



2019

STATE OF WELL-BEING

A comprehensive report on the state of
well-being among healthcare workers in 2019.

STATE OF WELL-BEING 2019

Today's healthcare workers face a wide variety of system factors and pressures that can lead to burnout, severe fatigue, and many other dimensions of distress. This distress can have devastating consequences for the individual, the patient, and the organization.

The Well-Being Index is an interactive self-assessment tool invented by Mayo Clinic that measures 6 dimensions of distress and well-being among healthcare workers. Hundreds of organizations around the world use the tool to measure and track well-being and [Go Beyond Burnout](#).

The following is a concise report of the 2019 data designed to be your go-to resource for well-being statistics.

Contents

- Well-Being Index brand data
- Who was surveyed
- The State of Well-Being data analysis
- Research validation
- More on the Well-Being Index

Well-Being Index Champion Spotlight

"During my ten years as Chief Medical Officer, and the prior thirty years as a practitioner, I've seen a lot of evidence of physician and staff burnout. Running a successful healthcare organization is not only about the patient experience; it's equally about taking care of your clinical workforce."

Keith Frey, MD, MBA | Chief Medical Officer
CommonSpirit Health, Arizona Division



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Well-Being Index brand data

Over **600 healthcare organizations** use the Well-Being Index to measure distress and well-being, with more licensing the tool each quarter. In 2019, the Well-Being Index was rolled out at 214 new organizations and **surpassed 120,000 assessments**.



**1,030 Webinar
Registrations**



**5,305 Well-Being
Index Demos**

The Well-Being Index blog saw 68,137 visits in 2019.

**The Well-Being Index application
is constantly improving.**

95 feature updates completed in 2019



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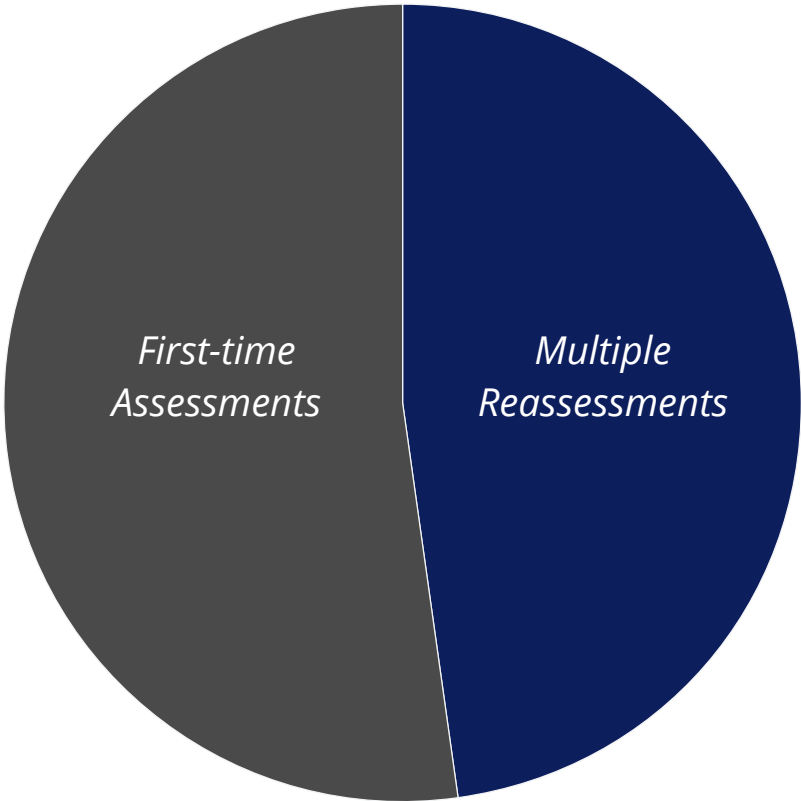
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WHO WAS SURVEYED?

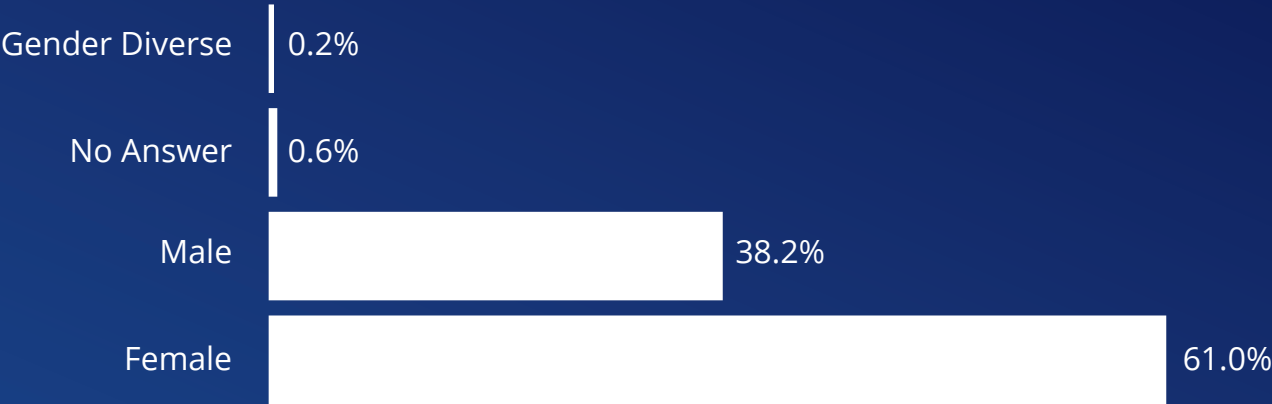
The State of Well-Being 2019 data comes from Well-Being Index assessments completed from January 1, 2019 through December 31, 2019. Participants who completed these assessments come from a wide variety of healthcare organizations throughout the world.

