



STATE OF WELL-BEING 2021-2022

A comprehensive report on
the state of well-being among
healthcare workers in 2021.

mywellbeingindex.org

STATE OF WELL-BEING 2021

Since its development and validation at Mayo Clinic over ten years ago, the Well-Being Index has been implemented by thousands of healthcare organizations of all types to measure and support the well-being of their medical professionals.

The Well-Being Index is an anonymous online self-assessment tool that measures distress and well-being among healthcare workers. There are currently seven versions of the Well-Being Index, each validated for a specific occupational group. These include: advanced practice providers, pharmacy professionals, physicians, nurses, residents/fellows, medical students, and general employees.

This annual report is created to share the data gathered from over 165,000 Well-Being Index assessments taken in 2021, and is designed to be your go-to resource for well-being statistics among healthcare providers.

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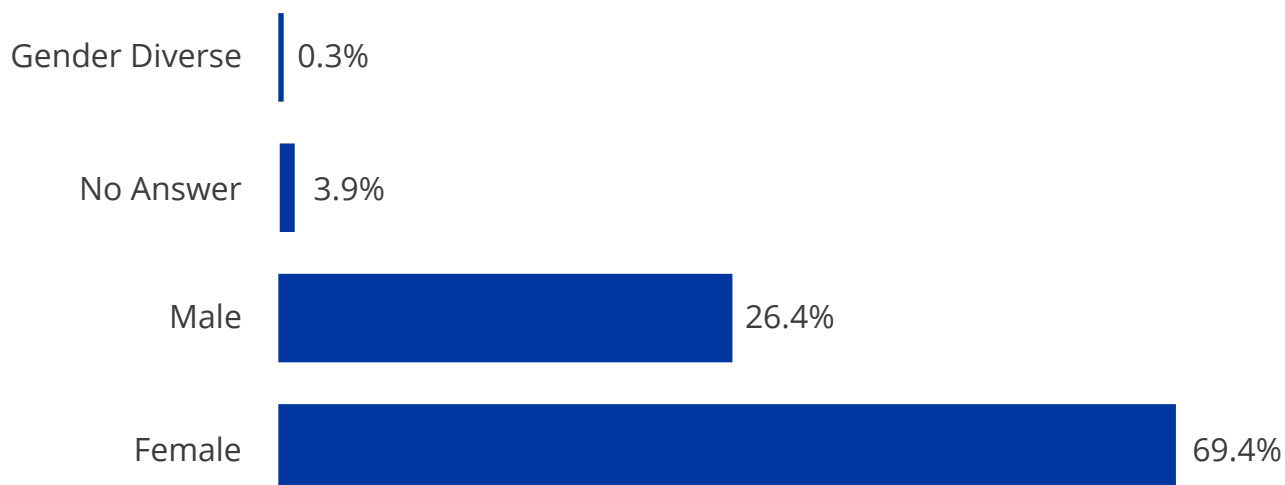
WHO WAS SURVEYED?

The State of Well-Being 2021-2022 data comes from Well-Being Index assessments completed from January 1, 2021, through December 31, 2021. Participants who completed these assessments come from a wide variety of healthcare organizations throughout the world.

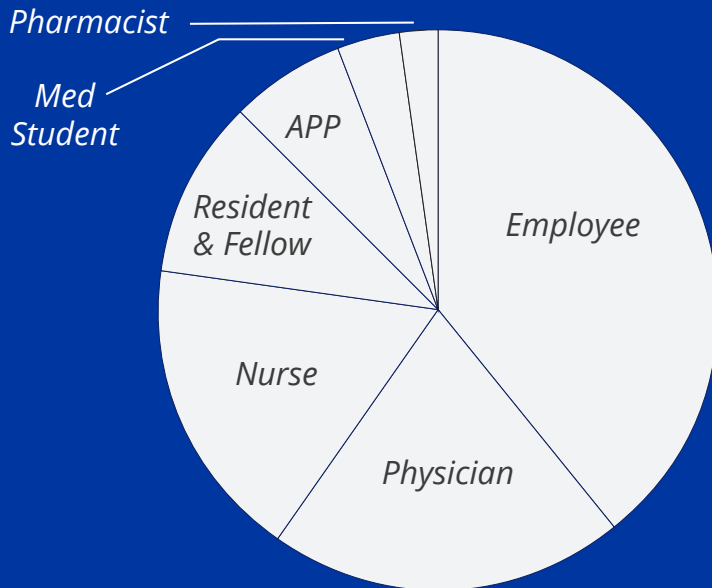
165,129 assessments were collected in 2021

Of these, 98,252 were reassessments taken by participants measuring their well-being additional times.

