

RETREAT IN A BOX

A Wellbeing Issue for APPs

- **URMC APP WBI 2024** highlighted need to fit wellness practices into daily clinical life.
- Retreats are difficult to plan but help create a **culture of mindfulness and empathetic team connection** to decrease burnout.
- Wellness leaders recommend shift in focus to optimize occupational wellbeing using a **systems approach**.

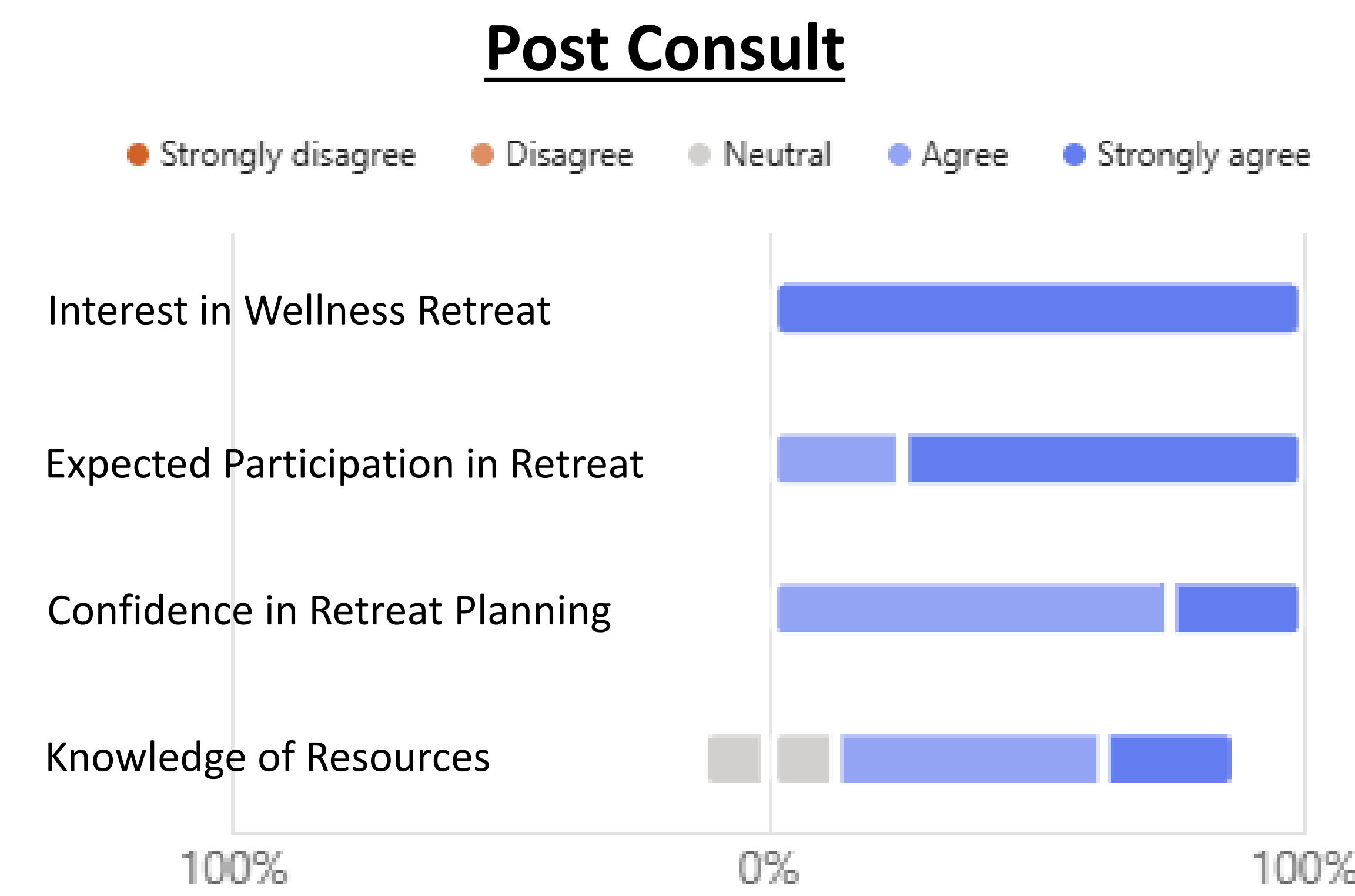
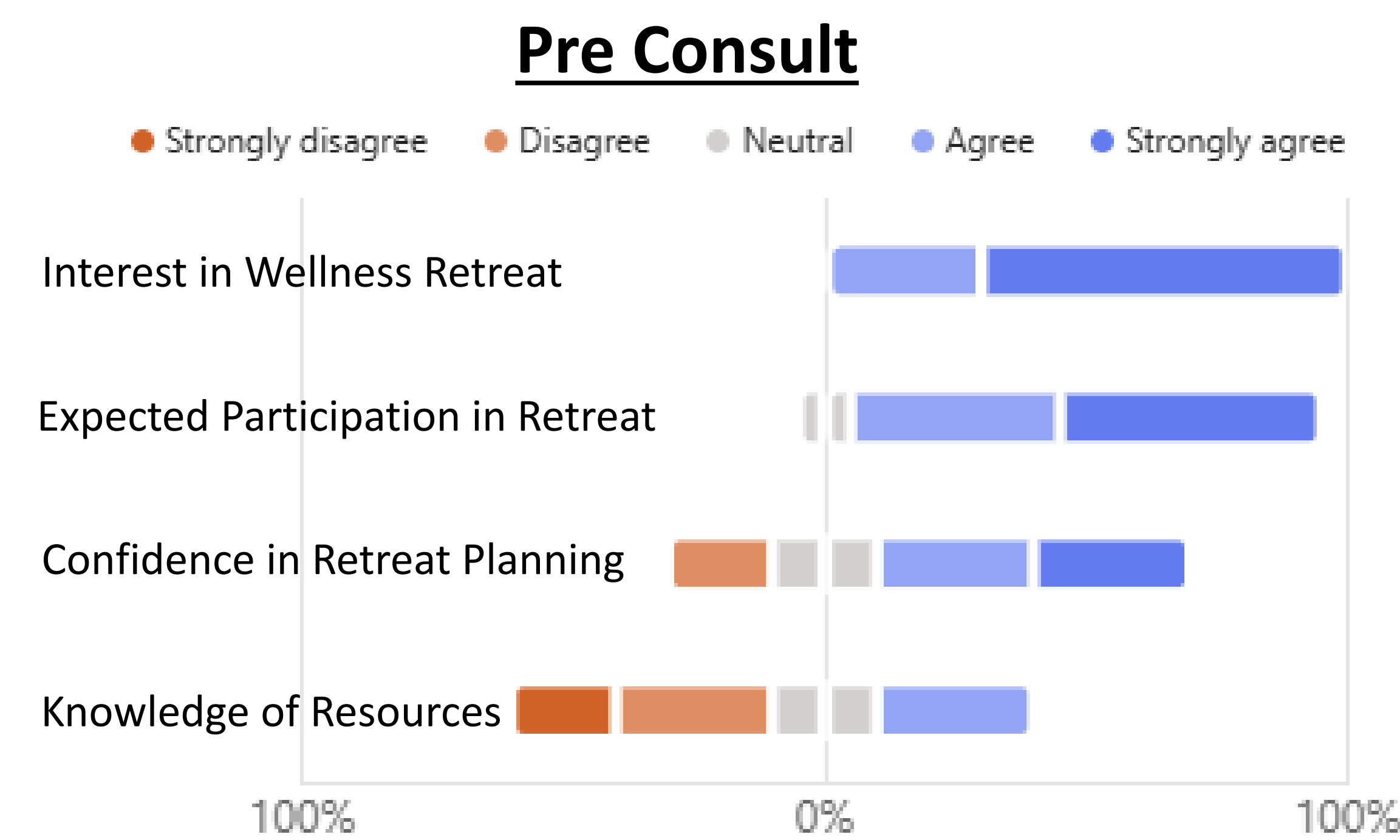
Hypothesis

