

ACP's Well-being Champion Program

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Outline

- Describe the ACP Wellbeing Champions program
- Discuss Lessons Learned
- Share ideas for scaling and sustaining similar programs



Well-Being Champion Program Overview (what)

- For physicians who want to make well-being a core value of their systems and chapter
- A physician leadership program that imparts skills to promote long-term well-being and professional fulfillment
- Offers a portfolio of transferable leadership skills and the longitudinal support of a community of like-minded physicians



ACP WB Champions Program (Why? Rationale)

- Making medical practice sustainable is crucial to address the physician gap and avoid a public health crisis
- ACP Well-being Champions (WBCs) promote the rationale for ongoing investment in clinician well-being, sharing key evidence-based strategies, and fostering the development of communities around well-being.
- WBCs are instrumental in sustaining current well-being efforts for physicians and physicians-in-training and in developing new programming to address emerging needs.



ACP WB Champions Program (How)

- ACP trained the first cadre of Well-being Champions (WBC) in 2017. To date, ACP has trained 250+ Well-being Champions who delivered 1,700+ activities in eight years.
- Well-being Champions are trained in fundamental leadership skills that can be adapted for hyper local application to maximize opportunities and scalability.
- WBCs Integrate well-being and professional fulfillment information and strategies into chapter programming, activities, and communications.
- Participation in one on one and group coaching calls and cross collaborations with other chapter WBCs help amplify best practices and foster communities
- By the end of the three years of service, WBCs complete a final project designed to meet the unique needs identified in the initial needs assessment with support of an ACP Physician Peer Coach.



WBC Program Key Takeaways (First Five Years)

In September 2024, a program survey was sent out to all trained WBCs. We received 88 completed surveys (approximately 34% response rate)

- **94%** of respondents reported that their participation in the **ACP WBC program had a positive impact on their personal well-being and professional fulfillment**, with 80% of those reporting answers in the “Moderate/Great Deal of Impact” range.
- 86% of respondents said that their participation in the WBC program made them more likely to participate in future ACP programs, and 77% of respondents reported that being a WBC made them more likely to renew their ACP membership.
- In response to the question, “**How likely are you to recommend the ACP Well-being Champion Program to others?**” respondents gave an average score of 8.44 (out of 10).
- In terms of barriers, WBCs reported **challenges with getting buy-in and support for their work** as well as engagement at the chapter level.