PARTICIPANT GENDER IDENTITY



Participant occupation of assessments collected



Employee assessments: 39.3%
Physician assessments: 20.6%
Nurse assessments: 17.4%
Resident/Fellow assessments: 10.4%
APP assessments: 6.5%
Med Student assessments: 3.6%
Pharmacy assessments: 2.2%

Participant locations

In addition to the United States, the Well-Being Index is licensed by organizations in Africa, Australia, Canada, and New Zealand.

While the list above shows locations in which organizations have licensed the Well-Being Index for institutional use, the tool is free for individual use and has active users around the world.

Many different types of healthcare organizations utilize the Well-Being Index to measure distress and well-being:

- Hospitals
- Private clinics
- Academic medical centers
- Nationwide health systems
- Medical schools
- Professional associations



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STATE OF WELL-BEING DATA ANALYSIS

Your comprehensive report on the state of well-being among healthcare workers in 2021.

High Level of Distress

Throughout this report, you will see graphs highlighting the percentage of assessments at a high level of distress, as determined by the Well-being Index. A participant deemed to be at a high level of distress has received a Well-Being Index assessment score over a certain threshold, placing them at an increased risk for several dimensions of distress. This threshold and the associated risk factors vary by occupation type, and have been determined and validated by Mayo Clinic researchers.

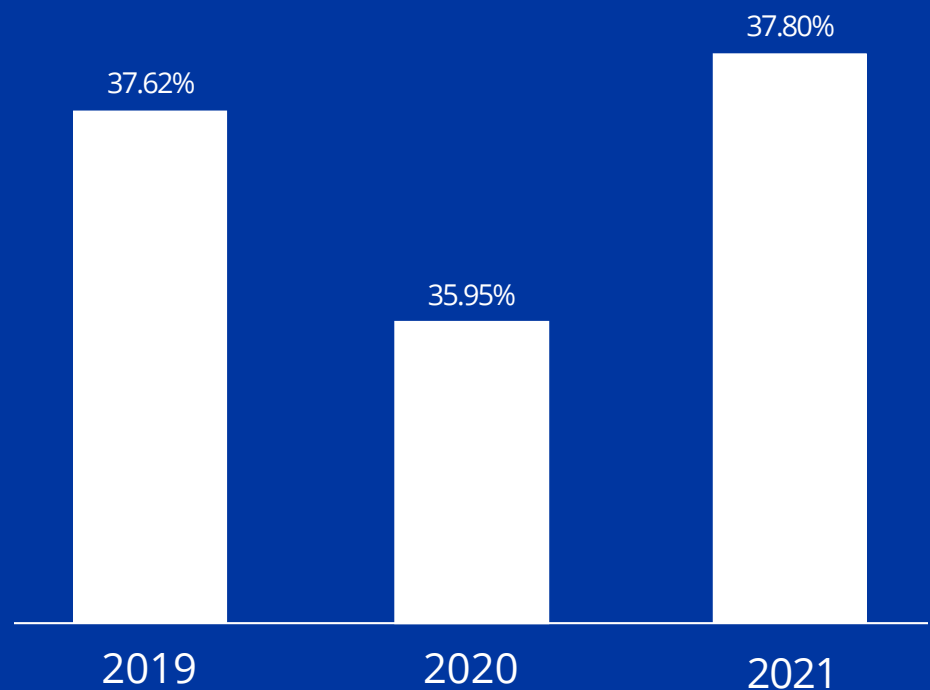
For more information on the peer-reviewed validation process, visit <https://www.mywellbeingindex.org/about#Validation>.

To explore the associated risk factors by occupation, see the High Level of Distress Risk Factors section of this report on page 22.



Distress Levels Year-Over-Year

Percent of all assessments at a high level of distress



**Excluding pharmacy participant data for consistency across years. Pharmacy Well-Being Index launched in 2020.*

Burnout by Occupation

Percent of assessments reporting burnout.

During the past month, have you felt burned out from your work?

Physicians



Nurses



Residents & Fellows



Medical Students



Advanced Practice Providers



Employees



Pharmacy Professionals



Emotional Problems by Occupation

Percent of assessments reporting emotional problems.

During the past month, have you been bothered by emotional problems?

