



How to use these measures:

Review the list below to determine specific and measurable goals that you can track over time and identify which indicators of professional wellbeing your team wants to measure.

- Use this list after coordinating with the Patient Safety and Quality Team at your hospital to choose your quality improvement project.
- Work with the Patient Safety and Quality Team and other hospital staff who may already analyze key performance indicators metrics to capture and track your wellbeing measures. In Action 6, you'll find measurement tools for longer-term evaluation, which you may want to use to evaluate the success of the indicators you select below.

Professional wellbeing measures to consider:

- Leading indicators (meaning predictive measurements) might include:
 - A reduction in time spent on hospital work outside of work hours.
 - A reduction in the amount of time healthcare workers spend reading messages in their inbox.
 - A decrease in the number of nightshifts worked by non-nocturnists.
 - An increase in uninterrupted or focused work time.
- Lagging indicators (meaning output measurements) might include:
 - A decreased difference between the number of actual hours worked by healthcare workers and the number of ideal hours.
 - A reduction in the amount of time that workers are unexpectedly absent from work, not including sick leave.
 - A reduction in staff turnover.
 - A reduction in involuntary terminations.
 - An increase in the amount of positive feedback received from healthcare workers.
 - Improved patient experience scores.

If choosing a measure not on this list, make sure it is:

- Measurable
- Trackable (on a regular basis)
- Changeable
- Important to healthcare workers