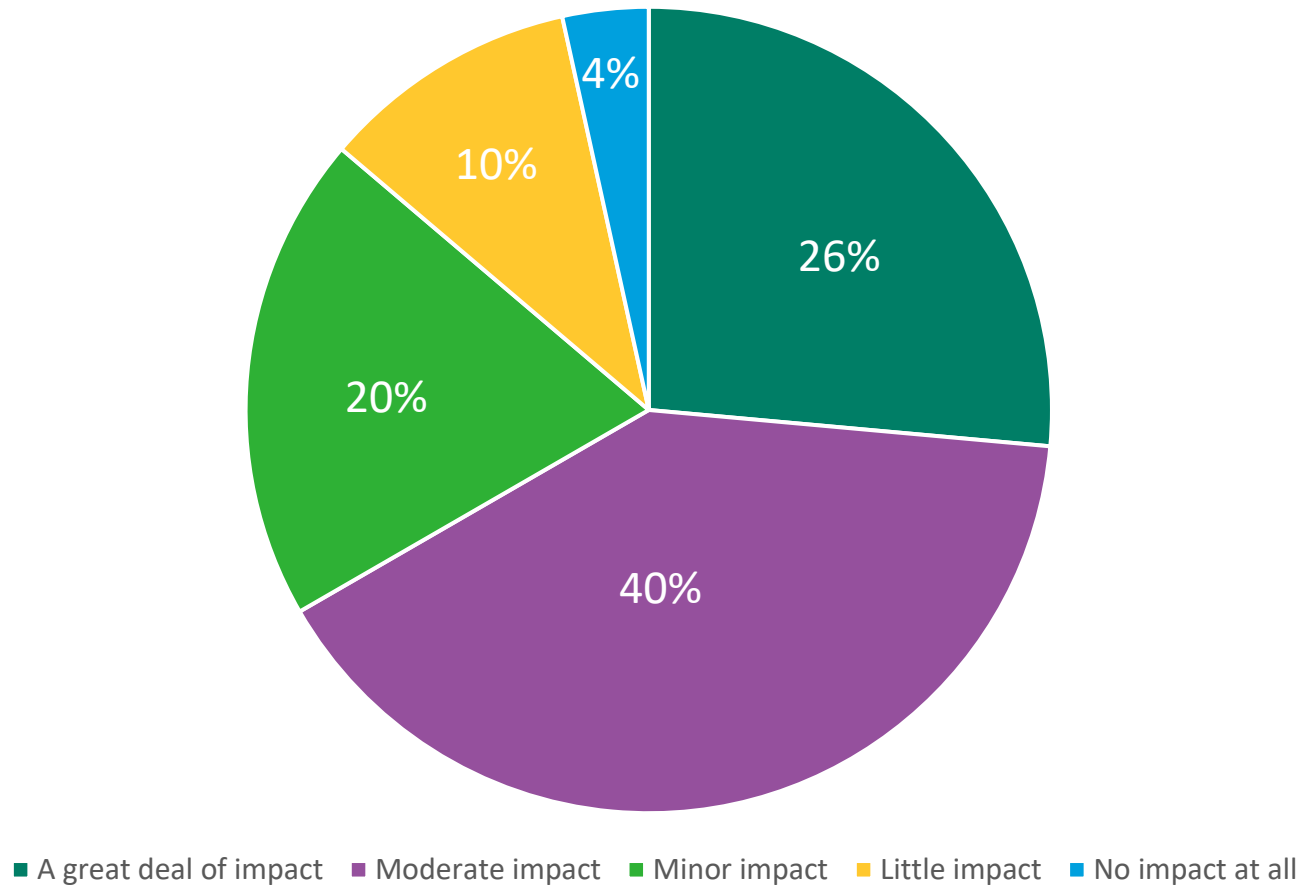
WBC Program 5-year Survey Results: Overall Member Experience

- “The Well-Being champion program gave me practical tools to bring physician wellness to my larger community. It taught me ways to bring a love for medicine back into my workplace. It taught me how to support and mentor others in their journey towards finding their purpose in medicine.”
- “Personally, it gave me the resources to ask for working conditions that best served me as well as my patients.”
- “Physician well being is a buzz word we hear a lot, being part of a national program led by physicians with true expertise in this area can give you powerful tools to advocate for yourself and your colleagues within your institution. Often well being activities are administratively based and not physician led. This is one of the aspects that makes the ACP wellbeing champion training more relevant.”
- “Being part of this program has been incredibly fulfilling, as it empowers me to advocate for mental and physical well-being among my colleagues. The resources provided have not only helped me prioritize self-care but also equipped me to support others more effectively. I’ve found the sense of community among champions to be a great source of inspiration and encouragement, and it has strengthened my commitment to fostering a healthier work environment.”
- “I feel part of a team. The program helped me to acquire leadership tools in well-being.”