Physicians



Nurses



Residents & Fellows



Medical Students



Advanced Practice Providers



Employees

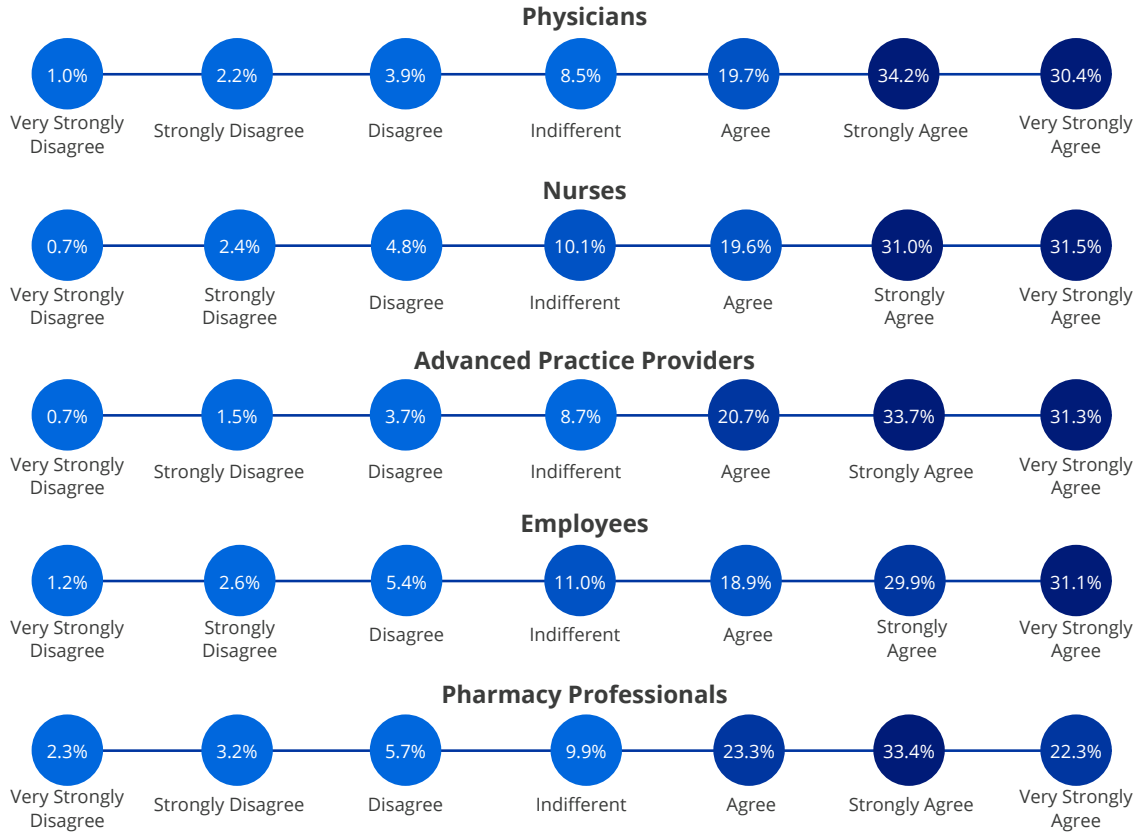


Pharmacy Professionals



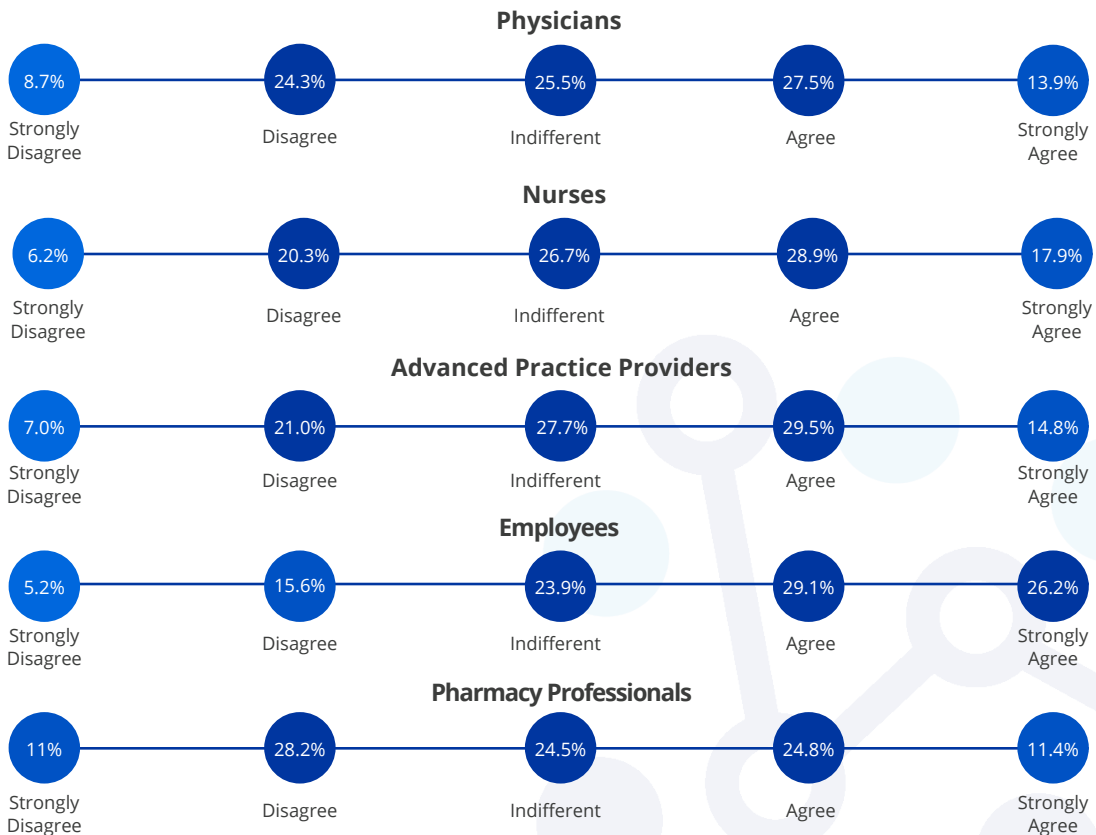
Meaning in Work by Occupation

Please rate your level of agreement with the following statement: *The work I do is meaningful to me.*



Work/Life Integration by Occupation

Please rate your level of agreement with the following statement: *My work schedule leaves me enough time for my personal/family life.*





