

From Talk to Action

Building a Culture of Well-being in Your Healthcare Organization

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🎯 Workshop Objective

To move from discussion to a concrete, personal action plan.

Our Goal Today

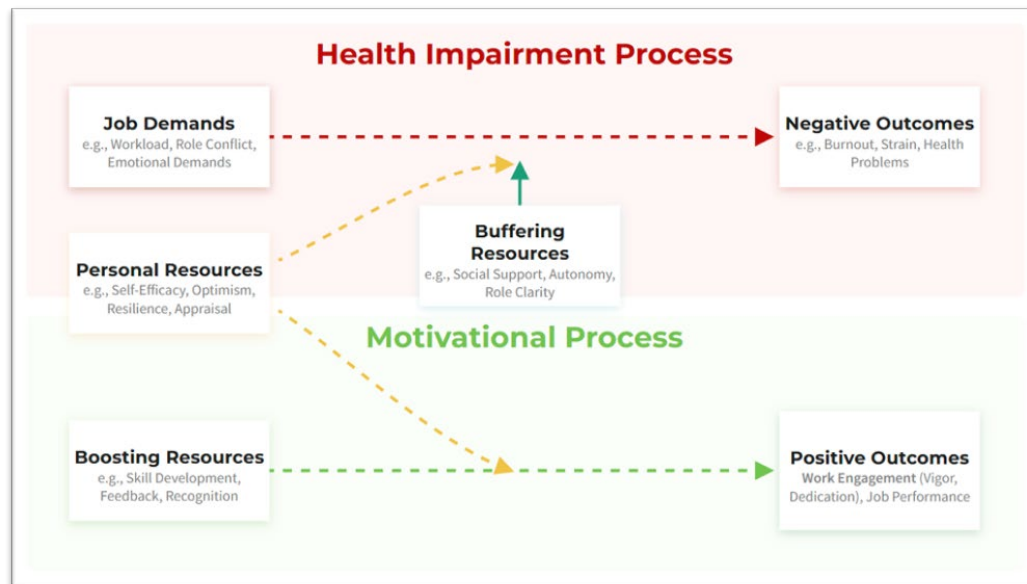
Each of you will use the worksheet to build the first draft of a tangible plan. You will leave not just with ideas, but with a proposal for a **"Quick Win"** you can champion in your work environment.

🔑 Recap: Core Concepts

These two models inform the worksheet and our approach today.

Job Demands-Resources Theory

It's not just about coping better; it's about balancing demands with adequate resources to prevent burnout and boost engagement.



Stanford Model of Well-being

Highlights the interconnectedness of three key areas for creating a healthy work environment.



Needs Assessment: The Pebbles in Your Shoes

This corresponds to **Part 1** of the Worksheet.

Individual Brainstorming

(7 minutes)

 **Column 1:** List 3-5 persistent hassles or inefficiencies that drain your energy.

 **Column 2:** Note any data (formal or informal) that points to each pebble's impact.

Small Group Discussion

(8 minutes)

 Share the "pebbles" you identified in your group of 3-4.

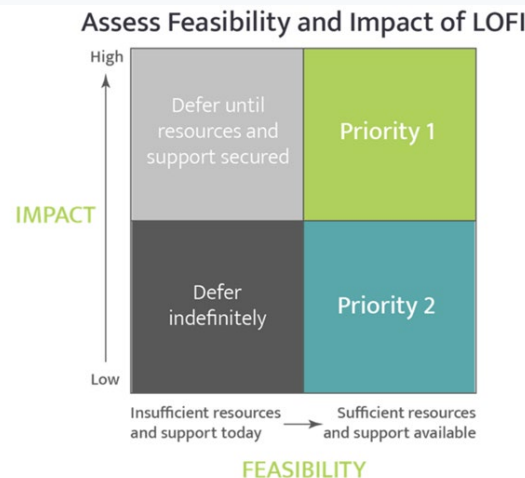
 **Goal:** Don't solve—listen for common themes.

Program Development: Designing Your Quick Win

This corresponds to **Part 2** of the Worksheet.

The "Quick Win" Framework

Effective change often starts with 'Quick Wins'—initiatives with **high impact** and **high feasibility**. This is how we can build momentum.





Individual Work: Develop Your Quick Win

Work individually for the next 13 minutes on **Part 2** of the worksheet.

Task:

Based on your brainstorm and group discussion, develop **one 'Quick Win' program** to address a key pebble.

Guiding Questions from the Worksheet:

 What's the simplest version you could test?

 How does it improve Culture, Efficiency, or Individual Factors?

 What level of support is needed? (Individual, Team, System)

 What teams or roles are essential to involve?

 What would success look like and how could you measure it?

Building Your Proposal

This corresponds to **Part 3** of the Worksheet.

Individual Proposal Drafting

(10 minutes)

Use the structure in Part 3 to draft a simple, compelling proposal for your 'Quick Win' idea. This will form the basis of your pitch.

Practice Your Elevator Pitch

(10 minutes)

In your small group, each person takes 2 minutes to deliver an "elevator pitch" for their proposal, using the worksheet as their script.

Groups can provide brief, constructive feedback: "What was most compelling?" or "Who else might you need to talk to?"

➡ Report Out & Call to Action

Table Report Out (3 mins)

One volunteer from a few tables: What were some common "pebbles" or innovative "Quick Win" ideas you heard?

Commitment to Action (1 min)

Look at the '**My First Step**' section on your worksheet. This is your personal commitment to starting the motion when you get back to your organization.

THANK YOU

Questions or Comments?

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