**Engagement 60 minute**

\*Be sure to email the date of your presentation to stream@nationwidechildrens.org\*

Introduction

Engaging in improving one’s work increases job satisfaction, even in those who are burned out. A key element is collaborating with your team to drive positive changes as relationships and accomplishments are both important drivers of well-being. This section aims to remind people what it feels like to be engaged in problem-solving and to give them some space to begin thinking about how they can be more engaged in their work. You will need to gather some information on work stressors that contribute to burnout from the group you are presenting before the training. You can create an anonymous poll (like survey monkey) and have the group leader send it out. Summarize the results/update water cooler (slides 17 and 18). Be prepared to discuss if there are any big differences between the typical stressors Suzie presents and the groups stressors. Update the engagement in action worksheet activity cases to be more tailored to the stressors of the group. (If you need some help with this, please email the project manager - julie.young@nationwidechildrens.org)

Objectives:

1. Appreciate relationship between physician engagement and overall wellness
2. Reflect on areas of personal importance in work that contribute to own/colleagues’ stress/burnout
3. Identify explicit ways to become involved in systems-improvement efforts in your own organization

Lesson Plan:

Introduction

Background – what is engagement, why is it important

 ACTIVITY: Examples of engagement in action (3 minutes)

 Engagement success story

 ACTIVITY: Engagement in action cases (12 minutes, 5-7 min debrief)

 Wrap up

Facilitation rubric included on next page for your reference as a reminder of best practices

Facilitation Rubric

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| --- | --- | --- |
| **Domain** | **Description** | **Comment** |
| **Safety** | * **Uses ground rules (rules of engagement slide) to create a safe space**
* **Supports engagement with the content**
* **Encourages participation in the discussion**
* **Mitigates emotional size**
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| **Facilitation** | * **Asks thought provoking questions**
* **Questions encourage interaction**
* **Manages activities so there is adequate time**
 |  |
| **Interaction** | * **Connects with participants.**
* **Listens to participants**
* **Encourages all voices to be heard**
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| **Outcomes** | * **Provides time and space for participants to plan to apply learning**
* **Encourages development of SMART goals.**
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