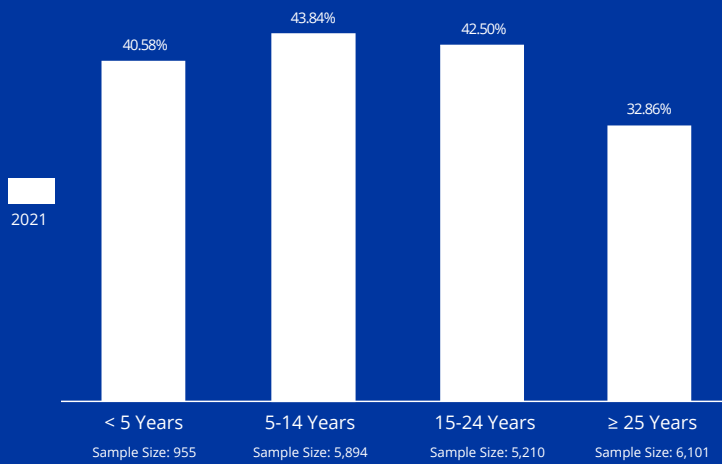
Physician Well-Being

Number of physician assessments in 2021: **34,058**

Percentage of assessments at a high level of distress: **39.40%**

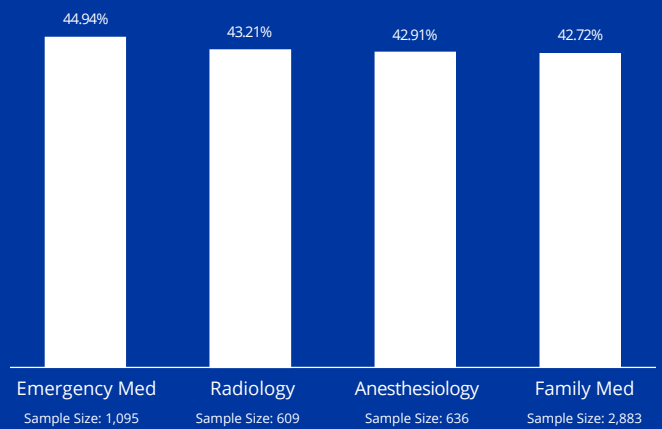
Physicians with over 25 years of practice were less likely to experience high levels of distress.

Physician assessments indicating a high level of distress by years in practice:



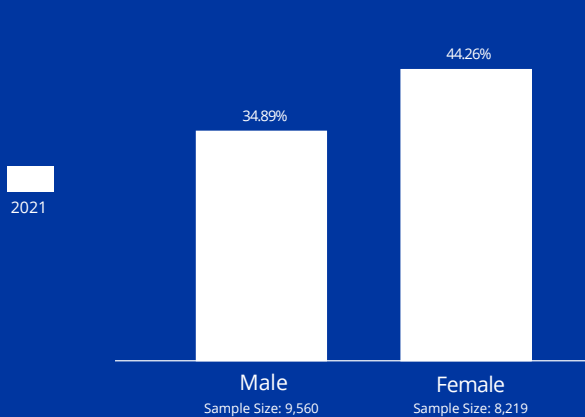
Of all physician specialties, Emergency Medicine was the most likely to experience high levels of distress.

