

TARGETED ASSESSMENT FOR BURNOUT (TAB) IMPLEMENTATION GUIDE: LINKS TO RESOURCES*

The resources below have been compiled as examples for use within healthcare facilities to improve personnel wellbeing and prevent healthcare worker burnout. These resources may be used independently or following distribution of the [TAB Facility Assessment](#) to help address potential gaps identified from the assessment.

*Disclaimer: The links in the domains below are not mutually exclusive nor do they represent an exhaustive list of all the possible resources available. Furthermore, the links presented do not constitute an endorsement of these organizations or their programs by the Centers for Disease Control and Prevention (CDC) or the federal government, and none should be inferred.

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I. Healthcare Worker Burnout and Wellbeing Toolkits

[Impact Wellbeing Guide](#)

Toolkit including six evidence-informed actions designed to improve the professional wellbeing of healthcare workers and strengthen hospital operations. From the National Institute for Occupational Safety and Health (NIOSH).

[Addressing Health Worker Burnout](#)

United States Surgeon General's advisory containing example steps which can be taken to address healthcare worker burnout. Actions for healthcare facilities outlined beginning on page 21.

[Compendium of Key Resources for Improving Clinician Well-Being](#)

Collection of resources that highlight strategies and tools that healthcare leaders and workers can use across practice settings to decrease burnout and improve clinician well-being. From the National Academy of Medicine (NAM).

[A Guide to Promoting Healthcare Workforce Well-Being](#)

Toolkit providing strategies and lessons learned to improve the well-being of the healthcare workforce. From the Institute for Healthcare Improvement (IHI). Downloadable guide available after entering name and email.

[Creating Healthy Work Environments](#)

Toolkit that guides organizations in working to achieve the American Association of Critical-Care Nurses (AACN) Healthy Work Environment Standards. Focused on Physicians; however, many strategies listed are broadly applicable. From AACN.

[Organizational Interventions to Promote Physician Wellbeing](#)

Table providing organizational-level interventions to improve physician well-being. Focused on Physicians; however, many interventions listed may be broadly applicable. From the American College of Physicians (ACP).

[Well-being Playbook 2.0](#)

Toolkit providing resources and information on developing well-being programs in facilities. From the American Hospital Association (AHA).

[Creating the Organizational Foundation for Joy in Medicine](#)

Toolkit providing actionable strategies that organizations can use to implement a culture of wellness, workflow efficiency, and personal resilience. Focused on Physicians; however, many strategies listed are broadly applicable. From the American Medical Association (AMA).

II. Resources by Targeted Assessment for Burnout Tool Question

To ensure ease of use, select resources may be included for more than one question.

1. I am comfortable speaking with my supervisor about problems or concerns related to my work.

[Conversation and Action Guide to Support Staff Well-being and Joy in Work](#)

Guide that helps leaders conduct effective conversations, learn as they go, and resolve issues that arise from such conversations. From IHI.

["What Matters to You?" Conversation Guide for Improving Joy in Work](#)

Resource that can help leaders to understand what is meaningful to staff and the factors that contribute to burnout. From IHI.

[Hearing Your Healthcare Workers: Tips for Establishing Two-Way Communication](#)

Tips for establishing two-way communication with staff. From NIOSH.

[Empowering Worker and Learner Voice](#)

Resource highlighting the importance of creating a system where workers are engaged and feel psychologically safe in reporting issues. From George Washington University.

[Healthy Work Environments - Skilled Communication](#)

Resource on creating a healthy work environment through effective communication. Focused on nurses; however, may be adapted to other healthcare roles. From AACN.

[Appreciative Inquiry Principles-Ask “What Went Well” to Foster Positive Organizational Culture](#)

Strategies to help your team notice what is being done well, build a sense of optimism, and encourage collaboration. Focused on Physicians; however, many strategies listed are broadly applicable. From AMA.