58,706 assessments were collected in 2019

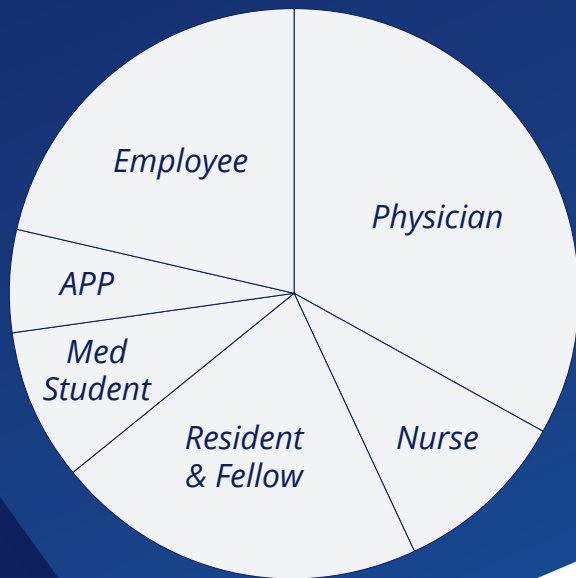
Of these, 28,351 were reassessments taken by participants measuring their well-being additional times.



PARTICIPANT GENDER IDENTITY



Participant occupation of assessments collected



Physician assessments: 33.3%

Nurse assessments: 9.8%

Resident/Fellow assessments: 21.2%

Med student assessments: 8.7%

APP assessments: 5.7%

Employee assessments: 21.3%

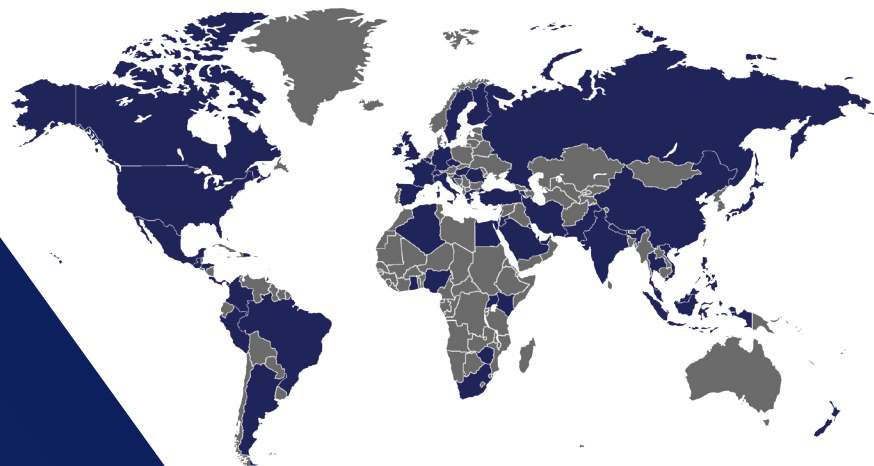
Participant locations

In addition to the United States, the Well-Being Index is licensed by organizations in Africa, Australia, Canada, New Zealand, and the United Kingdom.

While the list above shows locations in which organizations have licensed the Well-Being Index for institutional use, the tool is free for individual use and has active users around the world.

Many different types of healthcare organizations utilize the Well-Being Index to measure distress and well-being:

- Hospitals
- Private clinics
- Academic medical centers
- Nationwide health systems
- Medical schools
- Professional associations



■ Countries with active users
■ Countries without active users



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STATE OF WELL-BEING DATA ANALYSIS

In order to maximize well-being and reduce distress, healthcare administrators need an accurate measure of the health and well-being within their organization and in healthcare as a whole. The following data is a concise yet detailed analysis of the state of well-being among healthcare workers in 2019.

National Comparative Data

Throughout this report, you will see various 2019 statistics in relation to national comparative data. These national norms are compiled from previous years of Well-Being Index data and are updated every one or two years, depending on the sample size of new assessments.



Well-Being Index Champion Spotlight

"I looked at all the data and I used it to tell a story about how we're doing as an institution. I went to the clinical chairs and to the board and said that we've benchmarked you against your specialties nationally with the data provided to us by the Well-Being Index. Sharing that data with various groups has been a real process of advocacy, and people are buying in."

Klaus Kjaer, MD | Chief Quality and Patient Safety Officer
Weill Cornell



Physician Well-Being

Physicians identified as being at a high level of distress are at a:

- 5x** higher risk of burnout
- 4x** higher risk of experiencing severe fatigue
- 3x** higher risk of having a poor overall quality of life
- 2x** higher risk of reporting a recent medical error
- 2x** higher risk of suicidal ideation



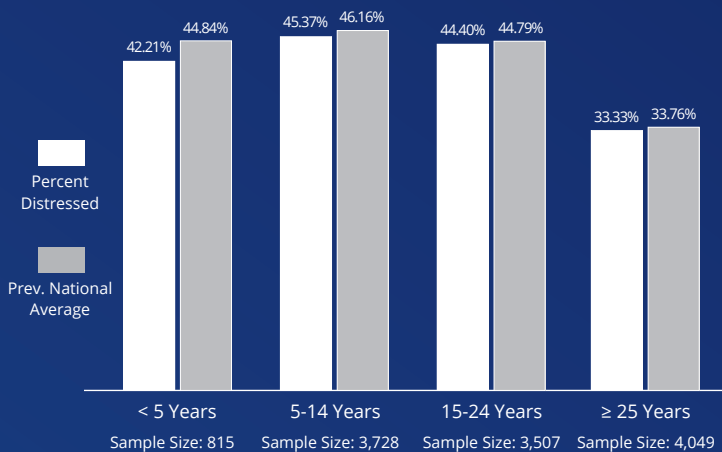
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Number of physicians who assessed in 2019: **12,088**

Percentage of physicians at a high level of distress: **40.58%**

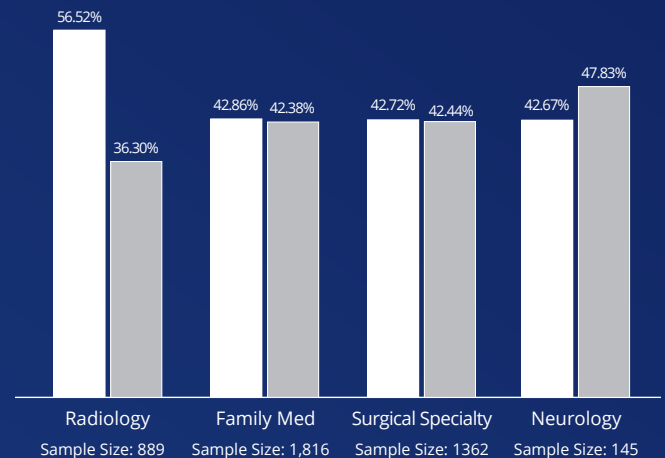
Physicians with over 25 years of practice were less likely to experience high levels of distress.

