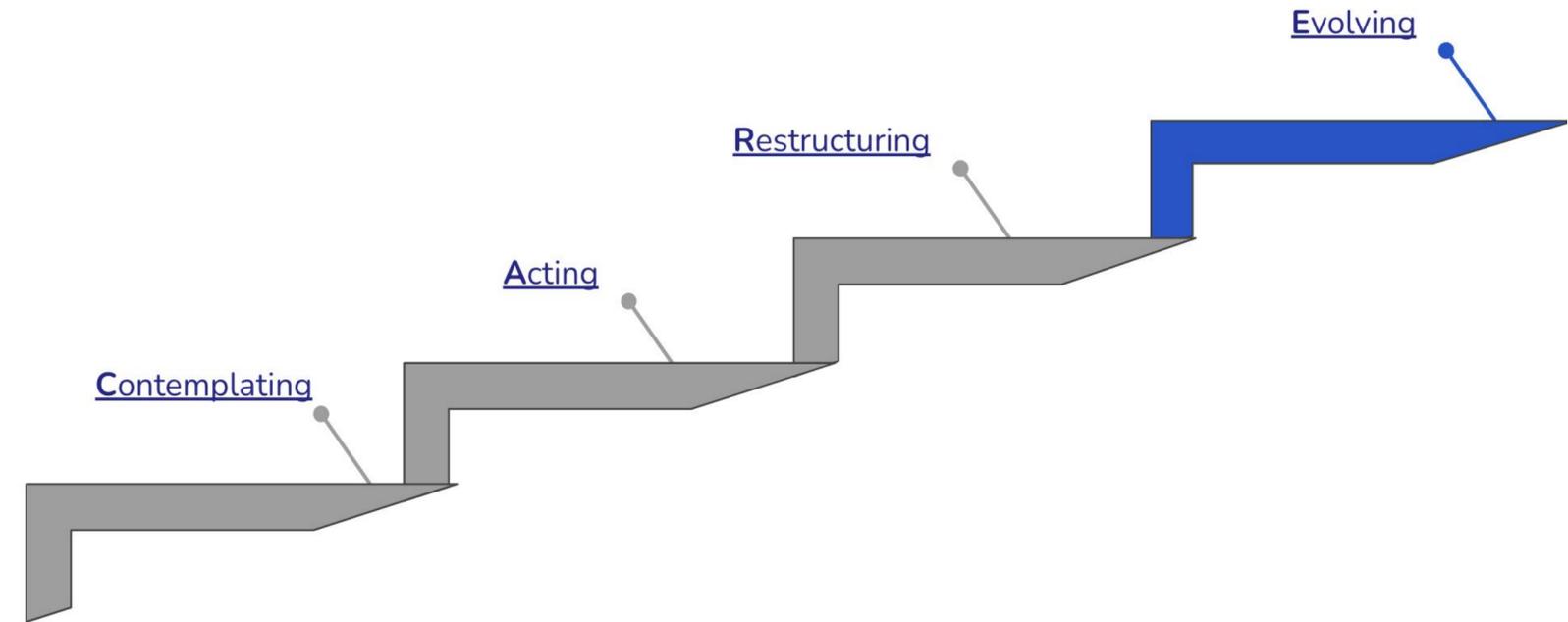




CARE Framework: Evolving

Drivers & Needs Addressed:

- Supporting self & professional fulfillment
- Fully supporting meaning at work
- Aligning & upholding organizational values with the professional values of employed individuals





