

# Enhancing Health Care Worker Well-Being Through Vibrancy and Vitality Rounds: A Novel Approach to Combat Burnout

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## Setting and Problem

Burnout is a critical issue among health care practitioners, particularly in critical care settings,<sup>1</sup> where they are vulnerable to the emotionally intense nature of working with severely ill patients and the lack of continuity with them. This constant exposure to high-stakes situations without seeing long-term outcomes of patients' care can lead to feelings of detachment and reduced empathy, contributing to burnout. To address this, we introduced Vibrancy and Vitality Rounds, aiming to counter the challenges of morbidity and mortality sessions by showcasing successful long-term patient outcomes. These rounds are designed to foster hope, connection, and meaning in the daily work of critical care physicians and to build an appreciation for the interprofessional care team.

## Intervention

We selected patients with complex neurosurgical cases and favorable long-term outcomes. Resident presenters assembled clinical data and narratives through meetings with patients, families, and staff involved in cases. Presentations were held during grand rounds in our neurosurgery department, with patient families and staff, including physicians, nurses, and allied health practitioners, in attendance. Neurosurgical, general, and trauma surgery, along with critical care teams were invited, promoting interdisciplinary learning and connection. Retrospective post-session surveys were used to gauge participant perceptions and the effectiveness of the rounds in promoting wellness.

## Outcomes to Date

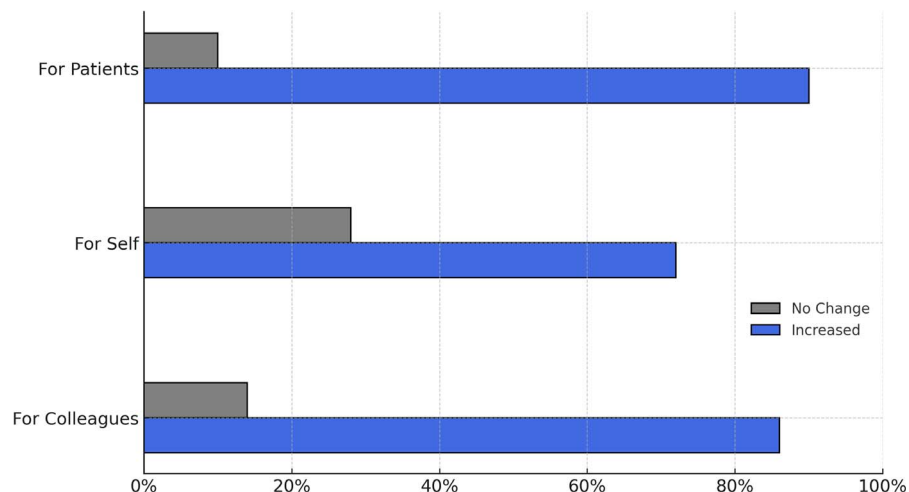
Thus far, 2 Vibrancy and Vitality Rounds have been completed featuring 4 different neurosurgical patients. Feedback from 58 participants highlighted the positive impact of Vibrancy and Vitality Rounds on health care worker well-being. Participants appreciated the

opportunity to celebrate positive patient outcomes and connect with colleagues across different specialties. This sense of celebration and connection was repeatedly emphasized in the feedback, illustrating the importance of recognizing and sharing successes in a high-stress environment. Feedback indicates significant positive changes in compassion levels toward patients, oneself, and colleagues following Vibrancy and Vitality Rounds (FIGURE). Specifically, 90% (52 of 58) of participants reported an increase in compassion toward patients, 72% (42 of 58) reported an increase in compassion toward themselves, and 86% (50 of 58) reported an increase in compassion toward colleagues. These data underscore the emotional and psychological benefits of the rounds, which seem to rejuvenate the participants' sense of empathy, care, and compassion, which is a known protective factor against burnout.<sup>2</sup>

Additionally, most respondents (91%, 53 of 58) agreed that Vibrancy and Vitality Rounds, if offered as part of a multifaceted approach to employee well-being, would be a good way to decrease burnout for health care workers. This consensus highlights the potential for these rounds to be a cornerstone in broader wellness programs. Furthermore, participants reported feeling a shared sense of purpose with their colleagues following Vibrancy and Vitality Rounds, with an average rating of 4.59 on a scale of 1 to 5. This shared sense of purpose is crucial in maintaining team cohesion and morale, particularly in high-pressure environments. Most participants (55%, 32 of 58) reported no change in stress levels after attending the sessions. However, a significant majority (78%, 45 of 58) indicated that they are more likely to think about the success stories they have contributed to as physicians in the coming weeks after attending Vibrancy and Vitality Rounds. This suggests that while the immediate stress levels may not decrease, the sessions have a lasting positive impact on the mindset and perspective of the participants.

These findings underscore the effectiveness of Vibrancy and Vitality Rounds in promoting compassion, fostering a sense of purpose and connection, and

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**FIGURE**  
Change in Compassion After Vibrancy and Vitality Rounds

encouraging reflection among health care practitioners. The initiative provides a platform for celebrating successes and serves as a reminder of the meaningful work being done, helping to mitigate the effects of burnout. By continuing to offer these rounds and potentially integrating them with other wellness initiatives, health care institutions can create a more supportive and fulfilling work environment for their staff.

## References

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