4 specialties with the highest percentages of distress:



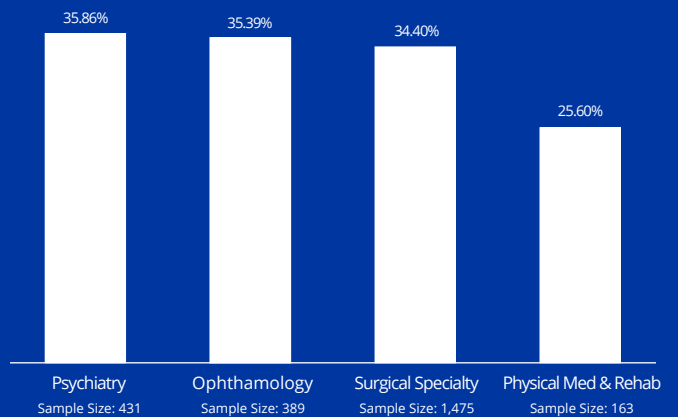
Female physicians were more likely to experience distress than their male colleagues.

Physician assessments indicating a high level of distress by gender identity:



Physical Medicine & Rehabilitation practitioners were least likely to experience high levels of distress.

4 specialties with the lowest percentages of distress:



Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

Over 55% of physician assessments reported burnout.

During the past month, have you felt burned out from your work?



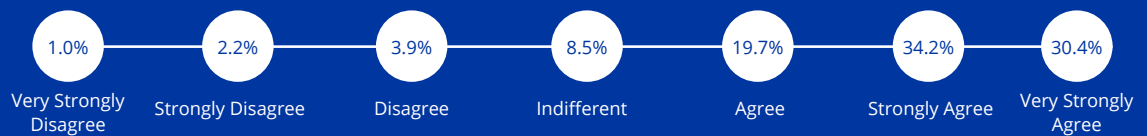
Over half of physician assessments reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?



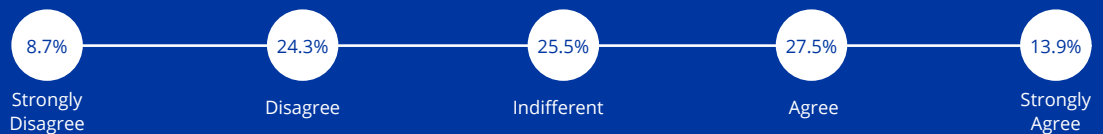
Over 84% of assessments reported meaning in work.

Please rate your level of agreement with the following statement:
The work I do is meaningful to me.



One third of physician assessments reported not enough time for their personal/family life.

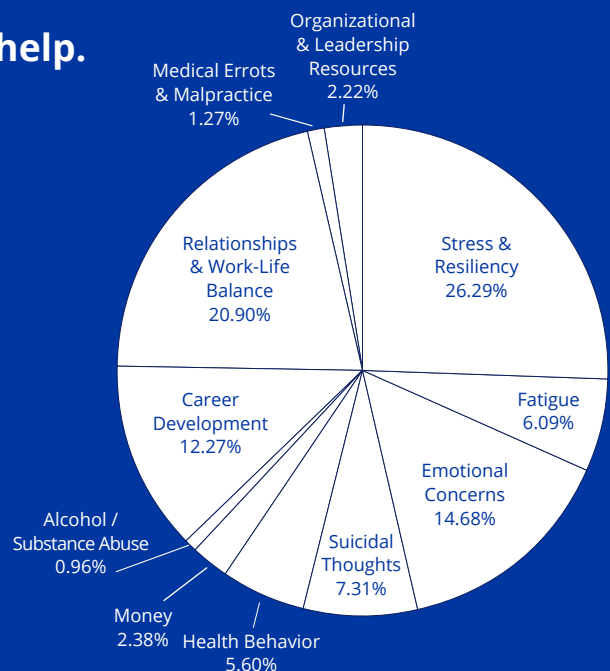
Please rate your level of agreement with the following statement:
My work schedule leaves me enough time for my personal/family life.



