

Stanford Physician Wellness Survey

The mission of the Stanford Medicine WellMD Center is to improve the health and professional fulfillment of physicians and the associated health of their patients, their students, and other members of the medical teams they lead. To that end, our Director of Scholarship and Health Promotion, Mickey Trockel, MD, PhD, has led the development of two surveys to measure physician wellness and professional fulfillment:

The Stanford Physician Wellness Survey
The Stanford House Staff Wellness Survey

Purpose of These Surveys

The survey measures can be used to:

- Measure and monitor the extent of physician and house staff wellness, including burnout (emotional exhaustion and interpersonal disengagement) and professional fulfillment, on an annual or bi-annual basis.
- Identify factors that drive physicians' wellness and associated clinical care outcomes.
- Develop wellness interventions and evaluate their effects on physicians and clinical care outcomes.

Domains Measured

The Stanford Wellness Surveys differ from other wellness surveys in that ours:

- Are tailored to physicians.
- Have a broader view of wellness than just the absence of burnout.
- Measure factors that contribute to wellness and related outcomes.
- Include the following domains (which can be used alone or in any combination): burnout (including emotional exhaustion and interpersonal disengagement), professional fulfillment, self-compassion, perceived appreciation from others, perceived support from peers, mission alignment, meaningfulness of clinical care, control over schedule, brain-health nutrition assessment, mindfulness, job-related damage to personal relationships, and self-reported medical errors.
- We also supplement Stanford measures, where we are permitted to do so, with measures from other authors including: perceived quality of supervisors (from Dr. Tait Shanafelt); anxiety, sleep-related impairment, and depression (NIH PROMIS assessments); aerobic exercise (from Dr. Erica Frank, patterned after CDC assessment tools); and work hours (from Dr. Mark Linzer).

National Academic Consortium

- We plan to work with 10 academic institutions to form a national physician wellness consortium. Consortium members will be involved in guiding decisions pertaining to future development of this effort.

- A third party will administer the survey measures for physician populations at academic consortium institutions free of charge.
- Data from these surveys will be collected into a centralized database to which consortium members will all have equal access.
- Consortium members will have access to de-identified longitudinal data (no individual or institutional identifiers) collected from the entire set of consortium institutions. Members may also elect to receive their own data from the third party survey administrator with individual identifiers, pending written permission from legal counsel or IRB approval at their respective institutions.
- Our goal is to build a community of academic institutions interested in physician wellness program evaluation and related scholarship. A consortium using a core set of common measures of physician wellness will lay the foundation for comparative and longitudinal natural-experiment studies of physician wellness.
- Each institution will be able to compare its own data against the entire de-identified aggregated data set from all other institutions (i.e., each organization—including Stanford University—will only be able to identify its own institution in the longitudinal data set).
- Each consortium member will appoint an individual to the consortium governance board that will guide decisions and actions pertaining to maintenance of individual and institutional privacy, data sharing, collaborative wellness intervention development, implementation and evaluation, and collaborative grant writing for related research.

Contact Information

If you have questions or are interested in joining the consortium or using the surveys, feel free to contact Andrew Azan @ 650-518-9885 or please email us at:

surveymedwellness@stanford.edu.