*Using pre-assessment to offer individually curated retreats from a menu of resources will improve **accessibility and effectiveness of wellbeing-themed retreats***



Methods and Results

Retreat in a Box APP Wellness Consulting Workflow



TOP THEMES FOR RETREATS:

- Meaning and purpose
- Work-life balance
- Resilience
- Spiritual wellbeing
- Workplace environment
- Social wellbeing
- Physical health
- Mental health support

INTEGRATED URMC RESOURCES:

- Advance Wellbeing Culture:** Employee Assistance Program, Borrow a Book Club
- Optimize Work Environment:** Orthopedic Assessments, MyPath Playlists
- Promote individual wellbeing:** Well-U: Studio Sweat OnDemand, Biometric Screening

How did we do it?

- Provide **specific resources and tools** for wellness leaders to deliver in department retreats.
- **10 Wellness Retreat Consultations** with 10 different APP departments
- **Qualitative and quantitative analysis** of wellbeing outcomes and effectiveness data following retreat completion.

Conclusions and Discussion

Making retreat resources more accessible and individualized improved knowledge of wellbeing tools and confidence in planning to enhance occupational wellbeing.

- Retreats improve wellbeing by fostering connection, reducing stress, and promoting a culture of support.
- Retreats strengthen team cohesion and communication with shared experiences.
- Retreats provide space for reflection and renewal in high stress environments.
- Self awareness exercises and mindfulness practices help combat burnout.
- Retreats reaffirm purpose and provide validation to reconnect mission with values.
- Skill building such as resilience training and conflict resolution help teams.

Future Directions

IMPROVE APP ACCESS to URMC wellbeing offerings by curating tools and content to APP clinical workflows.

RETREAT RESOURCE CENTER to offer consultations to other interested groups within the institution

Acknowledgements/References

- URMC APP Wellness Committee
- Mayo Clinic "Ten Principles to Advance Occupational Well-being in Health Care Organizations"
- Sovie Center for APPs
- URMC Office of Wellbeing