Physicians were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:





Nurse Well-Being

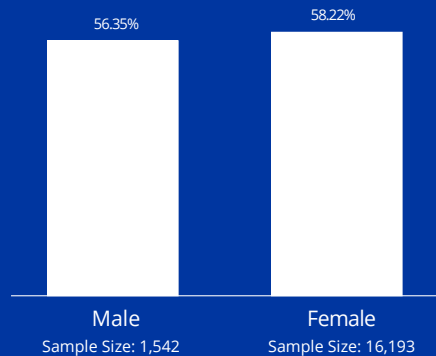
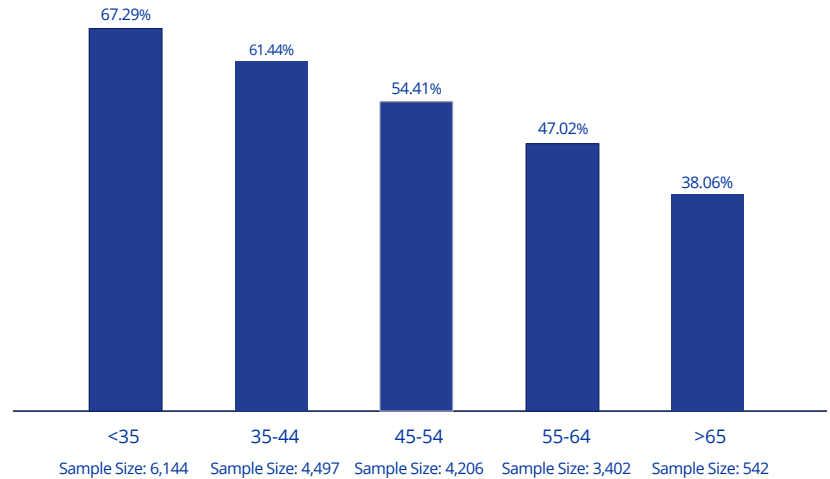
Number of nurse assessments in 2021: **28,796**

Percentage of assessments at a high level of distress: **58.01%**

Younger nurses were more likely to experience a high level of distress.

Nurse assessments indicating a high level of distress by age:

2021



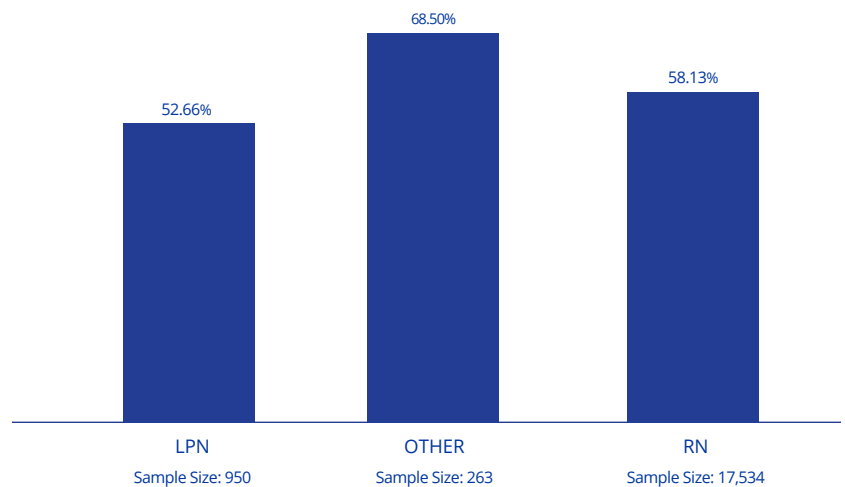
Nurse assessments indicating a high level of distress by gender identity:

2021

Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

Nurse assessments indicating a high level of distress by license:

2021



Nearly 64% of nurse assessments reported burnout.

During the past month, have you felt burned out from your work?



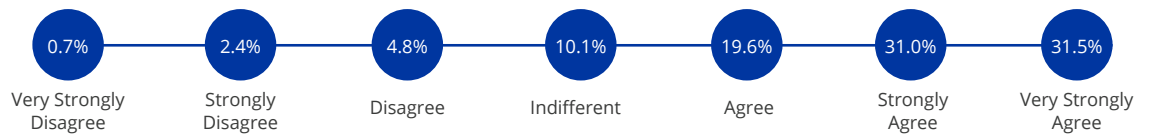
Over 65% of nurse assessments reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?



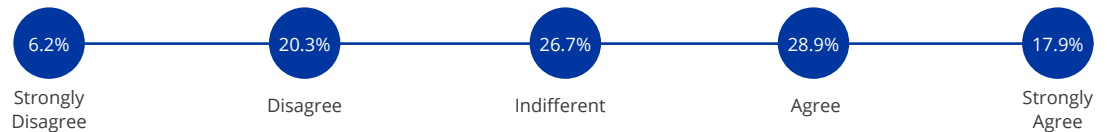
82% of assessments reported meaning in work.

Please rate your level of agreement with the following statement:
The work I do is meaningful to me.



Over 26% of nurse assessments reported not enough time for their personal/family life.

