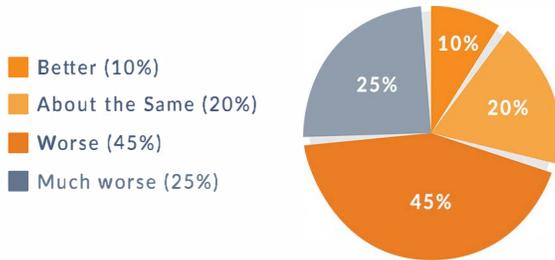
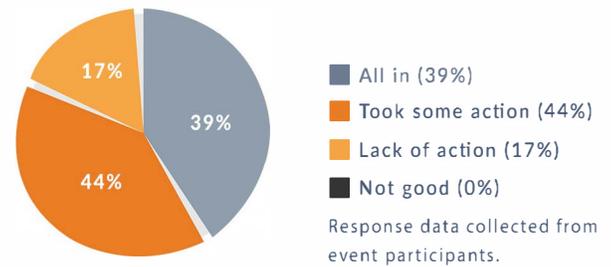


How would you describe the spirit of your clinicians as COVID continues?



How would you characterize your organization's response in support of your clinicians?



## WHAT WE HEARD

Healthcare leaders are concerned about. . .

- Exhausted care teams & clinician suicide
- Continued/future mass exodus & clinician shortages
- Long-term effects on the morale of clinical teams

## BEST PRACTICES SHARED BY ATTENDEES WHO ARE SEEING IMPACT

Virtual dinners or “happy hours” with DoorDash sponsorships

“Open mic” sessions to talk about challenges clinicians are experiencing

Mental health services with high visibility—posted and announced

Visible leadership to check in on clinicians regularly

Recognition of clinicians by leaders via call, text, and in meetings

Connecting clinicians to a “battle buddy” to help and support one another

Create robust communication channels with daily updates

“Schwartz Rounds” or themed conversations to speak about emotional impact of providing care

## CALLS TO ACTION



### #1: THE CHECK-IN

The simple act of checking in to see how it is going. Saying, “I just wanted to see how you are holding up” can dismantle loneliness. It destigmatizes “I’m having a hard time” and builds a supportive community.



### #2: CREATING A FORUM TO EXCHANGE EXPERIENCES

This creates a strong sense of belonging and encourages shared vulnerabilities. Clinicians can say “I am not alone in what I am going through,” while learning how colleagues are getting through their challenges.



### #3: THE CALL-OUT

Visible, personal, and authentic recognition of clinician and team activities for above-and-beyond-actions can restore the spirit of almost anyone during meetings, email or phone calls.

To help and support you and your teams, we are providing a collection of **COVID-19 Clinician Experience Project Coaching Tips** with no viewing restrictions. View and share them [HERE](#).

Join our next roundtable on **February 25th at 9am PST**. Contact us at [connect@practicingexcellence.com](mailto:connect@practicingexcellence.com).