Brief Assessment of Clinic Culture and Systems to Support Employee Wellness

**Identify Your C-Suite Leader / Wellness Champion**

*Possible Qualities: power of purse strings, humble, compassionate, good listener, personally committed to improving wellness, concerned about health care pipelines and staff retention*

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| **Brief Assessment of Culture of Busy In Your Health Center****Possible Areas to Target**[[1]](#footnote-2) | **Rate Availability of Scale of 1-5** (1 = not available, 5 = readily available) |
| Clinic culture creates forums (e.g., supervision, treatment team meetings, periodic retreats, social events, team self-care challenges, lunch & learn) aimed at helping staff to acknowledge vicarious traumatization and engage in practices of play, individual and co-regulation to build resilience. | 1 | 2 | 2 | 4 | 5 |
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| Staff schedules are structured such that staff have time to meet, think about, and talk about the work rather than only doing the work (e.g., supervision, debrief meetings, case consultation huddles.) | 1 | 2 | 2 | 4 | 5 |
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| Physical space in the health center offers quiet rooms, opportunities for informal connection (e.g., breakrooms, gardens), space for quiet walks or mindfulness practices. | 1 | 2 | 2 | 4 | 5 |
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| Data related to implementation of a trauma-informed approach or building employee wellness is collected, monitored, and used for quality improvement. | 1 | 2 | 2 | 4 | 5 |
| Multidisciplinary team members function well as a team - manage conflict, care for each other, have opportunities to huddle and consult on cases. | 1 | 2 | 2 | 4 | 5 |
| Organization makes use of outside consultants who have expertise in trauma, substance use disorder, integrated behavioral health, crisis management, etc. when necessary. | 1 | 2 | 2 | 4 | 5 |
| Wellness goals are incentivized by HR, (e.g., supporting work/life balance and staff wellness is integrated into workforce performance goals; staff offered PTO and other benefits for high team scores on workforce satisfaction and/or low/scores on ProQOL and other indicators of burnout or compassion fatigue.) | 1 | 2 | 2 | 4 | 5 |
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1. These questions have been informed by the National Council on Mental Wellbeing’s Trauma-Informed Organizational Self-Assessment. <https://www.thenationalcouncil.org/resources/fostering-resilience-and-recovery-a-change-package-for-advancing-trauma-informed-primary-care/> [↑](#footnote-ref-2)