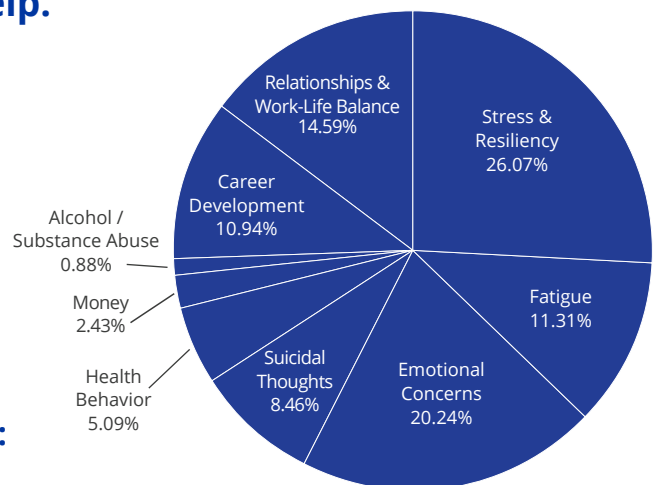
Please rate your level of agreement with the following statement:
My work schedule leaves me enough time for my personal/family life.



Nurses were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:





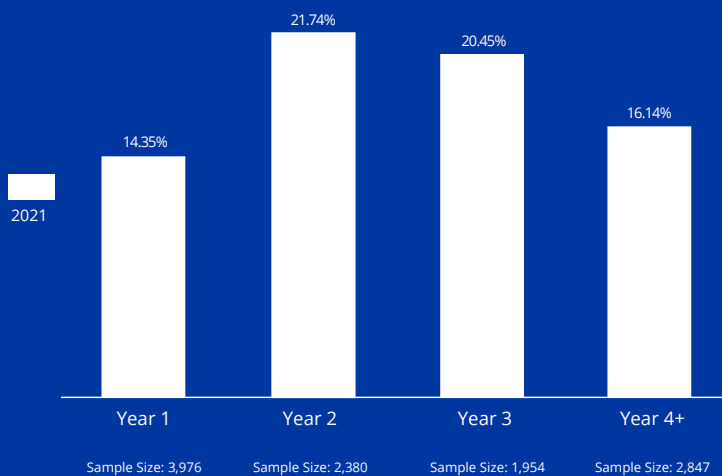
Resident & Fellow Well-Being

Number of residents and fellow assessments in 2021: **17,186**

Percentage of assessments at a high level of distress: **17.40%**

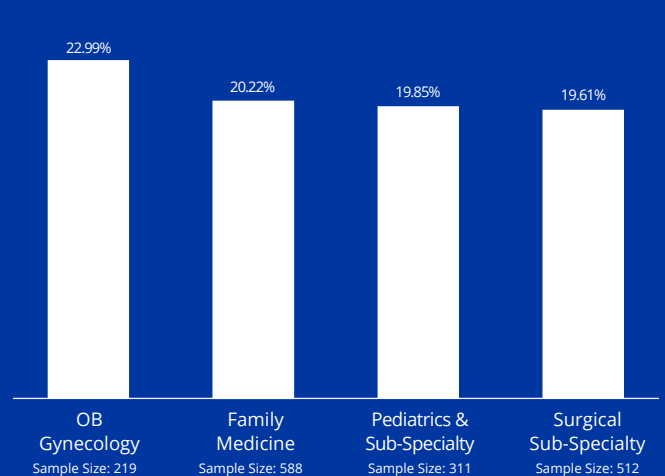
Second and third year residents & fellows were most likely to experience high levels of distress.

Percent of resident and fellow assessments indicating a high level of distress by year of residency/fellowship:



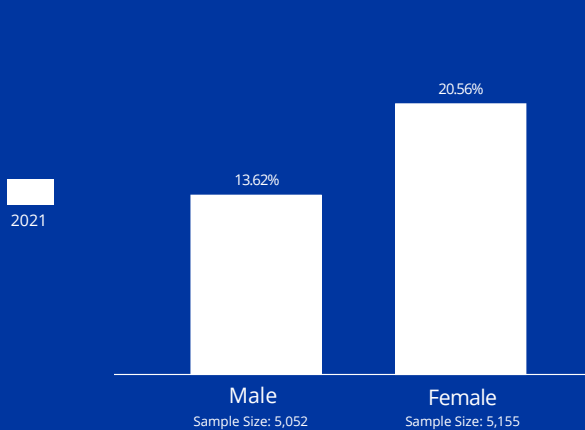
Obstetrics & Gynecology residents were most likely to experience high levels of distress.