[Listening Campaign: Engage Physicians to Uncover and Address Sources of Burnout](#)

Example methods for eliciting and acting on physician feedback. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[LISTEN-SORT-EMPOWER: Find and Act on Local Opportunities for Improvement to Create Your Ideal Practice](#)

Strategies for identifying drivers of burnout, fostering healthy clinician-leadership relationships, and improving team dynamics, processes, and systems of care. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Seeking Feedback Like You Mean It](#)

Webinar describing strategies for eliciting useful feedback. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Speak Up and Stand Up for Those Who Speak Up](#)

Activities for creating supportive environments where team members feel safe to speak up. From University of Michigan Medicine.

2. I can count on my supervisor for support when I need it.

[Conversation and Action Guide to Support Staff Well-being and Joy in Work](#)

Guide that helps leaders conduct effective conversations, learn as they go, and resolve issues that arise from such conversations. From IHI.

[Leadership Rounding Guide](#)

Form to assist facility leadership in conducting rounds focused on the opinions of staff related to quality improvement in the facility. From the Centers for Medicaid and Medicare Services (CMS).

[Four Key Questions Leaders Can Ask to Support Clinicians During the COVID-19 Pandemic Recovery Phase](#)

Article describing four questions healthcare leaders can ask their staff to provide support and show value and appreciation. From Mayo Clinic.

[Strengthening Leadership](#)

Resource with organizational approaches to transform leadership to improve worker well-being. From George Washington University.

[Emotional and Organizational Support for Staff Series](#)

Three video modules providing strategies for healthcare teams to overcome stress and find solutions to common stressors. From the Agency for Healthcare Research and Quality (AHRQ).

[Healthy Work Environments - Authentic Leadership](#)

Resource on creating a healthy work environment through Authentic Leadership. Focused on nurses; however, may be adapted to other healthcare roles. From AACN.

[Wellness-Centered Leadership Playbook](#)

Toolkit for developing leadership strategies that create a “culture of wellness” within the organization. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Cultivating Leadership: Measure and Assess Leader Behaviors to Improve Professional Well-Being](#)

Toolkit for developing leaders who promote clinician wellbeing. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[The Value of Feeling Valued Playbook: How Organizations can Support Individual Physicians](#)

Strategies for building a culture of wellness and supporting clinician wellbeing. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Building Bridges Between Practicing Physicians and Administrators](#)

Toolkit providing strategies for improving the physician-administrator relationship. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[LISTEN-SORT-EMPOWER: Find and Act on Local Opportunities for Improvement to Create Your Ideal Practice](#)

Examples for identifying drivers of burnout, fostering healthy clinician-leadership relationships, and improving team dynamics, processes, and systems of care. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

3. My opinions are valued.

[Conversation and Action Guide to Support Staff Well-being and Joy in Work](#)

Guide that helps leaders conduct effective conversations, learn as they go, and resolve issues that arise from such conversations. From IHI.

[“What Matters to You?” Conversation Guide for Improving Joy in Work](#)

Resource describing how leaders can better understand what is meaningful to staff and the factors that contribute to burnout. From IHI.

[Leadership Rounding Guide](#)

Form to assist facility leadership in conducting rounds focused on the opinions of staff related to quality improvement in the facility. From the Centers for Medicaid and Medicare Services.

[Four Key Questions Leaders Can Ask to Support Clinicians During the COVID-19 Pandemic Recovery Phase](#)

Article describing four questions healthcare leaders can ask their staff to provide support and show value and appreciation. From Mayo Clinic.

[Hearing Your Healthcare Workers: Tips for Establishing Two-Way Communication](#)

Webpage with tips for exploring new opportunities to establish two-way communication with staff. From NIOSH.

[Empowering Worker and Learner Voice](#)

Resource highlighting the importance of creating a system where workers are engaged and feel psychologically safe in reporting issues. From George Washington University.

[Establishing Commitment and Shared Governance](#)

Resource for engaging workers in collaborative decision-making and the ongoing work of organizational assessment and improvement. From George Washington University.

[Healthy Work Environments - Effective Decision Making](#)

Resource on creating a healthy work environment by empowering staff to participate in decision making. Focused on nurses; however, may be adapted to other healthcare roles. From AACN.

