

The ReFoCuS Program: An Effective Means for Cultivating Occupational Therapy Fellows' and Physical Therapy Residents' Well-Being?

- Andrea Thinnes, OTD, OTR/L, Occupational Therapy Department School of Pharmacy and Health Professions, Principal Investigator

Abstract:

Burnout rates of health care providers are surging, and clinician well-being is suffering. The quadruple aim concentrates efforts in the healthcare system on factors such as patient care, population health, cost reduction, and joy found by the health care provider in their work. With this principle in mind, ReFoCuS, will be implemented with the occupational therapy fellows and physical therapy residents over the course of their yearlong experience. ReFoCuS, which stands for **R**estore (restore joy), **F**ocus (focus on your calling), **C**ultivate (cultivate a psychologically safe work environment), and **S**elf-care (self-care for authentic well-being), consists of two synchronous learning modules, four asynchronous online modules, three formal burnout assessment checkpoints throughout the year, and resource materials to actively practice new strategies. ReFoCuS will empower fellows and residents through knowledge translation of the didactic content, assess burnout levels throughout the process so personal modifications can be made, and prepare them to lead both formally and informally in a fashion that aligns with the quadruple aim. After the pilot program commencement, outcomes data will be analyzed for program effectiveness.