WBC Program 5-year Survey Results: Impact on Chapter

Chapter and Community Impact

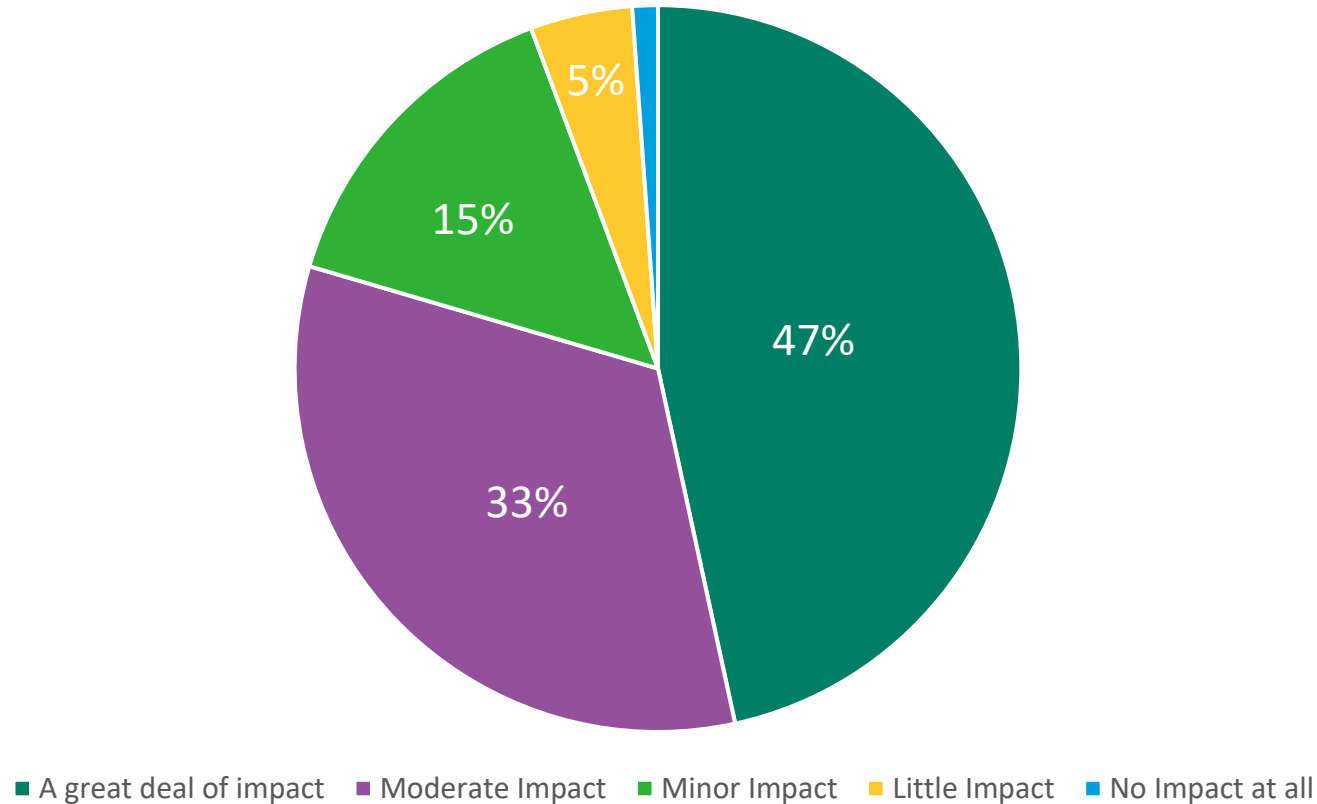


- 86% of respondents reported that their WBC training had at least some impact on their chapter