Physicians at a high level of distress by years in practice:



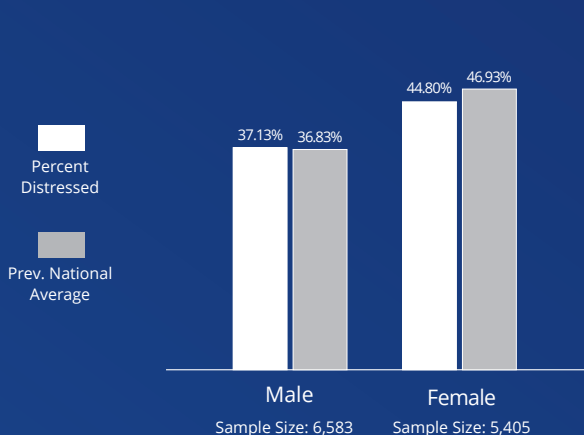
Radiologists were most likely to experience distress and were more distressed than in previous years.

4 specialties with the highest percentages of distress:



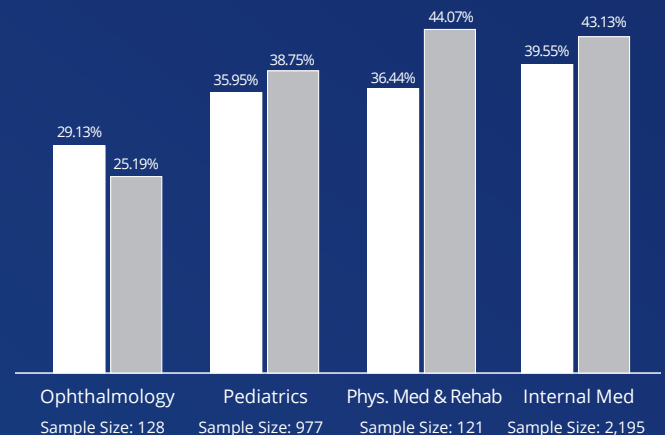
Female physicians were more likely to experience distress than their male colleagues.

Physicians at a high level of distress by gender identity:



Ophthalmology had the lowest percentage of distress.

4 specialties with the lowest percentages of distress:



Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

The majority of physicians were burned out.

During the past month, have you felt burned out from your work?

YES - 55.9%

44.1% - NO

Over half of physicians reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?

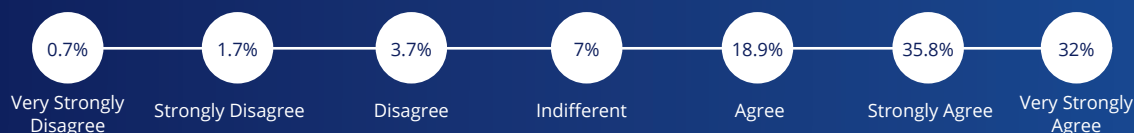
YES - 50.4%

49.6% - NO

Over 85% of physicians agreed that their work is meaningful.

Please rate your level of agreement with the following statement:

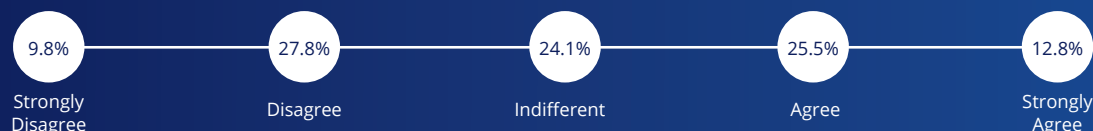
The work I do is meaningful to me.



Over 37% of physicians didn't have enough time for their personal/family life.

Please rate your level of agreement with the following statement:

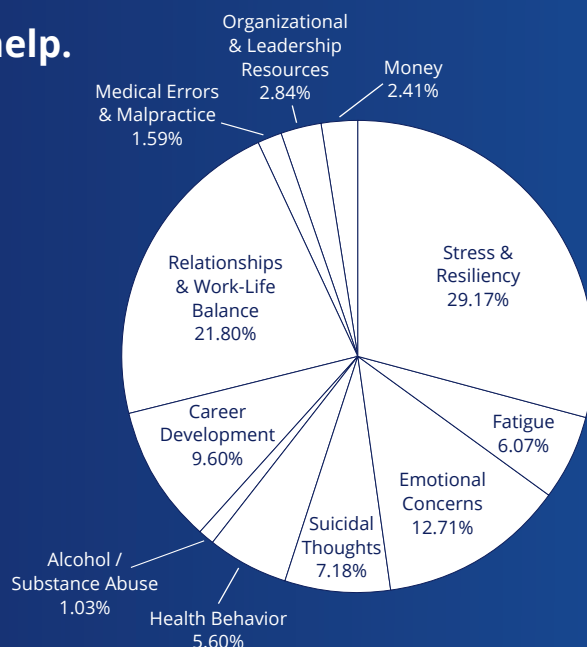
My work schedule leaves me enough time for my personal/family life.



Physicians were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:



Nurse Well-Being

Nurses identified as being at a high level of distress are at a:

- 5.5x** higher risk of burnout
- 3.5x** higher risk of leaving their current job
- 2.5x** higher risk of performing below average in their job duties
- 2.5x** higher risk of experiencing severe fatigue
- 2.5x** higher risk of having a poor quality of life

