



Dear Colleagues:

Our UHA Provider Wellness Program aims to reduce burnout, but also to improve professional fulfillment. Over the past three years, we've seen our burnout levels decline, but professional fulfillment has been relatively unchanged. One way we are aiming to improve that is by launching a program called The Comradery Project, which we've adapted from a very successful Mayo Clinic version. This project encourages providers to meet in a social setting (outside of work), to build relationships with colleagues they may not know well ... and to have fun!



Last year, our physicians at the Menlo Medical Clinic piloted this project with very positive feedback and strongly requested that it be continued. Some participant comments:

- *When UHA set this up - and forced us to make it happen - I finally felt recognized for (my) work.*
- *I went out with somebody who I had not known that well and I'm so glad I did. We had a wonderful group.*
- *The idea of regularly going out with your physician colleagues to do something fun together or just have a drink was the first good idea I've heard.*
- *I actually think that a shared commitment to patients evolves when you're not only colleagues, but know each other on a personal level. Then you really work together and communicate better.*
- *I started to think they finally realized what actually matters to physician well-being.*

We are delighted now to expand this Comradery Project to all providers in all medical groups.

What is The Comradery Project?

It is meeting with a consistent group of colleagues outside of work, typically over a meal (or really any group activity conducive to a conversation) and discussing questions that are relevant to your profession. To encourage your participation, participants will be reimbursed up to \$25 per month toward food and drink for the meetings. You will receive a list of questions each month and the group can select their preferred discussion topic. We ask that you discuss that question for at least 20 minutes. Please watch this two minute orientation video to learn more <https://youtu.be/e5RQivlgyiM>

Key Steps to Get Started:

1. Identify a group of 4-7 colleagues and commit to meeting with this same group monthly between February and July 2018. Colleagues can be from your medical group or another medical group. We encourage you to select a group that you don't already know well. All providers are encouraged to join - physicians, nurse practitioners, physician assistants and other clinicians.
2. Select a group leader who will register your group here: https://stanforduniversity.qualtrics.com/jfe/form/SV_a3KggT7DWTDF3Ct. (After registration, the group leader will receive further details on reimbursement.)
3. Meet once each month for a meal, drink or other social activity outside of work

between February and July 2018

4. We will send a short survey when you sign up and after you complete the project.

For any questions on The Comradery Project, please email Andrea Hausel ahausel@stanfordhealthcare.org

We hope that you take advantage of this project and find it beneficial to your wellness.

Wishing you all a happy and healthy 2018! **Please register your group this month!**

Best,

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Produced by the UHA Communications Department. Send comments to uha_communications@stanfordhealthcare.org.

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