

Organizational Well-Being Assessment

More than half of U.S. physicians have experienced burnout, and burnout remains one of the key issues facing health care systems today. This is largely due to practice inefficiencies (e.g., system inefficiencies, administrative burdens, workplace chaos, and reporting requirements) and organizational culture (e.g., lack of connectedness, reduced control, diminished meaning in work, lack of trust). Reducing burnout can have a positive impact on your organization's professional satisfaction, financial well-being, and workflow efficiency and is essential to high-quality patient care.

Introducing the Organizational Biopsy®

The Organizational Biopsy® is an assessment tool and a set of services developed and offered by the American Medical Association to support organizations in holistically measuring and taking action to improve the health of their organization. The Organizational Biopsy provides a comprehensive assessment for health systems across four domains:

- Organizational Culture (leadership, teamwork, trust, etc.)
- Practice Efficiency (team structure, team stability, workflows, etc.)
- Self-Care (post-traumatic stress, post-traumatic growth, work-life balance, etc.)
- Retention (work intentions)

Following an assessment, organizations receive an executive summary of their key findings and access to the Organizational Biopsy data through an online reporting platform. This platform also includes national comparison data. Following the assessment, the AMA can provide ongoing guidance and communication on interventions, research, and convening opportunities in support of their ongoing improvement efforts.

Why Measure?

A well-being strategy that includes conducting an annual burnout assessment is critical to understanding and addressing your organization's health. By measuring the operational effectiveness of your organization and the well-being of your physicians and care team members, you can readily identify and target meaningful interventions. An annual assessment will help you to: (1) identify and assess underlying drivers of burnout within your organization, (2) reduce drivers of stress within your organization, (3) understand your organization's unique needs to support professional well-being, and (4) proactively initiate institutional support to help individuals thrive before, during, and after a crisis.

Criteria

The Organizational Biopsy is currently available to organizations with at least 50 physicians and/or advanced practice providers. Organizations intending to conduct an assessment must complete an agreement and set up an informational meeting with the AMA Practice Transformation team to plan and prepare for the assessment process.

The Assessment Process

The AMA Practice Transformation team provides hands-on support to design, build, and deploy your assessment. The AMA Data Lab provides a one-of-a-kind online dashboard to review results and stratify data. Practice Transformation experts offer a series of strategies and resources for your organization. No matter where you are on your practice transformation journey, our team of experts will be right there with you.

Interested?

The Organizational Biopsy is offered free of charge. If you are interested in learning more and your organization meets the criteria listed above, please reach out to Practice.Transformation@ama-assn.org.