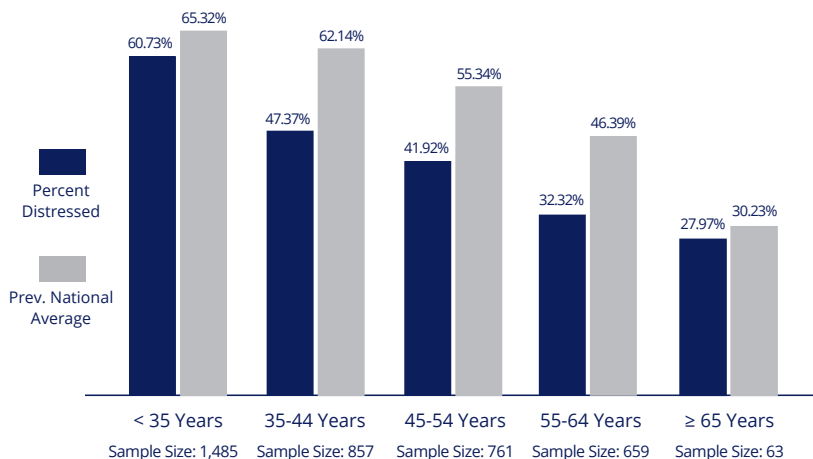


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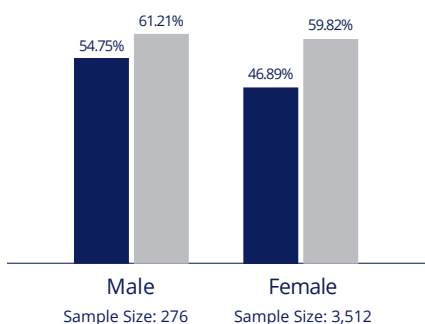
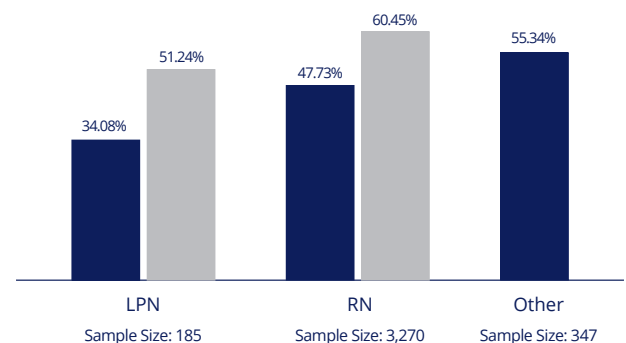
Number of nurses who assessed in 2019: **3,802**
Percentage of nurses at a high level of distress: **47.47%**

Younger nurses were more likely to experience a high level of distress.

Nurses at a high level of distress by age:



Nurse distress by license



Nurses at a high level of distress by gender identity

Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

■ Percent Distressed ■ Prev. National Average

Over half of nurses were burned out.

During the past month, have you felt burned out from your work?

YES - 52.2%

47.8% - NO

Over half of nurses reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?

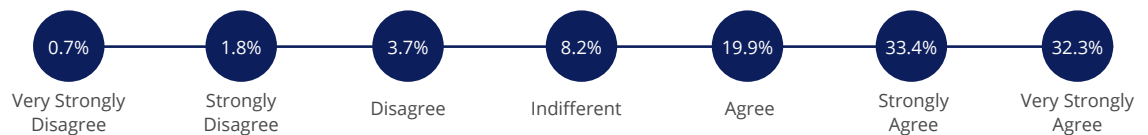
YES - 54.5%

45.5% - NO

Over 85% of nurses agreed that their work is meaningful.

Please rate your level of agreement with the following statement:

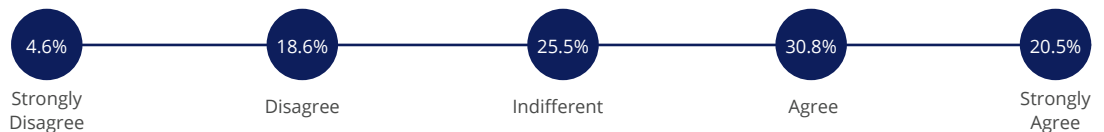
The work I do is meaningful to me.



Nearly a quarter of nurses said they don't have enough time for their personal/family life.

Please rate your level of agreement with the following statement:

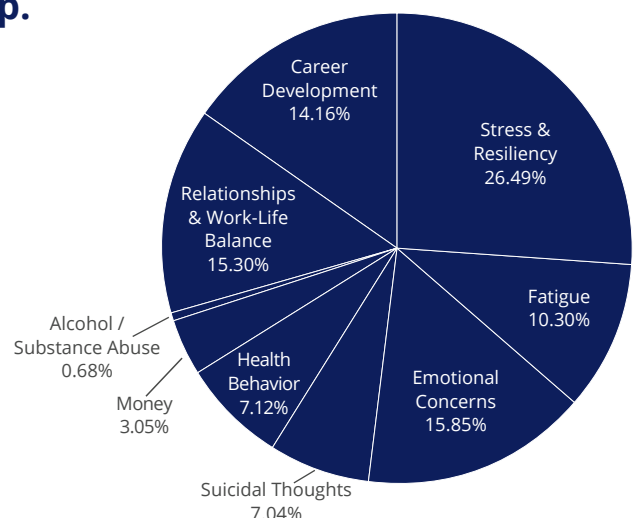
My work schedule leaves me enough time for my personal/family life.



Nurses were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:





Well-Being Index Champion Spotlight

"Not only does the tool assess the levels of well-being, but it provides resources for our staff who may be dealing with stress in several aspects of their professional and personal lives. This reporting gives me breadcrumbs on what areas people are most curious about, or where they are experiencing the most distress. Then we can find some patterns that could initiate a more specific wellness program."

Keith Frey, MD, MBA | Chief Medical Officer
CommonSpirit Health, Arizona Division

Well-Being Index Champion Spotlight

"In general, younger faculty members seem to be more burned out than older faculty members. As younger people are coming in and first starting to practice, they're recognizing the stresses and pressures and they aren't necessarily efficient yet, so I think that's a cause of tremendous stress and anxiety for people."