WBC Program 5-year Survey Results: Impact on Self

Impact on Personal Well-being and Professional Fulfillment

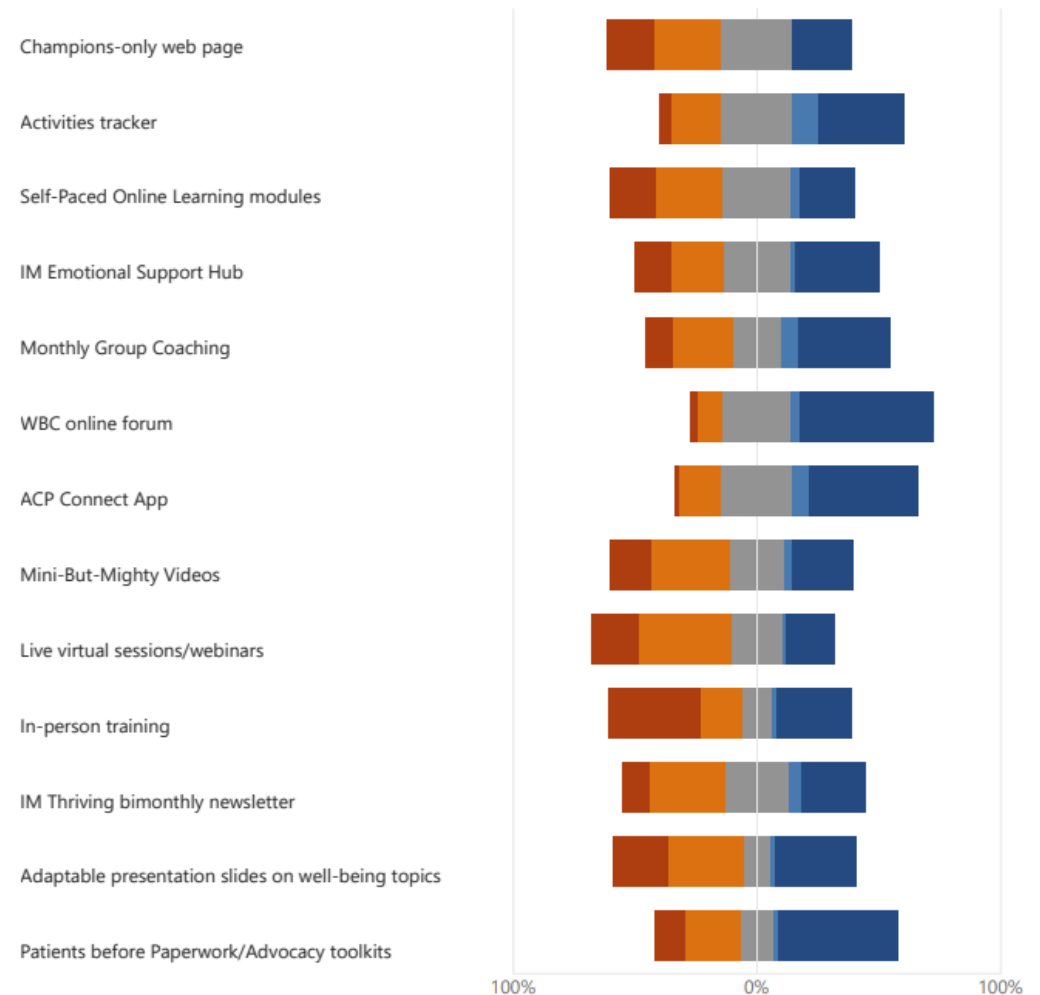


- 94% of respondents reported that their WBC training had at least some impact on their own personal well-being and professional fulfillment



WBC Program 5-year Survey Results: Use of ACP Resources

Extremely helpful Very helpful Somewhat Helpful Not Helpful Did not use



Most helpful Resources:

- Live virtual training sessions (56.8%)
- In-person training (54.5%)
- Adaptable presentation slides (53.4%)



WBC Program 5-year Survey Results: What Worked Well?