[Appreciative Inquiry Principles-Ask “What Went Well” to Foster Positive Organizational Culture](#)

Strategies to help your team notice what is being done well, build a sense of optimism, and encourage collaboration. Focused on Physicians; however, many strategies listed are broadly applicable. From AMA.

[Listening Campaign: Engage Physicians to Uncover and Address Sources of Burnout](#)

Example method for eliciting and acting on physician feedback. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[LISTEN-SORT-EMPOWER: Find and Act on Local Opportunities for Improvement to Create Your Ideal Practice](#)

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[Seeking Feedback Like You Mean It](#)

Webinar describing strategies for eliciting useful feedback. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[The Value of Feeling Valued Playbook: How Organizations Can Support Individual Physicians](#)

Toolkit with strategies for building a culture of wellness and supporting clinician wellbeing. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Speak Up and Stand Up for Those Who Speak Up](#)

Resources with examples for creating supportive environments where team members feel safe to speak up. From University of Michigan Medicine.

[A Tool Kit for Improving Communication in Your Healthcare Organization](#)

Toolkit describing leadership practices for improving communication in healthcare organizations, including engaging employees through leadership rounds, from the American College of Healthcare Executives.

4. I am encouraged to participate in decisions that affect how work is completed.

[Establishing Commitment and Shared Governance](#)

Resource including information on engaging workers in collaborative decision-making and the ongoing work of organizational assessment and improvement. From George Washington University.

[Empowering Worker and Learner Voice](#)

Resource highlighting the importance of creating a system where workers are engaged and feel psychologically safe in reporting issues. From George Washington University.

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[Conversation and Action Guide to Support Staff Well-being and Joy in Work](#)

Guide that helps leaders conduct effective conversations, learn as they go, and resolve issues that arise from such conversations. From IHI.

[“What Matters to You?” Conversation Guide for Improving Joy in Work](#)

Resource describing how leaders can better understand what is meaningful to staff and the factors that contribute to burnout. From IHI.

[Four Key Questions Leaders Can Ask to Support Clinicians During the COVID-19 Pandemic Recovery Phase](#)

Article describing four questions healthcare leaders can ask their staff to provide support and show value and appreciation. From Mayo Clinic.

[Hearing Your Healthcare Workers: Tips for Establishing Two-Way Communication](#)

Webpage with tips for exploring new opportunities to establish two-way communication with staff. From NIOSH.

[Appreciative Inquiry Principles-Ask “What Went Well” to Foster Positive Organizational Culture](#)

Strategies to help your team notice what is being done well, build a sense of optimism, and encourage collaboration. Focused on Physicians; however, many strategies listed are broadly applicable. From AMA.

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[Seeking Feedback Like You Mean It](#)

Webinar describing strategies for eliciting useful feedback. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Speak Up and Stand Up for Those Who Speak Up](#)

Resources with examples for creating supportive environments where team members feel safe to speak up. From University of Michigan Medicine.

5. I receive appropriate recognition for the work that I do.

[Meaningful Rewards & Recognition](#)

Resources on providing meaningful recognition and rewards to healthcare workers. From George Washington University.

[How to Incorporate Meaningful Nurse Recognition](#)

Examples of impactful ways to provide recognition to staff. Focused on nurses; however, may be adapted to other healthcare roles. From the American Nursing Association (ANA).

[Healthy Work Environments - Meaningful Recognition](#)

Organizational elements for creating a healthy work environment through meaningful recognition. Focused on nurses; however, may be adapted to other healthcare roles. From AACN.

[A Tool Kit for Improving Communication in Your Healthcare Organization](#)

Toolkit describing leadership practices for improving communication in healthcare organizations, including engaging employees through rounding and recognition. From the American College of Healthcare Executives.

6. I am respected and treated fairly.

[Creating Inclusive Communication](#)

Information on creating inclusive communication to build a supportive and respectful workplace culture. From NIOSH.

[Emotional and Organizational Support for Staff Series](#)

Three video modules providing strategies for healthcare teams to overcome stress and find solutions to common stressors. From AHRQ.

[End Nurse Abuse](#)

Resources for addressing incivility, bullying, and violence in the workplace. Focused on nurses; however, may be adapted to other healthcare roles. From ANA.