**What are the
CARE Framework Metrics?**

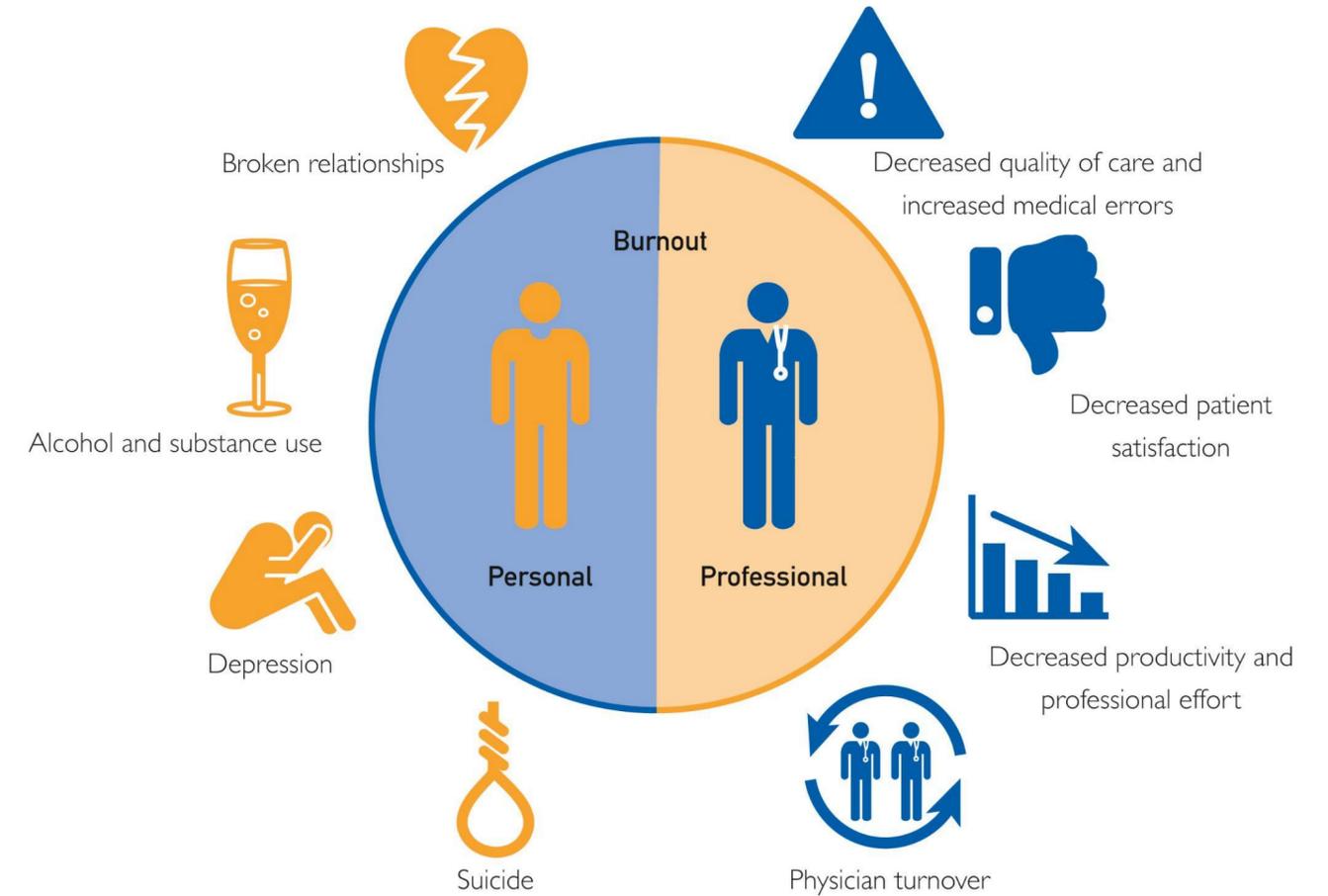


CARE Framework Metrics:

1. Internal Wellness Expertise

- Experiential background a leader has working in occupational well-being
 - Awareness
 - Understanding
 - Application





