



Wellbeing Report

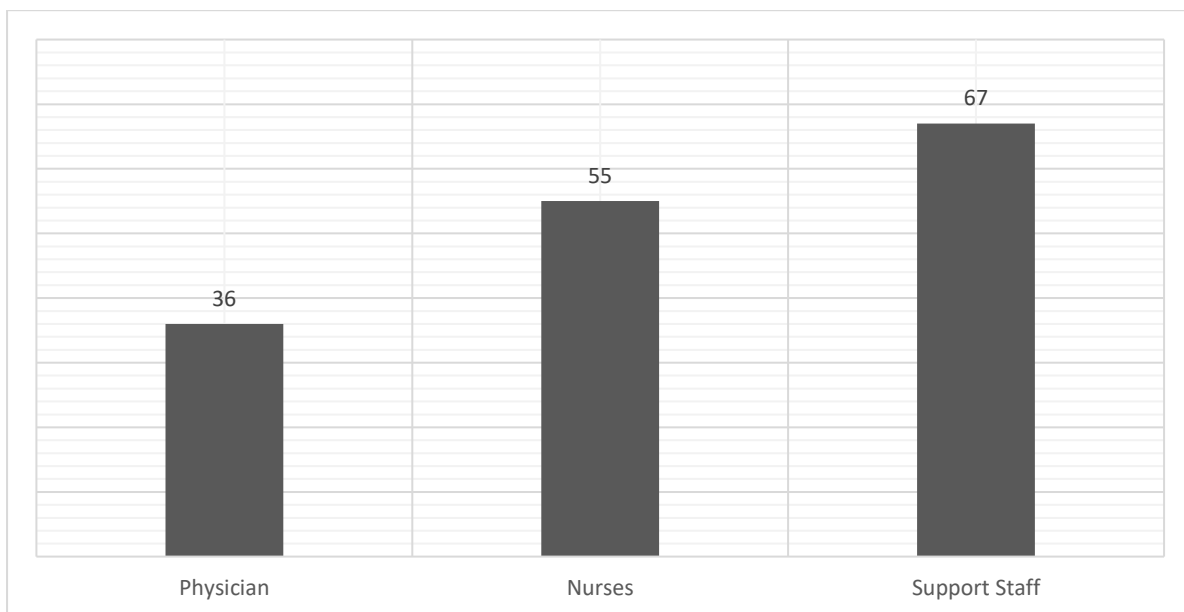


Capitol Health 

EXECUTIVE SUMMARY

The Capitol Health Group participated in the Wellness Workbench program from September 3 – 14, 2020. A total number of 3838 employees were invited to complete the assessment of which 3614 completed the assessment and received their personalized reports (94% completion rate). Physicians represented 23.52% of the group, Nurses 39.15% of the group and Support Staff 37.33% of the group.

The Wellbeing scores for Support Staff (67) were found to be satisfactory with some room for improvement. Nursing staff fared slightly better (55) with Physicians having the highest risk for burnout (36) among these three groups as shown below.



On a departmental and job level, we identified a number of groups that scored the lowest within their respective groups. These groups are currently at high risk for burnout and require immediate attention:

- Physicians
 - Emergency Room
 - Family/Same day medicine
- Nursing
 - Family/Same day medicine
- Support Staff
 - Admissions

On an individual level, around 11% of the total staff scored 20 or lower on the wellbeing index, which indicates that they are at high risk of burnout and require immediate attention.

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PHYSICIAN STRESSORS

The following components represent the areas that affect the Wellbeing of the Physicians in your employment in the most significantly negative manner ("Stressors"). These influencers form part of a large pool of components that may also influence Physician wellbeing.



Value as Physician - Employer

9/100

This refers to the perception of having value as a Physician in the eyes of one's employer. Your Physicians are currently not feeling valued as is clear from their combined score of 9/100. As highly skilled and educated professionals, Physicians often feel as if their employers do not recognize their worth and value they add to the organization. Physicians start to feel like a 'cog in a machine' rather than a genuine caregiver. As a result, Physicians may start to feel undervalued which has a negative impact on the way they see their jobs as being essential or significant to society.



Workload

15/100

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Emotionally Exhausting Patients

21/100

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PHYSICIAN BUFFERS

The following components represent the areas that affect the Wellbeing of the Physicians in your employment in the most significantly positive manner ("Buffers"). These influencers form part of a large pool of components that may also influence Physician wellbeing.



Job Security

95/100

This refers to the perception and feeling that one's job is secure for the indefinite future. Your Physicians are currently feeling their job is secure, as is indicative of their combined score of 95/100. The mere thought of your job security reduces concerns and stress regarding your employment status. As a result, your personal wellbeing, capacity to adapt to change and overall resilience has been enhanced.



Value as Physician - Patients

91/100

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Reward/ Compensation Fairness

83/100

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NURSE STRESSORS

The following components represent the areas that affect the Wellbeing of the Nurses in your employment in the most significantly negative manner ("Stressors"). These influencers form part of a large pool of components that may also influence Nurse wellbeing.



Respect from Physicians

12/100

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Supervisor Feedback Style

16/100

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Coping with Death

17/100

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NURSE BUFFERS

The following components represent the areas that affect the Wellbeing of the Nurses in your employment in the most significantly positive manner ("Buffers"). These influencers form part of a large pool of components that may also influence Nurse wellbeing.



Managing Grieving Patients

86/100

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Participative Leadership

79/100

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Workload Support - Peers

76/100

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SUPPORT STAFF STRESSORS

The following components represent the areas that affect the Wellbeing of the Support Staff in your employment in the most significantly negative manner ("Stressors"). These influencers form part of a large pool of components that may also influence Support Staff wellbeing.



Job Support

21/100

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Aligned Values

25/100

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Job Autonomy

35/100

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SUPPORT STAFF BUFFERS

The following components represent the areas that affect the Wellbeing of the Support Staff in your employment in the most significantly positive manner ("Buffers"). These influencers form part of a large pool of components that may also influence Support Staff wellbeing.



Time for Leisure

77/100

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Work-Life Balance

75/100

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Reward/Compensation Fairness

71/100

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RECOMMENDATIONS

On an individual level, around 11% of the total staff scored 20 or lower on the wellbeing index, which indicates that they are at high risk of burnout and require immediate attention. Please note that due to the confidentiality of the data, we are not allowed to provide you with the names of the individuals. Should you wish to take action, we will contact these individuals on your behalf and request permission for you to access their individual level data in order to assist them.

We furthermore recommend that the following specific groups be investigated in more detail due to their high risk of burnout:

- Physicians
 - Emergency Room
 - Family/Same day medicine
- Nursing
 - Family/Same day medicine
- Support Staff
 - Admissions

Thank you for using the Elation Wellbeing Workbench. To assist our clients in reducing burnout risk we offer the following services:

- Comprehensive Individual and Team Based Assessments
- One-on-One Executive Coaching
- Group/Team Resilience Facilitation
- Physician-informed Organizational Resilience Program

Feel free to contact us (support.mt@elation.com) should you have any questions or concerns.

Sincerely,

The Elation Team