Lisa Bellini | Senior Vice Dean for Academic Affairs
Perelman School of Medicine - University of Pennsylvania



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Resident & Fellow Well-Being

Residents and fellows identified as being at a high level of distress are at a:

- 4x** higher risk of burnout
- 3x** higher risk of poor mental quality of life
- 2x** higher risk of suicidal ideation
- 2x** higher risk of severe fatigue
- 2x** higher risk of reporting a recent medical error



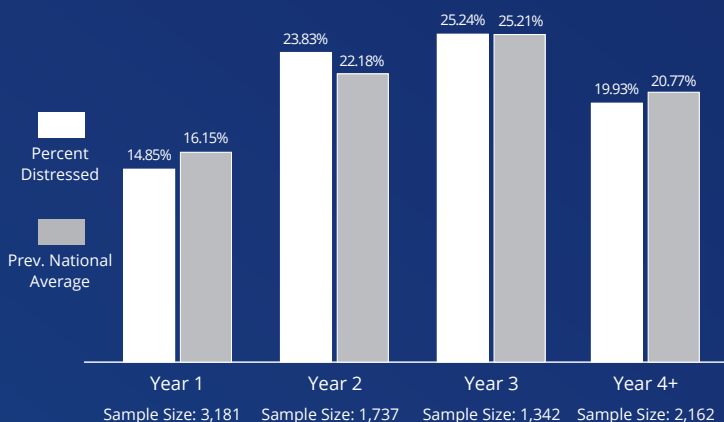
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Number of residents and fellows who assessed in 2019: **8,236**

Percentage of residents and fellows at a high level of distress: **19.40%**

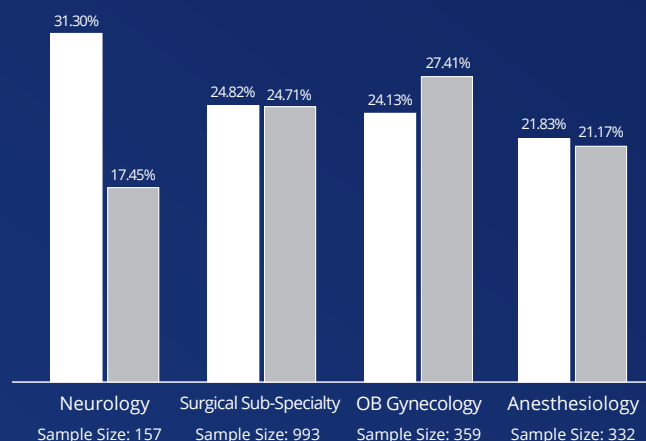
Overall Resident & Fellow distress scores

Residents and fellows at a high level of distress
by year of residency/fellowship:



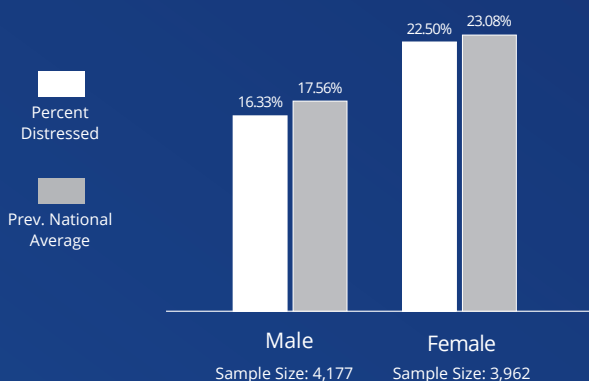
Neurology residents were most likely to experience distress.

4 specialties with the highest percentages of distress:



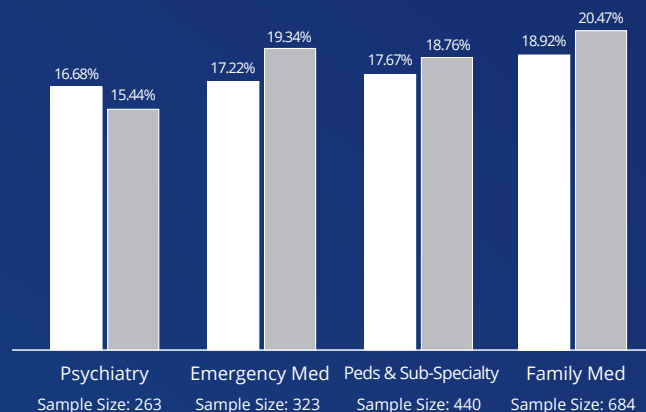
More female residents and fellows were distressed than males.

Residents and fellows at a high level of distress by gender identity:



Psychiatry had the lowest percentage of distress.

4 specialties with the lowest percentages of distress:



Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

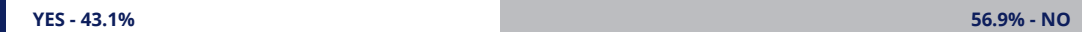
Over half of second and third year residents and fellows were burned out.

During the past month, have you felt burned out from your work?

OVERALL



YEAR 1



YEAR 2



YEAR 3



YEAR 4+



The majority of all residents/fellows reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?

OVERALL



YEAR 1



YEAR 2



YEAR 3



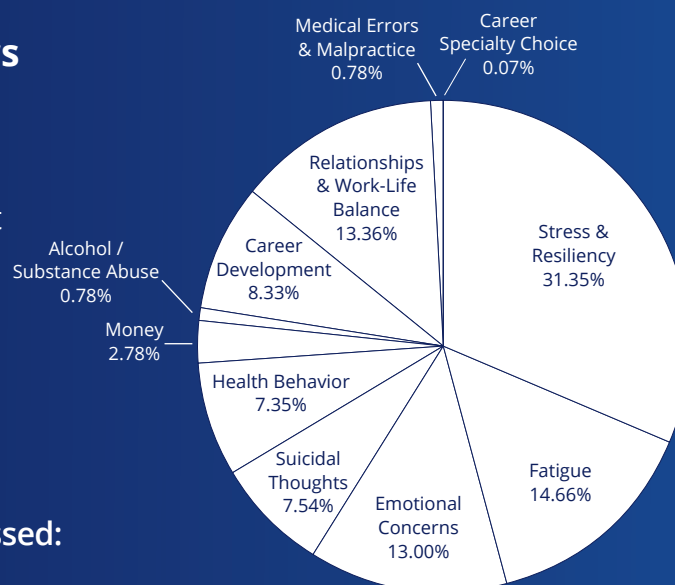
YEAR 4+



Residents and fellows were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:



Medical Student Well-Being

Medical students identified as being at a high level of distress are at a:

- 3x** higher risk of burnout
- 2x** higher risk of suicidal ideation
- 2x** higher risk of poor mental quality of life
- 2x** higher risk of severe fatigue
- 2x** higher risk of seriously considering dropping out of school