[Team Culture: Strengthen Team Cohesion and Engagement](#)

Toolkit describing strategies to improve team culture, including tools to assess current culture. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Building Bridges Between Practicing Physicians and Administrators](#)

Toolkit providing strategies for improving the physician-administrator relationship. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Bullying in the Healthcare Workplace](#)

A guide for the prevention and mitigation of bullying in the healthcare workplace. From AMA.

7. My well-being is valued.

[Impact Wellbeing Guide Action 1: Review Your Hospital's Operations](#)

Guide for conducting a review of hospital operations to determine how professional wellbeing is supported. From NIOSH.

[Impact Wellbeing Guide Action 4: Communicate Your Commitment to Professional Wellbeing](#)

Suite of communication tools to assist in sharing updates with staff about the facility's professional wellbeing efforts. From NIOSH.

[Impact Wellbeing Guide Action 6: Develop Your Long-Term Professional Wellbeing Plan](#)

Guide for creating a long-term professional well-being plan at your facility. From NIOSH.

[Tips For Communicating Effectively with Your Staff](#)

Tips for communicating with staff about your hospital's commitment to professional wellbeing. From NIOSH.

[The Value of Feeling Valued Playbook: How Organizations Can Support Individual Physicians](#)

Toolkit with strategies for building a culture of wellness and supporting clinician wellbeing. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Four Key Questions Leaders Can Ask to Support Clinicians During the COVID-19 Pandemic Recovery Phase](#)

Article describing four questions healthcare leaders can ask their staff to provide support and show value and appreciation. From Mayo Clinic.

[“Psychological PPE”: Promote HealthCare Workforce Mental Health and Well Being](#)

Example actions that individuals and healthcare leaders can take to protect worker mental wellbeing. From IHI.

[Cultivating Leadership: Measure and Assess Leader Behaviors to Improve Professional Well-Being](#)

Toolkit for developing leaders who promote clinician wellbeing. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Wellness-Centered Leadership Playbook](#)

Toolkit for developing leadership strategies that create a “culture of wellness” within the organization. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

8. I am provided information in a timely manner so I can perform my work well.

[CUSP: Implement Teamwork and Communication](#)

Module focusing on identifying barriers to communication and applying effective teamwork and communication tools. From AHRQ.

[A Tool Kit for Improving Communication in Your Healthcare Organization](#)

Toolkit describing leadership practices for improving communication in healthcare organizations, including engaging employees through leadership rounds. From the American College of Healthcare Executives.

[TeamSTEPPS Module 1: Communication](#)

Module providing example communication concepts and tools for use in healthcare settings. From AHRQ.

[Healthy Work Environments - Skilled Communication](#)

Resource on creating a healthy work environment through effective communication. Focused on nurses; however, may be adapted to other healthcare roles. From AACN.

9. We have enough staff to handle our workload.

[Improving Workload & Workflows](#)

Compilation of resources for safe and appropriate staffing, optimizing teams, reducing administrative burdens, and using technology to improve workflows. From George Washington University.

[Healthcare Provider Shortages: Resources and Strategies for Meeting Demand](#)

Example resources and strategies that decision-makers can use to optimize workforce assets, assess ongoing staffing needs, and identify resources to address workforce shortages. From ASPR.

[Strengthening the Healthcare Workforce - Building the Team](#)

Guide with resources for navigating workforce challenges, including example recruitment and retention strategies and creative staffing models for strengthening the healthcare workforce. From AHA.

[Navigating the Crisis: Strategies for Addressing Healthcare Staffing Shortages](#)

Example approaches for addressing staffing shortages. From the American Journal of Healthcare Strategy.

[Healthy Work Environments - Appropriate Staffing](#)

Organizational and individual elements for creating a healthy work environment through appropriate staffing. Focused on nurses; however, may be adapted to other healthcare roles. From AACN.

[Nurse Retention Strategies: How to Combat Nurse Turnover](#)

Example strategies for reducing nurse turnover. Focused on nurses; however, may be adapted to other healthcare roles. From ANA.

[Nurse Staffing Task Force Imperatives](#)

Document detailing example strategies and actions for generating progress towards a sustainable nursing workforce. From ANA and AACN.

