Meaning • Connection • Joy

INITIATIVES

The Flourishing Framework was developed as a part of ChristianaCare’s 5-year strategic aspiration “Enable every caregiver to thrive”. The framework contains five essential components as an evidence-based model for improving caregiver wellbeing. The framework will be integrated into leader standard work in the upcoming fiscal year, FY24.

Piloted and launched Psychological First Aid (PFA) Training for leaders throughout the system to build skills to identify and support colleagues impacted by stress injuries, practice having supportive conversations, and become familiar with resources for themselves and their team.

I learned things not only about myself but how to help my team. This is definitely one educational session I will be taking back to my team to implement right away.

- ChristianaCare Leader and PFA Training Participant

COMPASS
(Clinician-Organized Meetings to Promote and Sustain Satisfaction)

Expanded to populations beyond Medical-Dental Staff.

5 ACTIVE GROUPS
- VIR Nurses
- APC Fellows
- Psychologists
- Physicians & APCs
- Critical Care Nurse Residents

Praise for Psychological First Aid and VITAL WorkLife

“I used PFA just yesterday with a family member in a very difficult situation. She was in the orange bordering on red, and the skills I learned in this training really helped me navigate my conversation with her, and I was able to refer her to VITAL. I'm so grateful that our family members can utilize this resource!”

Care for the Caregiver provides confidential individual peer support and group support to our caregivers when they experience stress related to patient care or the workplace.

71 CAREGIVERS TRAINED AS PEER SUPPORTERS

345 TOTAL ENCOUNTERS**

**Data derived from the 2022 calendar year

ADVOCACY

Physician Mental Health Bill (SB300) Signed on July 29, 2022, by Gov. Carney

SB 300 makes clear that a physician’s ability to practice medicine is not impaired or prevented by a mental or physical disability when the condition is being treated, and it supports physician access to behavioral health care without fear of impact on their licensure. Dr. Heather Farley was an expert witness during the hearings.

Exceeding FY23 AOP stretch goal of 50% of leaders trained

583 | 53%
PEOPLE LEADERS TRAINED TO DATE

18 PFA TRAININGS HELD

Recognize > Recover > Refer
Dr. Mark Mason supports the residents & fellows at ChristianaCare by providing quarterly **Wellbeing Rounds**.

“We look forward to meeting with Mark Mason, he always brings great literature and fun activities during his time with us.”

"Mark Mason is wonderful; he is our voice for the program if we have issues or concerns that need to be addressed."

The **Personal Growth Wellbeing Project** is an opportunity for first-year residents (interns) to participate in Personal Growth Consultations to learn more about themselves through personality questionnaires, including strengths and vulnerabilities.

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**CAREGIVER OUTREACH**

- **8 REJUVENATION STATIONS HELD**
- **5 LOCATIONS**
- **500 CAREGIVERS REACHED**

**PAWS for People**

- **9 PAWS TO DE-STRESS EVENTS HOSTED**

**CaregiverConnect**

- **106 AVERAGE WELLBEING WEDNESDAY VIEWS**

**MINDFULNESS FOR CAREGIVERS**

30-minute, virtual sessions hosted every Friday

- **21 AVERAGE WEEKLY ATTENDANCE**
- **300+ MICROSOFT TEAMS MEMBERS**

Piloted ‘a Taste of Mindfulness’, 15-minute, virtual sessions

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**THANK YOU PROJECT**

- **2 EVENTS**
  - Flight Team
  - Neuro Critical Care Unit

**EXTERNAL IMPACT**

- **34 RESIDENTS ATTENDED A PERSONAL GROWTH CONSULT**
- **160% increase in first year resident participation in the Personal Growth Project. (YoY Growth)**

Including the **keynotes** at the Internal Conference on Physician Health (ICPH) & at the Hospital Quality Institute.

- **20 SPEAKING ENGAGEMENTS**
- **2 PEER SUPPORT PROGRAM CURRICULUMS LICENSED**
- **5 CONSULTING CLIENTS**

**$50,296 TOTAL REVENUE**

109% of FY23 Goal

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**COGNITIVE LOAD STUDY**

AMA grant-funded innovative pilot study

Aim: Identify sources of extraneous cognitive load in physicians in primary care settings.

Launched February 2023