



VITAL for Physicians Solutions Guide

Physician Wellness Resources	Coaching & Support	Physician Intervention	Training & Education	Consulting
<p>Organizational sponsored program includes all solutions in Coaching & Support services plus:</p> <ul style="list-style-type: none"> Physician orientation and leadership training Time of Need support for physician & their families: <ul style="list-style-type: none"> Stress & Burnout Depression Conflict & Relationships Available 24x7x365 <ul style="list-style-type: none"> Time-saving virtual concierge services Professional & family counseling Assistance locating reputable resources outside the program for issues such as chemical dependency Legal & Financial Resources <p>Executive summary with non-identifiable reports & best practice guidelines to maximize organizational ROI.</p>	<p>Many physicians are reluctant to ask for help—yet they're often in desperate need of a compassionate listener who understands the work, personal and family challenges they face. Physicians receive up to 6 hours of coaching and consultation over a 3 month period to include:</p> <ul style="list-style-type: none"> Peer Coaching Executive Coaching Counseling Mentoring <p>Individuals can:</p> <ul style="list-style-type: none"> self-refer be referred by their organization <p>Program can be:</p> <ul style="list-style-type: none"> Purchased by the individual physician Organizationally supported <p>Physician objectives vary:</p> <ul style="list-style-type: none"> Leadership development to support career goals Well being lifestyle changes Stress and burnout management 	<p>Organizational process & tools to support the referring organization and physician in addressing behavioral concerns and holding the physician accountable for sustainable behavior change. Not typically voluntary for physician.</p> <ul style="list-style-type: none"> A non-diagnostic evaluative, four phase process includes: <ul style="list-style-type: none"> Organizational Consultation Physician Assessment Follow-Up and Monitoring of progress for up to a year Transition and close <p>Our goal is to help the organization retain a valued physician by effectively addressing problem behaviors at the earliest possible stages</p>	<p>One to many, informational sessions to learn well being best practices, such as:</p> <ul style="list-style-type: none"> Training on Workplace Well Being topics: <ul style="list-style-type: none"> Change Resiliency Stress & Burnout Conflict Grief & Loss Custom topics to fit the needs of your organization Crucial communication skills building programs Keynotes at Conferences & Conventions Delivered in person, online or telephonically 	<p>Consulting to address organizational well being, including:</p> <ul style="list-style-type: none"> Facilitation & Mediation Cultural Renewal Leadership Development Strategic Visioning/ Planning Well being Assessment <ul style="list-style-type: none"> Stakeholder Interviews Organizational Survey Benchmark to National Norms in: <ul style="list-style-type: none"> Stress & Burnout Physician Engagement Organizational Culture Custom Solutions to address issues, such as: <ul style="list-style-type: none"> Culture Communications Conflict Crisis

VITAL WorkLife recognizes a physician's well-being directly impacts patient care, safety and engagement, as well as staff relationships, satisfaction and productivity. Our consultative solutions and team of physician coaches/consultants and PhD & Master's level behavioral health counselors, we understand the impact of today's high pressure healthcare environment. By providing appropriate resources to help physicians and organizations achieve their goals, VITAL WorkLife creates pathways to build sustainable healthy behaviors.