[Principles of Nurse Staffing](#)

Webpage describing ANA's principles for attaining appropriate nurse staffing. From ANA.

[Medical Assistants: Recruitment and Retention](#)

Webinar with information on recruiting and retaining medical assistants. From AMA.

10. I have enough time to get my work done.

[Improving Workload & Workflows](#)

Compilation of resources for safe and appropriate staffing, optimizing teams, reducing administrative burdens, and using technology to improve workflows. From George Washington University.

[Electronic Health Record Optimization and Clinician Well-Being: A Potential Roadmap Toward Action](#)

Webpage describing example strategies to help address clinician burnout potentially associated with electronic health record use. From NAM.

[Technological Supports](#)

Example strategies for using technology to support the healthcare workforce. From AHA.

[Saving Time Playbook](#)

Example strategies for organizational leaders to enhance processes, implement time-saving workflows, increase the efficiency of their practice, and improve physician well-being. From AMA.

[Getting Rid of Stupid Stuff: Reduce the Unnecessary Daily Burdens for Clinicians](#)

Toolkit providing examples for eliminating unnecessary burdens which increase clinician workload. From AMA.

[De-implementation Checklist](#)

Checklist providing example actions that may reduce unintended burdens on clinicians. From AMA.

[Lean Healthcare: Eliminate Waste and Spend More Time with Patients](#)

Toolkit to help identify best methods for implementing the Lean thinking framework for reducing waste and improving workflows. From AMA.

[Debunking Regulatory Myths](#)

Webpage with example strategies for reducing administrative burdens for clinicians. From AMA.

[A Systematic Approach to Reducing EHR Inbox Burden](#)

Toolkit providing example tactics to reduce the work burden of the electronic health record (EHR) inbox. From AMA.

[Taming the EHR Playbook](#)

Resources for saving time and reducing the burden of EHR work. From AMA.

[Team Documentation: Improve Efficiency of EHR Documentation](#)

Example strategies to improve documentation efficiency and reduce physician burnout. From AMA.

[Wave Scheduling: Optimize Clinic Flexibility and Efficiency](#)

Example strategies for maximizing clinic capacity, flexibility, and work-life integration. From AMA.

11. I feel that my pay is fair.

[Meaningful Rewards & Recognition - Adequate Compensation](#)

Strategies on providing meaningful recognition and rewards to healthcare workers. From George Washington University.

[Executive Leadership and Physician Well-being](#)

Article outlining example strategies to promote engagement and reduce burnout. Strategy 5 (page 10) focuses on using rewards and incentives. From Mayo Clinic.

[How to Incorporate Meaningful Nurse Recognition](#)

Examples of impactful ways to provide recognition to staff. Focused on nurses; however, may be adapted to other healthcare roles. From ANA.

[Healthy Work Environments - Meaningful Recognition](#)

Resource on creating a healthy work environment through meaningful recognition. Focused on nurses; however, may be adapted to other healthcare roles. From AACN.

12. I have the resources necessary to perform my work well.

[Leadership Rounding Guide](#)

Form to assist facility leadership in conducting rounds focused on the opinions of staff related to quality improvement in the facility. From the Centers for Medicaid and Medicare Services.

[Disaster Available Supplies in Hospitals \(DASH\) Tool](#)

Interactive toll to assist hospitals in estimating supplies and resource that may be necessary during an emergency. From ASPR.

[Resilient Strategies for the Hospital Supply Chain](#)

Expert roundtable describing example strategies for managing hospital supply chains during disruptions. From AHA.

[Facility Assessment Tool](#)

Example tool for assessing facility resources and training needed to provide care to nursing home residents. From the Quality Improvement Organizations Program.

13. I have input into the development of my work schedule.

14. I am allowed to adjust my work schedule when needed.

15. I am able to take time off (vacation or sick leave) when needed.

16. I am able to take breaks during my shifts when needed.

Resources for Questions 13-16 that are related to scheduling:

[Executive Leadership and Physician Well-being](#)

Article outlining example strategies to promote engagement and reduce burnout. Strategy 7 (page 12) focuses on promoting flexibility and work-life integration. Focused on physicians; however, may be adapted to other healthcare roles. From Mayo Clinic.

