

# Weber State Study Executive Summary

HCMS worked with Weber State University on a study -- “What are Primary Care Physicians (PCP) doing to thrive at work in this rapidly changing healthcare environment?”

## Ideas for Helping Physicians in Identified Five Areas for Thriving

- **Autonomy** – Reduce paperwork by utilizing staff to do EMR work and contact insurance companies. Increase physician involvement in policies and organizational plans.
- **Coworker Support** -- Physicians should be able to choose members of their care team and take part in their training. Additionally, regular practice meetings and social activities improves relationships.
- **Meaningful Connections with patients** -- Almost all PCPs report that a good relationship with patients helps them to thrive.
  - Get to know the patient
  - Have the MA handle the details so the physician can focus on the patient.
  - Plan the schedule so the physician has enough time with each patient.
- **Growth Mindset** -- Thrivers have an attitude that gives them hope for the future.
  - Many thrivers say they don’t work at home. “When I leave work, I leave work at work.”
  - Many thrivers talk about staying active outside of the practice (Exercise, hiking, hobbies, etc.)
- **Work Life Enrichment** –
  - Thrivers are proactive in protecting and planning their time outside of work. Survivors could consider the following activities:
  - Many thrivers say they don’t work at home. “When I leave work, I leave work at work.”
  - Many thrivers talk about staying active outside of the practice (Exercise, hiking, hobbies, etc.)