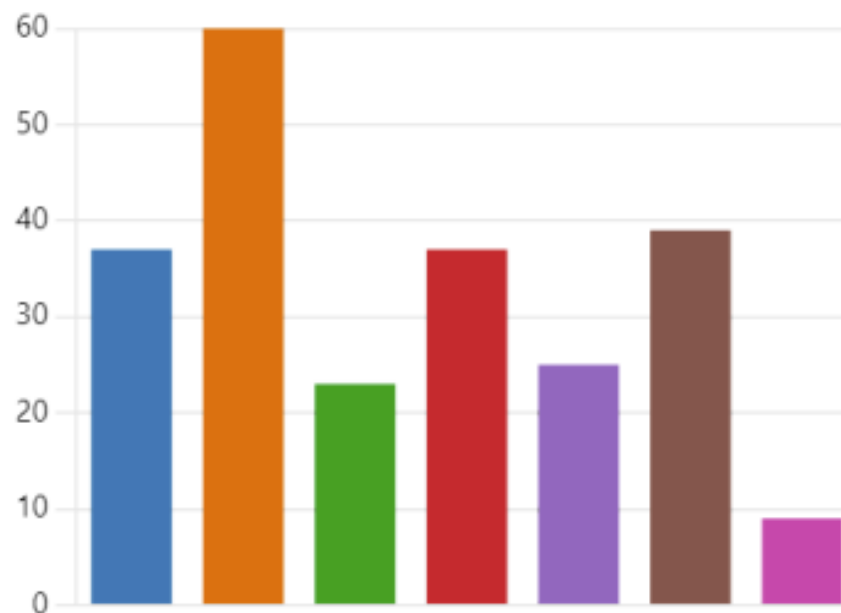
- “The in-person training was absolutely fantastic. It started a whole new career path (or helped me be more confident in following a path I had been exploring) that has been extremely rewarding.”
- “The people I get to work with and learn from- the program leaders and other WBC. Personally- having a chance to mentor and coach other WBC and the impact we have on our chapter members. We are making a difference!”
- “Pointing out that administrative burdens and systems contribute to burnout more than individual problems. The resiliency education was helpful.”
- “The training that I did through ACP’s asynchronous training modules really improved my understanding of wellbeing and the peer coaching modules have helped me during my advising sessions to the residents.”
- “Its emphasis on fostering a culture of wellness that addresses not just the professional, but also the personal needs of healthcare professionals. It goes beyond the surface, focusing on creating sustainable strategies that improve mental, physical, and emotional health.”
- “They gave me very important elements to help others. Now I "dare" more to talk about these issues and to try to make colleagues better off.”



WBC Program 5-year Survey Results: Increase Level of Engagement

7. Which of the following factors could we improve to help increase your level of engagement in your work as a Well-being Champion? Select all that apply.

Goals/direction	37
Collaborative partnerships	60
Motivation/inspiration	23
Training	37
Access to resources/information	25
Opportunities for social interaction	39
Other	9



WBC Program 5-year Survey Results: Main Takeaways

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- 86% of respondents said that their participation in the WBC program made them more likely to participate in future ACP programs, and 77% of respondents reported that being a WBC made them more likely to renew their ACP membership.
- Opportunities to improve the training to make it more efficient and less burdensome
- Add specific training on how to get buy in and support from leadership for WB interventions



Program Reach: ACP's WB Champion Program by the Numbers

Well-being Champion & Chapter Partnership Reach and Impact

**Reach=115,000+ ACP members &
Org. Colleagues**

(Total estimated chapters reach)

Delivered Over 1,700

Well-being Activities

(since 2017)

250+ ACP Trained

Well-being Champions

1 Peer-reviewed Descriptive Paper

189 w/ FACP or MACP

Designation

(Feed leadership and SME pipeline)

78 out of 85 ACP Chapters (92%)

trained at least 1WBC

(support unique and evolving members' WBPF needs)



ACP WB Champions Program (Scaling and Sustaining)

- Sufficient funding, staffing, and time to grow and mature the program
 - Annual direct costs varied each year but remained <1% of aggregate member dues
- Cross collaboration among ACP chapters and national teams + outside partners
- Monthly group and 1:1 coaching calls to
 - Facilitate champion and chapter progress towards goals
 - Provide clear expectations and collaboration space
- Community building through
 - IMM WB activities
 - Revised training for new champion cohort with increase collaborative opportunities
- Continuous improvement of training to address evolving WBC & clinician well-being needs (more streamlined and efficient)



Learn More

- To learn more about the design and delivery of ACP's Well-being Champions (WBC) program and the work of the WBCs, we invite you to read an article from the Journal of Wellness, entitled "[Feasibility of a 'Network of Champions' in implementing a program to address physician well-being](#)"
- Design Your Own WB Program: acponline.org/designwellbeing
- Discover more ACP well-being resources and tools: acponline.org/wellbeing



Questions?



Thank You!

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