Mini But Mighty Skills for Well-Being

Practical Tips for Building a Community with Belonging
Meet our Lead Faculty

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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

Source: Coqual; Cornell
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: ọmolúwàbí
• Zulu: Sawubono & Shiboka
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.

Source: https://hbr.org/; Amy Edmondson
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

Source: https://hbr.org/
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

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

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.
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!
References


**How Does Social Connectedness Affect Health?**

*How do you belong? Diving deeper into diversity, equity and inclusion*


*What Does It Take to Build a Culture of Belonging? by Julia Taylor Kennedy and Pooja Jain-Link*

https://journals.lww.com/academicmedicine/Fulltext/2020/05000/Belonging_Respectful_Inclusion_and_Diversity_in1.aspx