AMA Physician Well-Being Program

Through this program the American Medical Association is raising awareness, advancing knowledge, and catalyzing change to reduce burnout and promote joy, meaning and purpose for physicians, practices and health systems.
The American Medical Association grounds its practice transformation work in ongoing research in professional satisfaction and organizational well-being. AMA-led research has helped to identify system-level drivers associated with physician and care team burnout, consequences when burnout is not addressed, and strategies organizations can implement for effective and sustainable changes in the well-being of their physicians and care teams.

**MEASURE**

The Organizational Biopsy™ (Org Bx) is a set of services, including a well-being assessment tool, developed and offered by the AMA to support organizations in holistically measuring and taking action to improve the well-being of their organization. The Org Bx provides a comprehensive assessment across four domains:

- Organizational culture (leadership, teamwork, trust, etc.)
- Practice efficiency (team structure, team stability, workflows, etc.)
- Self-care (post-traumatic stress, post-traumatic growth, work-life balance, etc.)
- Retention (work intentions)

**ACT**

The AMA STEPS Forward® Program offers practice innovation strategies that allow physicians and their teams to thrive in the evolving health care environment. Physicians looking to refocus their practice can find practical, actionable steps to implementation in the program’s 70+ toolkits, playbooks, podcasts, videos, success stories, calculators and downloadable tools.

The AMA STEPS Forward® Innovation Academy provides additional opportunities for learning from practice innovation experts and peers via webinars, mentoring, panel discussions, boot camps and immersion programs.

**RECOGNIZE**

The AMA’s Joy in Medicine™ Health System Recognition Program serves as a strategic roadmap to support organizations in their journey to improve professional satisfaction and organizational well-being. The program, which has recognized more than 80 health systems meeting identified criteria, unites the medical community on solutions that help physicians thrive.

**CONVENE**

**American Conference on Physician Health**  

The American Conference on Physician Health is a joint scientific conference sponsored by Mayo Clinic, Stanford University, and the American Medical Association that promotes scientific research and discourse on health system infrastructure and actionable steps organizations can take to improve physician well-being.

**International Conference on Physician Health**  
Fall 2024 | Location TBD, Canada

The International Conference on Physician Health™, supported by the Canadian, British and American medical associations, aims to support doctors and medical students to create better working environments for themselves and their colleagues.

The AMA Professional Satisfaction and Practice Sustainability group is committed to making the patient–physician relationship more valued than paperwork, technology an asset and not a burden, and physician burnout a thing of the past. We are focused on improving—and setting a positive future path for—the operational, financial and technological aspects of a physician’s practice.

To learn more, visit ama-assn.org/practice-management/ama-steps-forward.