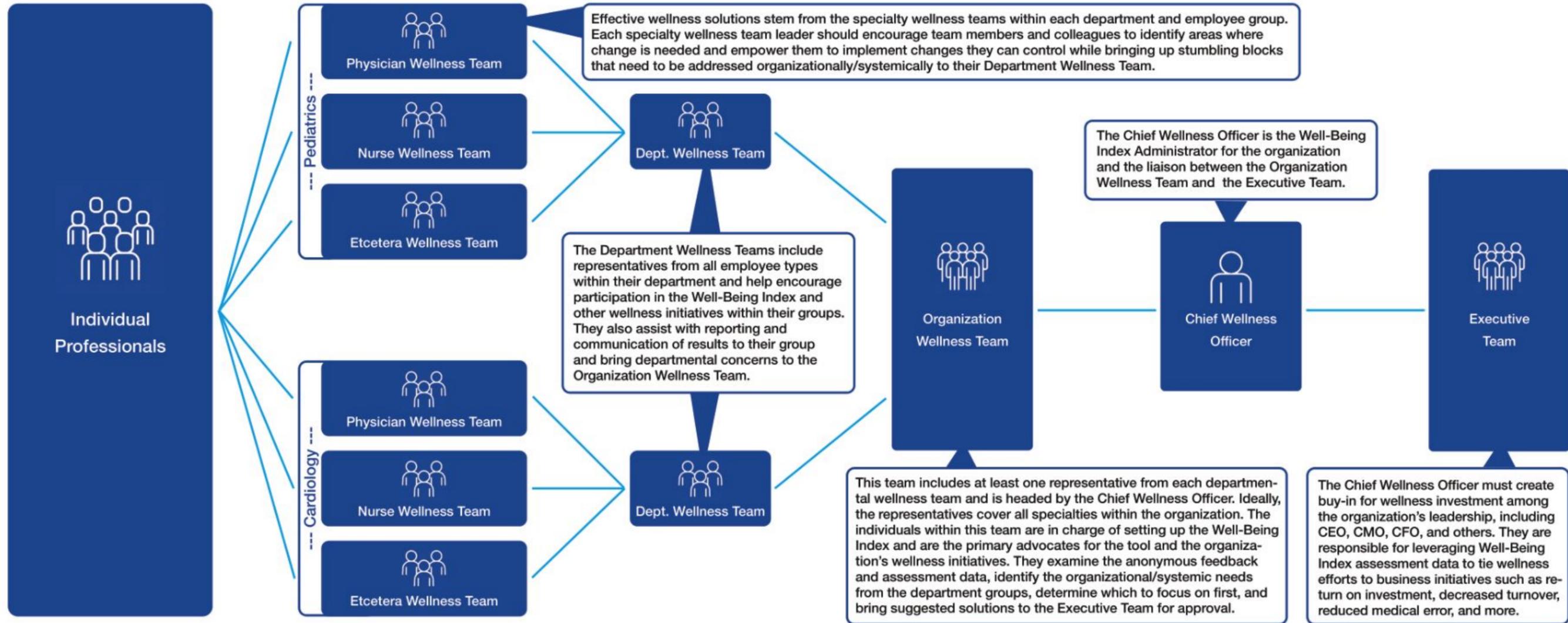


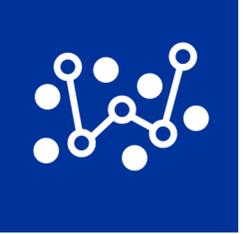
CARE Framework Metrics:

2. Organizational Structure

- Foundations needed to achieve success within the space of occupational well-being
 - Leadership Buy-In
 - Workforce-Wide Engagement
 - Dedicated FTE







CARE Framework Metrics:

3. Capacity for Population Size to Target

- Ability to address the need for resource allocation, communication needs, and scalability all depending on the population size
 - Support Structure
 - Workforce Attitudes
 - Ability to Take Action





ORGANIZATION DEVELOPMENT STRATEGY: Five Phases to Designing and Implementing



ENTRY

Exploring the problem, opportunities, or situation. Output is an engagement contract or project plan with expectations and agreement on scope.



DIAGNOSIS

The fact-finding phase. A data collection process where information is gathered, analyzed, and reviewed.



FEEDBACK

Exploring information for understanding, clarity, and accuracy. Output is an action plan that outlines the change solutions to be developed, and defined success indicators based on the information and data analysis.



SOLUTION

Correcting the problem, closing gaps, improving, or enhancing performance, or seizing opportunities. Output is a plan or suggested training course curriculum.



EVALUATION

Collecting data to determine if the initiative is meeting goals and achieving defined success indicators. Output is an evaluation report with recommendations for continuous improvement.



CARE Framework Metrics:

4. Well-Being Assessment Utilization

- Use and implementation of an assessment or survey that addresses a facet or facets of well-being
 - Utilization Rate
 - Assessment Target(s)
 - Responding to The Data





Complete the Well-Being Index

Your Anonymity is Important to Us ^

You can rest assured your responses, scores, and data are all secure and completely, 100% anonymous. Your information will never be shared or provided to anyone.

[Learn How It Works](#)

1. During the past month, have you felt burned out from your work?

Yes

No

2. During the past month, have you worried that your work is hardening you emotionally?

Yes

No

3. During the past month, have you often been bothered by feeling down, depressed, or hopeless?

Yes

No



CARE Framework Metrics:

5. Wellness Resources

- The efficacy of resources, their accessibility to professionals, and organizational awareness around resources
 - Quality
 - Accessibility
 - Awareness





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Stress & Resiliency



Fatigue



Emotional Concerns



Suicidal Thoughts



Health Behavior



Money



Alcohol / Substance Use



Career & Professional Development



Relationship & Work-Life Balance



Medical Errors & Malpractice



Organizational & Leadership Resources



CARE Framework Metrics:

6. Organizational Awards/Honors

- An organization's motivations and intentions to expand upon well-being work
 - Recency
 - Motivating Factors
 - Intentions to Apply the Knowledge





