

The background is an abstract watercolor wash. It features a mix of colors including light blue, teal, green, and white, with darker blue and brownish tones on the left side. The colors are blended and layered, creating a soft, organic texture. The overall composition is vertical, with the text positioned on the right side.

Generational  
differences  
in well-being

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# The Moderators

Tricia Elliott, MD, FAAFP  
Senior Vice President of Academic and  
Research Affairs  
JPS Health Network

Glenda Mutinda, PhD  
Director of Interprofessional Well-Being  
JPS Health Network

# Background

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# Professional characteristics and mindset of the 3 eras of physician well-being

## Era of distress



- Deity-like qualities
- Perfection
- No limits on work
- Self-care
- Isolation
- Performance

## Well-being 1.0



- Hero-like qualities
- Wellness
- Work-life balance
- Resilience
- Connection
- Frustration

## Well-being 2.0



- Human qualities
- Vulnerability & growth mindset
- Work-life integration
- Self-compassion
- Community
- Meaning and purpose

# Organizational characteristics and mindset of the 3 eras of physician well-being

## Era of distress



- Lack of awareness
- Focus on institutional needs
- Rigid environment
- Individual
- Ignore distress
- Unfettered autonomy
- Neglect
- Ignorance of economic impact
- Physicians & administrators function independently

## Well-being 1.0



- Awareness
- Focus on patient needs
- Choice
- Team
- Treat distress
- Carrots and sticks
- Blame individuals
- Return on investment
- Adversarial relationship between physicians and administrators

## Well-being 2.0



- Action
- Focus on needs of people
- Flexibility
- System
- Prevent distress & cultivate professional fulfillment
- Aligned autonomy
- Shared responsibility
- Value on investment
- Physician and administrator collaboration

# Dimensions of Well- Being



PHYSICAL



EMOTIONAL



SPIRITUAL



SOCIAL



INTELLECTUAL



OCCUPATIONAL



FINANCIAL



ENVIRONMENTAL

# Defining the Generations

**Early Career:** Resident physicians – less than 10 years in clinical practice

**Mid-Career:** 10 – 20 years in clinical practice

**Late Career:** 20+ years in clinical practice

# The Panelists

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# Early Career Panelist



**Mikaela Moore, MD**, is a second-year Family Medicine Resident at TriHealth in Cincinnati, OH. She is a past recipient of Choose Ohio First Patient Centered Medical Home Scholarship and a current member of the Student National Medical Association where she served as a National Liaison. Dr. Moore graduated from The Ohio State University College of Medicine.

# Mid-Career Panelist



**Dan Harkness, PhD, LMFT**, is a member of the Behavioral Health Faculty for the Iowa Lutheran Hospital Family Medicine Residency Program at UnityPoint Health – Des Moines. He is also co-chair of the GME Wellness Subcommittee at UnityPoint and continues working to expand physician wellness efforts outside of medical education to doctors practicing in the community. Dr. Harkness earned his Doctorate in Marriage and Family Therapy at Iowa State University.

# Late Career Panelist



**Ronald Amedee, MD**, is the Dean of Education, Ochsner Health, and Head of the University of Queensland Ochsner Clinical School. He has given over 200 scientific presentations and invited lectureships in 15 countries, serves on the editorial boards of 13 specialty-related journals, and is the Editor-in-Chief of the Ochsner Journal. Dr. Amedee earned his Medical Degree from LSU School of Medicine and completed his residency in Otolaryngology there. He is a prior President of the AIAMC Board of Directors.