



Mini But Mighty Skills for Well-Being

Practical Tips for Building a
Community with Belonging



American College of Physicians
Leading Internal Medicine, Improving Lives

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Learning Objectives

- Define the value of belonging in medicine.
- Identify the health and financial benefits of belonging in medicine.
- Share actionable steps to increase belonging in your healthcare system, clinic, or practice.



“If we have no peace,
it is because we have
forgotten that we belong to
each other.”
-Mother Teresa

Definition: Belonging in the Workplace

Belonging = Culture

- **Seen** for our unique contributions
- **Connected** to our coworkers
- **Supported** in our daily work and career development
- **Proud** of our organization's values and purpose



Examples of Belonging

Music

- *Cheers* theme song by Gary Portnoy
- *One Love* by Bob Marley and The Wailers

Poetry

- *Stone Mother* by Tanaya Winder
- *I Dream a World* by Langston Hughes
- *For Belonging* by John O'Donohue

Culture

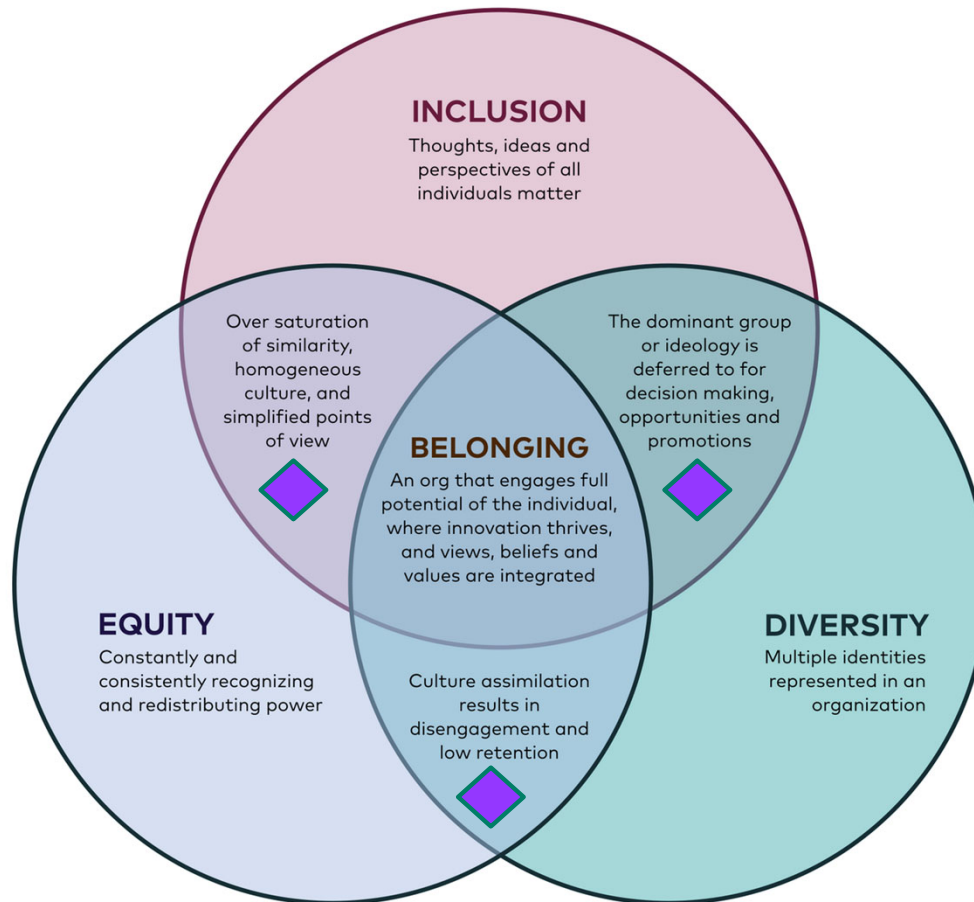
- Yoruba: ọmọ́lúwàbí
- Zulu: Sawubono & Shiboka



<https://www.thenation.com>



Belonging Intersects Comfort, Contribution, and Connection



Psychological Safety is different than acting “polite.”

Use results to *ask more questions* and foster psychological safety:

1. If you make a mistake on this team, it is not held against you.
2. Members of this team are able to bring up problems and tough issues.
3. People on this team sometimes accept others for being different.
4. It is safe to take a risk on this team.
5. It isn't difficult to ask other members of this team for help.
6. No one on this team would deliberately act in a way that undermines my efforts.
7. Working with members of this team, my unique skills and talents are valued and utilized.



Belonging & Health



- **Survival by 50%**
- Recovery from stress, anxiety, and depression
- Improves violent and suicidal behaviors
- Healthy eating, physical activity, and weight
- Sleep, well-being, and quality of life!
- Disease prevention



Source: <https://www.cdc.gov>



Companies Benefit from High Belonging

Employees



- **167%** Willingness to recommend their company to others
- **2X** Raises
- **18X** Promotions

Companies



- **56%** Job performance



- **50%** Employee turnover
- **75%** Sick days

- 10,000-person company = **\$52M** annual savings



Actionable Steps

Individuals

- Am I *seen, connecting, supported, & proud* of my organization?
 - Seek out help
 - Bridge differences
Try: “I see and appreciate you.
 - Leverage resources

Institutions

- Enculturate belonging!
- Systematize employee feedback.
- Diversify *with psychological safety and support.*
- Normalize health and flexibility as priorities.
- Create SMART goals for belonging accountability, transparency, & promotion.

Goals: to be Seen, to Connect, to Support & have Pride!



Case Study



Take Home Points

- Normalize belonging as foundational to medicine.
- Belonging improves survival by 50% & corporate savings of \$52M/year!
- Actionable steps prioritize psychological safety for accountability, transparency, and promotion of belonging.





Access additional well-being resources

www.acponline.org/minibutmighty

www.acponline.org/wellbeing

www.acponline.org/supporthub



Resources

- ACP Physician Well-being and Professional Fulfillment resource page and the I.M. Emotional Support Hub.
 - *Communicating Needs for Win-Win Outcomes*
 - *Appreciative Inquiry*
 - *Using Stories to Explore Identity and Enhance Well-being (Narrative Medicine)*
- *Well-Being Playbook: A Guide for Hospital and HealthSystem Leaders (American Hospital Association)*
- *Cultivating Leadership: Measure and Assess Leader Behaviors to Improve Professional Well-Being (American Medical Association)*
- Many thanks to work by American College of Physicians, American Medical Women's Association, American College of Lifestyle Medicine, & National Academy of Medicine; Action Collaborative on Clinician Well-Being and Resilience!



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