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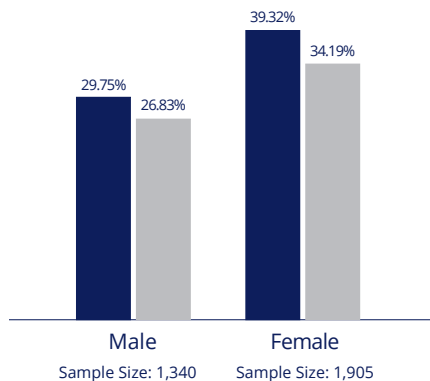
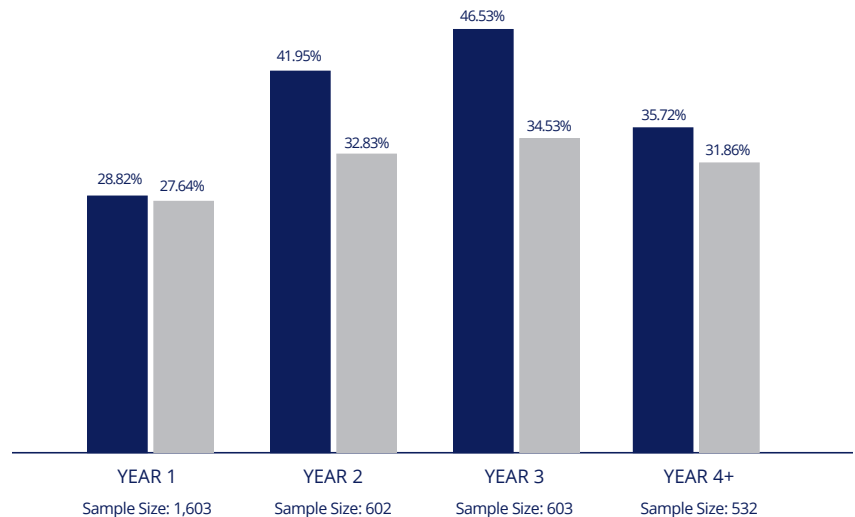
Number of medical students who assessed in 2019: **3,281**

Percentage of medical students at a high level of distress: **35.51%**

Second and third year medical students were most distressed.

Medical students at a high level of distress by year in school:

■ Percent Distressed ■ Prev. National Average



Female medical students were more likely to experience distress than their male peers.

Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

■ Percent Distressed ■ Prev. National Average

Over 60% of second year and third year medical students reported being burned out.

During the past month, have you felt burned out from your work?

Overall

YES - 49.4%

50.6% - NO

YEAR 1

YES - 42.7%

57.3% - NO

YEAR 2

YES - 60.5%

39.5% - NO

YEAR 3

YES - 61.2%

38.8% - NO

Year 4+

YES - 43.4%

56.6% - NO

Over 67% of all medical students reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?

Overall

YES - 67.9%

32.1% - NO

YEAR 1

YES - 62.7%

37.3% - NO

YEAR 2

YES - 73.9%

26.1% - NO

YEAR 3

YES - 73.9%

26.1% - NO

Year 4+

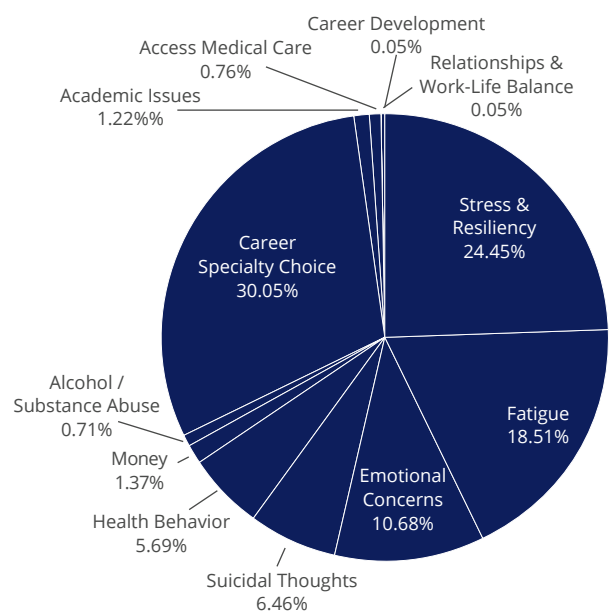
YES - 69.9%

30.1% - NO

Medical students were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:



Advanced Practice Provider Well-Being

APPs identified as being at a high level of distress are at a:

- 9x** higher risk of burnout
- 4x** higher risk of poor overall quality of life
- 3x** higher risk of severe fatigue
- 3x** higher risk of leaving their current job
- 3x** higher risk of below average job performance
- 1.7x** higher risk of medical error