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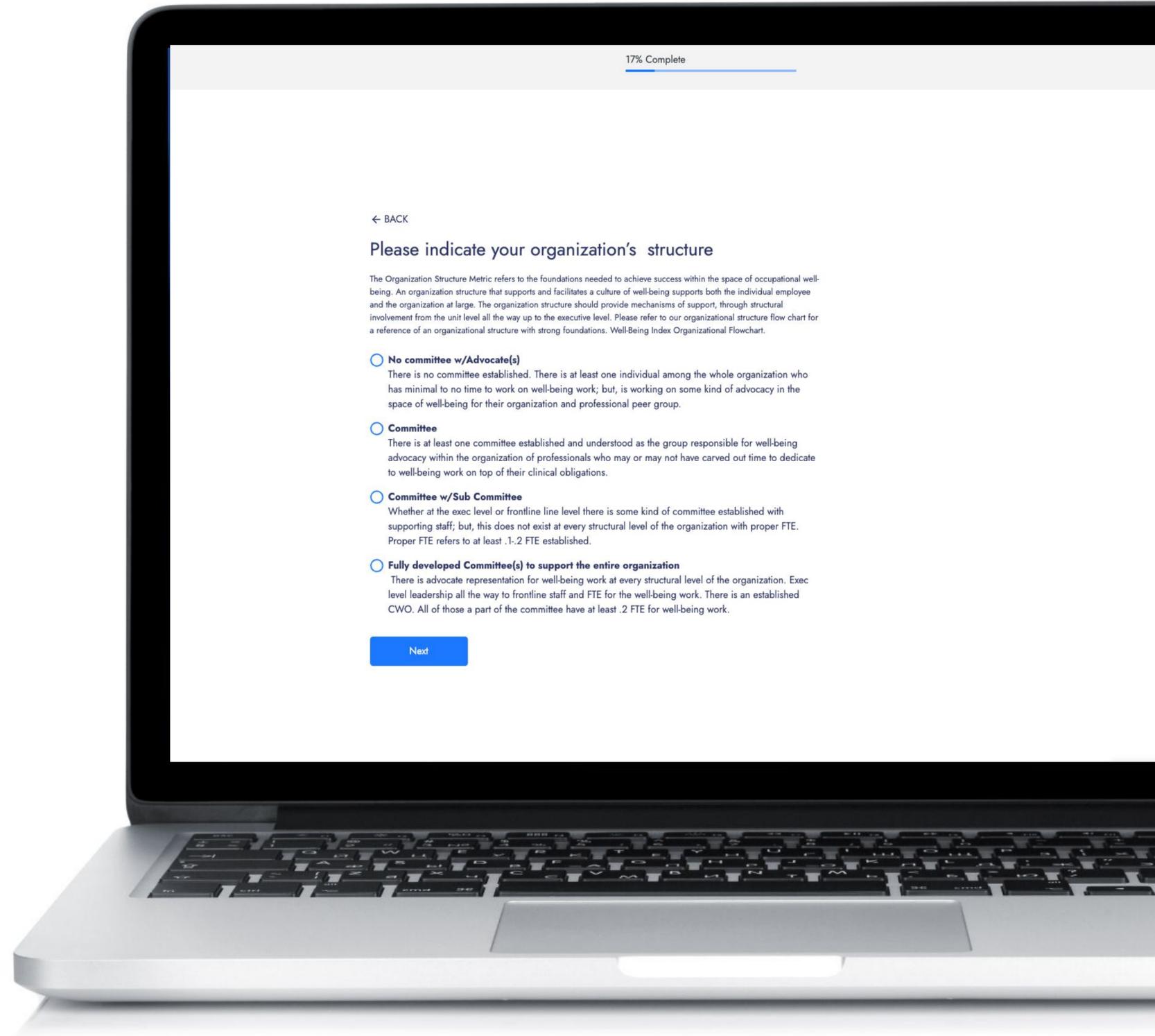
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CARE Framework Assessment

- Organizational Assessment composed of just 6 questions, delivering actionable results
- Designed to help inform and develop organizational culture of wellness
- Data-backed and informed by applied experience in Industrial/Organizational (IO) Psychology



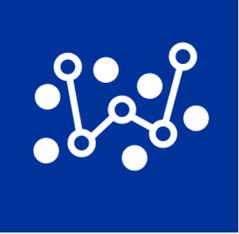


How is your organization's culture of wellness evolving?

Take the Assessment Today!

- Evaluate your organization's readiness for change
- Identify critical areas of need in developing a culture of wellness
- Used evidence-based insights to inform your organization's next action steps





Thank you for attending!

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