

Well-being Champions Training Curriculum and Schedule

Pework:

- Pre survey
 - Participant Baseline Characteristic Survey (Results in Table 2 of paper)
 - Initial Assessment of Participant Well-being (This training used the [Mini Z 2.0](#))
- Linzer, M., Poplau, S., Babbott, S. et al. Worklife and Wellness in Academic General Internal Medicine: Results from a National Survey. J GEN INTERN MED 31, 1004–1010 (2016).
- [Wheel of Life](#) Exercise
- Watch
 - [PERMA](#) video
 - Well-being Coaching videos
 - [Positive introduction](#) - a way of making positive experiences stay with you (6.5 min)
 - [Over-training all Coach Approach](#) - how to approach coaching, which is a different relationship to mentoring or therapy (3 min).
 - [Coaching Questions](#) - learn to ask questions that will open a field rather than narrow it; the opposite of diagnostic questioning (3.5 min).

Post-training:

- Survey on knowledge, skills, attitudes after training (Results in Table 3 of paper)

Day 1

Learning Objectives: After the sessions, champions will be able to:

1. Articulate the rationale for investing in improving physician well-being and professional satisfaction.
2. Conduct an environmental scan and connect with existing well-being efforts in your chapter, practice, or health system.
3. Draft a well-being champion identity statement (personal mission statement as a well-being champion).
4. Employ positive psychology coaching and tools with individuals or groups trying to improve well-being and satisfaction.
5. Select an approach for measuring and analyzing physician well-being and professional satisfaction in your chapter, practice or institution.

AGENDA

8:30 - 9:00 am: Breakfast

9:00 - 9:25 am: Welcome and Introductions

- ACP Welcome
- Faculty Welcome and Introductions
- Staff Introductions
- Participant Well-being Overview (based on Mini Z)

9:25 – 9:55am:	The Whats and the Whys of Focusing on Physician Well-being
9:55 – 10:25am:	Creating Your Initial Vision Statement
10:25 – 10:40am:	Know the Existing Wheels
10:40-11:00	Skill Practice: Making the Case Key points for sr. leadership/ practice lead
11:00 - 11:15 am:	Break: Endorphin Replenishment
11:15 - 12:10 pm:	Introduction to Positive Psychology Coaching
12:25 - 1:00 pm:	LUNCH
1:00 -1:40 pm:	Measuring and Analyzing Physician Well-being and Professional Satisfaction
1:40 - 2:15 pm:	Skill Practice: Analyzing Mini Z data
2:10 - 2:25 pm:	Well-being Break
2:25 - 3:20 pm:	Coaching for Mini Z results
3:30 - 3:45 pm:	Coaching debrief
3:45 - 4:00 pm:	Reflection and Tomorrow Preview
4:00 pm	Session End

Day 2 – Wednesday

Learning Objectives: After the sessions, champions will be able to:

1. Recommend menu of potential interventions based on analysis of data.
2. Identify key resources that can help you in your Champion work.
3. Employ positive psychology coaching and tools with individuals or groups trying to improve well-being and satisfaction
4. Develop a two-year physician well-being and professional satisfaction plan for your chapter that aligns with your mission statement.

AGENDA

- 8:45 - 9:15 am: Breakfast
- 9:15 – 9:30 am: Insights and Reflections from Yesterday
- 9:30 - 12:00 pm: Identifying and implementing interventions/solutions
- 9:30 -10:20: Evidence-based interventions on practice redesign/workflow
 - 10:20 -11:15 Coaching
- 11:15-11:25 pm: Break
- 11:25 -12:00 pm: How to Think About Building an Institution Well-being
- 12:00 - 1:00 pm: Lunch
- 1:00 - 1:30 pm: Review of ACP Resources, Webpages, Champion Tracker
- 1:30 - 1:45 pm: Break while current champions arrive and get seated
- 1:45 - 2:15 pm: Mini Z analysis presentation
- 2:15 - 3:00 pm: Overcoming Obstacles and Sustaining Successes
- Tracking and re-measuring

- Messaging successes
- Obstacles and Successes

- 3:00 - 3:40 pm Creating Your First Year Plan
- Introduction
 - Coaching help
 - Make your plan
- 3:40 - 4:00 pm Next Steps, Reflection and Wrap Up
- Next steps
 - Reflection and Wrap Up