



Building A Wellness Program Worksheet

Example of a Department Wellness Program from worksheet:

Advertising/Awareness Plan:

- ED Wellness What's App Group Chat
- Department Wellness Committee (minimum 5 members)
- Wellness updates in staff meeting

Interventions/Action Plan:

Culture:

- Monthly social events focusing on opportunities to bond, family-friendly events, and ED Provider-Nursing events to improve collaboration at work
- Support for new hires (ex/ Local Peer support within Dept)
- Annual Wellness Week (ACEP Wellness Week in May)
- Olympics 2024 (Hospital-wide sporting event to improve inter-department relations)
- Improving ways to show Appreciation

Efficiency of Practice:

- Pebbles in the Shoe Project (Operations Improvement and Frustrations Alleviation)
- New Hiring of support staff (ED RNs & Nursing Assistants)
- Provider Team Restructuring/Rebalancing (to make patient loads more fair)
- Expansion of ED clinical care space to address boarding/crowding

Personal Resilience:

- Free Coffee/Snacks on shift
- Hospital-wide Mental Health Resources (HR): ex/Peer Support, CCA, Cobalt

Suggested Reading:

- The Stanford Model of Professional Fulfillment: <https://wellmd.stanford.edu/about/model-external.html>
- COMPASS Groups: <https://pubmed.ncbi.nlm.nih.gov/34366134/>
- 9 Organizational Strategies: <https://pubmed.ncbi.nlm.nih.gov/27871627/>