[“Real PTO” for Physicians: Reduce Barriers to Taking Time Off](#)

Toolkit to help organizations understand and remove barriers that prevent physicians from taking time off. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[How to Set Boundaries](#)

Tool for healthcare personnel and team leaders for setting boundaries, including example tips and scripts for requesting time off and flexibility. From University of Utah.

[How Nurse Leaders Create Effective and Fair Nurse Scheduling](#)

Resources and tips for effective nurse scheduling, including the importance of engaging nurses in the scheduling process. Focused on nurses; however, may be adapted to other healthcare roles. From Bradley University.

17. I receive the training necessary to perform my work well.

[Leadership Rounding Guide](#)

Form to assist facility leadership in conducting rounds focused on the opinions of staff related to quality improvement in the facility. From the Centers for Medicaid and Medicare Services.

[Needs Assessment and Gap Analysis](#)

Guide to performing a needs assessment and gap analysis for educational program development. From Brigham and Women's Hospital.

[Facility Assessment Tool](#)

Example tool for assessing facility resources and training needed to provide care to nursing home residents. From the Quality Improvement Organizations Program.

18. I work with a team I can count on.

[TeamSTEPPS](#)

Toolkit for improving communication and teamwork skills among healthcare teams. From AHRQ.

[CUSP: Implement Teamwork and Communication](#)

Module focusing on identifying barriers to communication and improving teamwork. From AHRQ.

[Team Culture: Strengthen Team Cohesion and Engagement](#)

Toolkit describing strategies to improve team culture and includes resources and tools to assess the current culture. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Healthy Work Environments - True Collaboration](#)

Organizational and individual elements for improving collaboration among healthcare team members. From AACN.

19. There is a champion (e.g., chief wellness officer) focused on staff wellbeing.

[Impact Wellbeing Guide Action 2: Build Your Professional Wellbeing Team](#)

Guide for building a team that will lead efforts in support of professional wellbeing at your facility. From NIOSH.

[Impact Wellbeing Professional Wellbeing Team Roles Chart](#)

Example chart to assist with determining the appropriate leaders and representatives for a Professional Wellbeing Team. From NIOSH.

[Establishing a Chief Wellness Officer Position](#)

Toolkit for establishing a Chief Wellness Officer position in your facility. From AMA.

[Chief Wellness Officer Road Map](#)

Toolkit for supporting a Chief Wellness Officer in your facility. From AMA.

[How to Create a Clinician Wellness Committee](#)

Tips for creating a committee focused on clinician wellbeing. From ACP.

[Elevator Speech for Approaching Organizational Executives about Physician Well-being](#)

Example elevator speech for communicating with leadership about the importance of well-being programs. From ACP.

20. Mental health support is available through my work (e.g., counseling, debriefing after traumatic situations).

[Impact Wellbeing Guide Action 3: Break Down Barriers for Help-Seeking](#)

Guide for breaking down barriers for healthcare workers to seek mental health support. From NIOSH.

[Impact Wellbeing Sample Emails](#)

Sample emails for communicating about well-being efforts in the facility, including a sample email template for sharing confidential channels for mental health support. From NIOSH.

[Checklist to Audit Credentialing Applications](#)

Checklist for auditing and updating hospital credentialing questions to assist facilities in removing barriers to seeking care. From NIOSH.

[Tips For Stigma-Free Communication About Mental Health](#)

Tips for discussing mental health in a non-stigmatizing way. From NIOSH.

[Accessible and Affordable Mental Healthcare](#)

Resources for no or low-cost mental health support for healthcare personnel. From Dr. Lorna Breen Foundation.

[Peer Support Programs for Physicians](#)

Information on developing a peer-support program to mitigate the effects of emotional stressors. Focused on physicians; however, may be adapted to other healthcare roles. From AMA.

[Collective Trauma: Respond Effectively as an Organization](#)

Toolkit providing strategies for healthcare organizations to address healthcare worker collective trauma. From AMA.