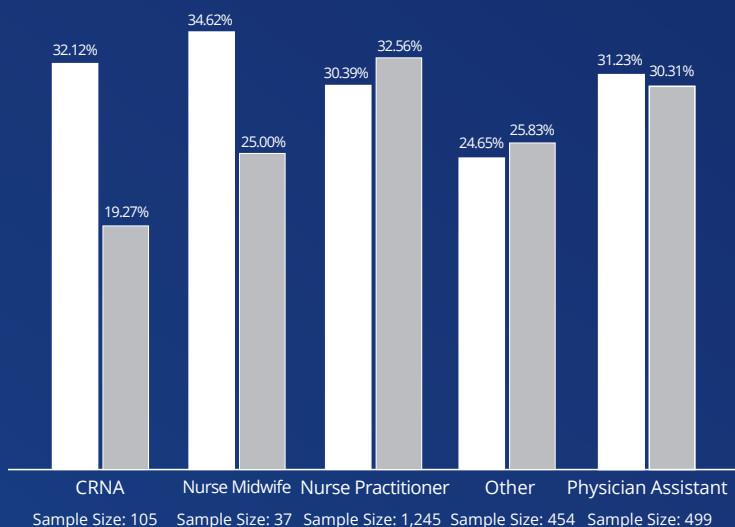


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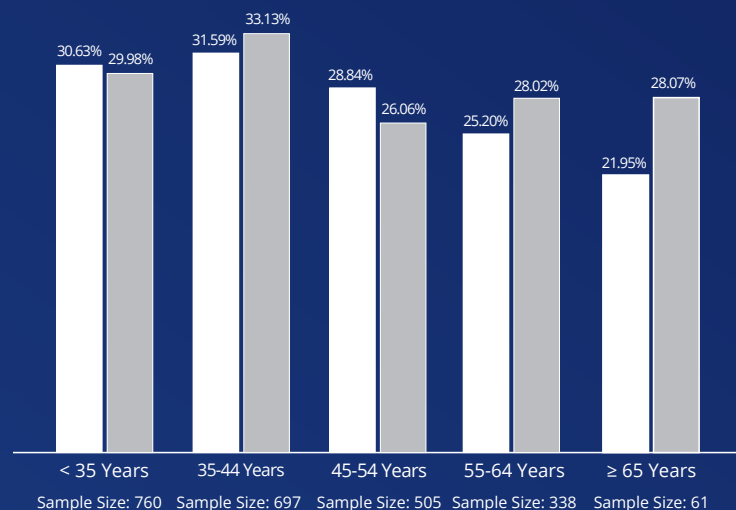
Number of APPs who assessed in 2019: **2,339**

Percentage of APPs at a high level of distress: **29.45%**

APPs at a high level of distress by occupation:

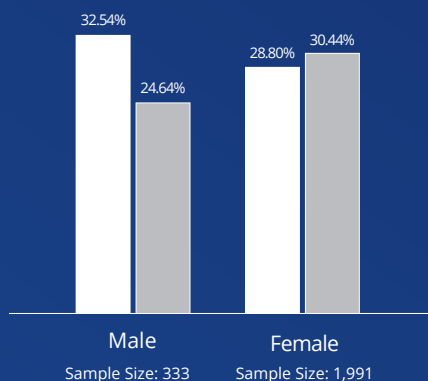


Younger APPs were more likely to experience distress.



More male Advanced Practice Providers were distressed than females.

APPs at a high level of distress by gender identity:



Percent Distressed



Prev. National Average

Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

The majority of APPs were burned out.

During the past month, have you felt burned out from your work?

YES - 58.4%

41.6% - NO

Over half of APPs reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?

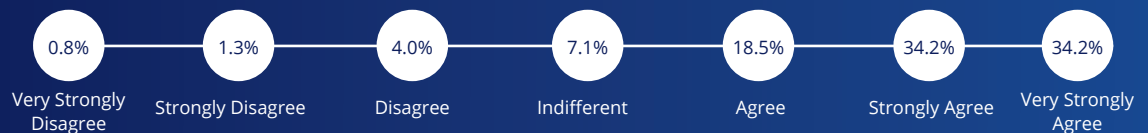
YES - 57.9%

42.1% - NO

Over 85% of APPs agreed that their work is meaningful.

Please rate your level of agreement with the following statement:

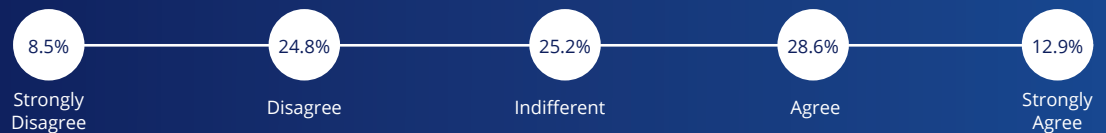
The work I do is meaningful to me.



One third of APPs didn't have enough time for their personal/family life.

Please rate your level of agreement with the following statement:

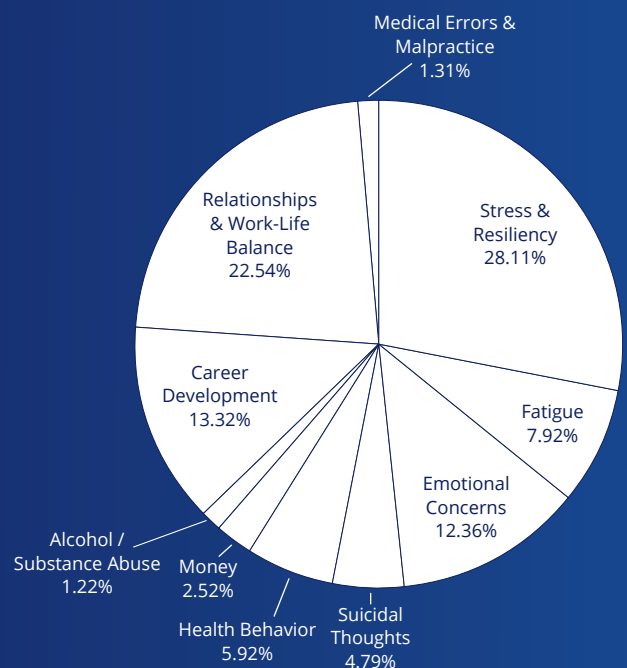
My work schedule leaves me enough time for my personal/family life.



APPs were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:



Employee Well-Being

Employees identified as being at a high level of distress are at a:

- 2.9x** higher risk of burnout
- 2.3x** higher risk of poor overall quality of life
- 2.1x** higher risk of suicidal ideation
- 1.8x** higher risk of severe fatigue

Number of employees who assessed in 2019: **7,263**
Percentage of employees at a high level of distress: **37.58%**



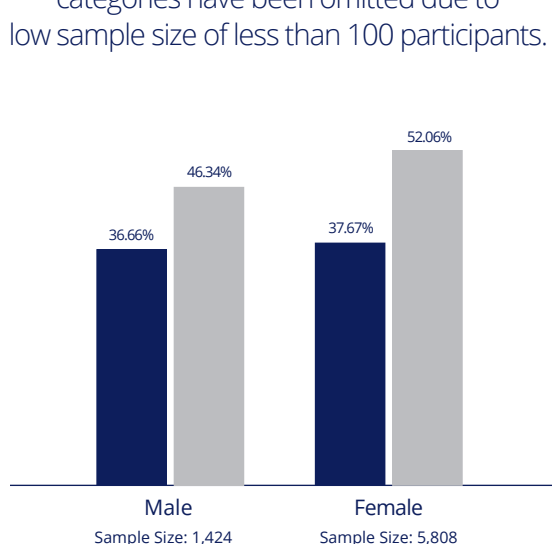
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Examples of general healthcare employee occupations for participants who assessed:

- Dietician/Nutritionist
- EMS/EMT
- Nursing Assistant/
Patient Care Tech
- Occupational Therapist
- Physical Therapist
- Physician Assistant
- Psychologist
- Radiology Tech
- Respiratory Therapist
- Scientist (PhD)
- Social Worker

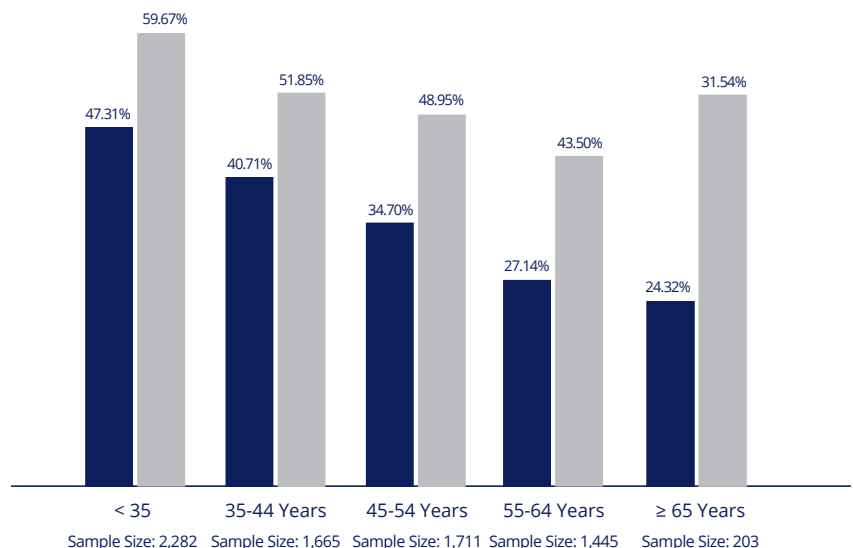
Employees at a high level of distress by gender identity:

Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.



Older employees were less likely to experience distress.

Employees at a high level of distress by age:



■ Percent Distressed

■ Prev. National Average



Over 43% of employees were burned out.

During the past month, have you felt burned out from your work?

YES - 43.5%

56.5% - NO

Nearly 47% of employees reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?

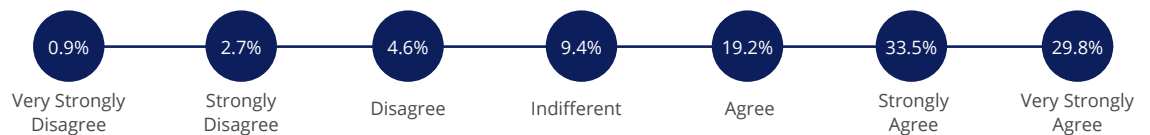
YES - 46.9%

53.1% - NO

Over 80% of employees agreed that their work is meaningful.

Please rate your level of agreement with the following statement:

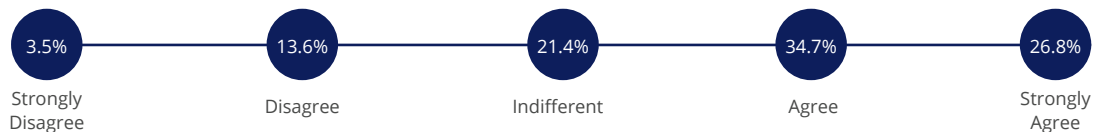
The work I do is meaningful to me.



The majority of employees said they do have enough time for their personal/family life.

Please rate your level of agreement with the following statement:

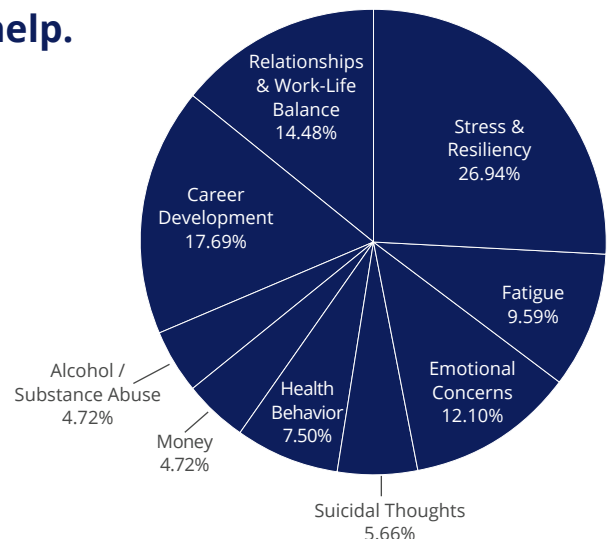
My work schedule leaves me enough time for my personal/family life.



Employees were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:



Research validation

Through years of research and a rigorous multi-step validation process, the Well-Being Index was invented by Lotte Dyrbye, MD, MHPE, and Tait Shanafelt, MD at Mayo Clinic to accurately measure six dimensions of distress and well-being in just nine questions.

Since then, the Well-Being Index has been validated by various publications and used in numerous studies focusing on staff well-being and interventions to reduce distress.

For a complete list of the articles of validation please visit: <https://www.mywellbeingindex.org/validation>

Well-Being Index Champion Spotlight

"The job that we have in front of us is to continue to change medicine so that it's healthy for everyone involved, not just patients but providers and staff."

**Barbara Wolf, Ph.D. | Corporate Director of Behavioral
Health Education in Physician Wellness**
McLaren Healthcare Corporation



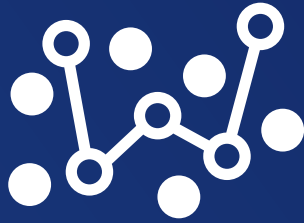
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More on the Well-Being Index

To learn more about the background and functionalities of the Well-Being Index, join the Well-Being Index team on an upcoming webinar or take a free demo of the tool by visiting www.mywellbeingindex.org.

Together, we can **Go Beyond Burnout.**

[mywellbeingindex.org](https://www.mywellbeingindex.org)



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Go Beyond Burnout