4 specialties with the highest percentages of distress:



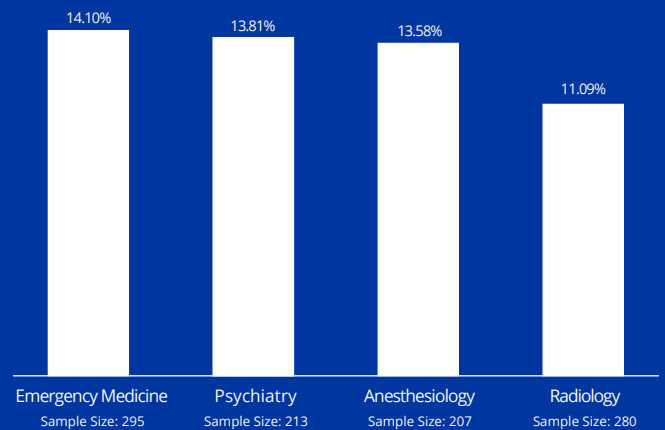
More female residents & fellows were distressed than males.

Percent of resident & fellow assessments indicating a high level of distress by gender identity:



Radiology residents were least likely to experience high levels of distress.

4 specialties with the lowest percentages of distress:



Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

Nearly 60% of second year resident and fellow assessments reported burnout.

During the past month, have you felt burned out from your work?



The majority of all assessments reported emotional problems.

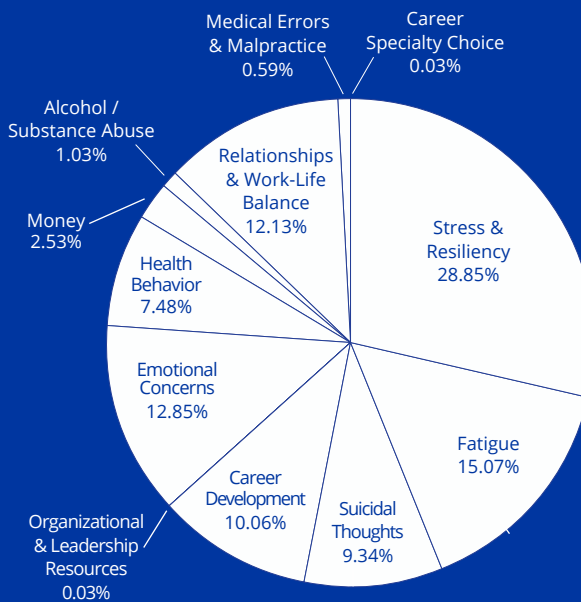
During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?



Residents and fellows were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:





Medical Student Well-Being

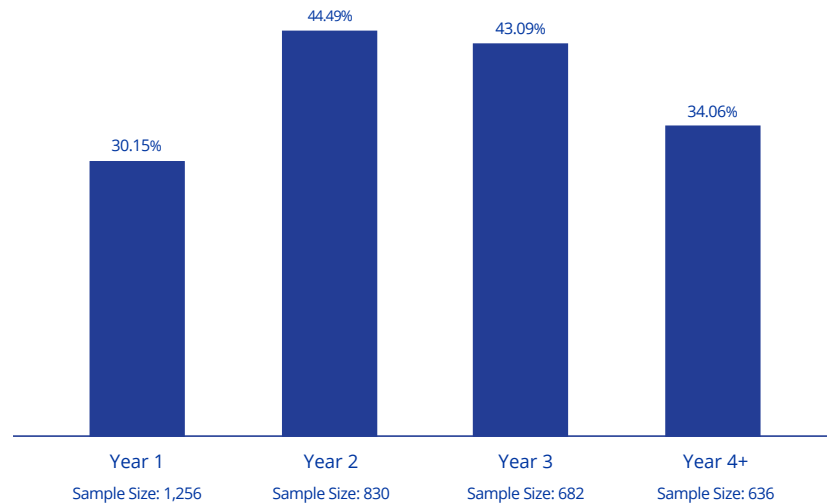
Number of medical student assessments in 2021: **5,915**

Percentage of assessments at a high level of distress: **37.08%**

Second and third year medical students were more likely to experience high levels of distress.

Percent of medical student assessments indicating a high level of distress by year in school:

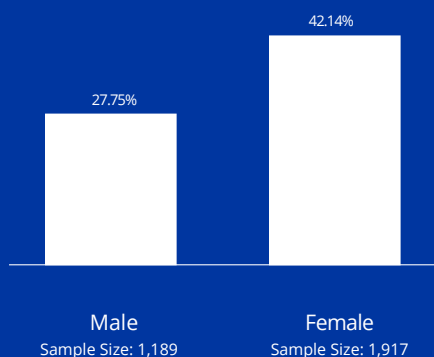
2021



Female medical students were more likely to experience high levels of distress than their male peers.

Percent of medical student assessments indicating a high level of distress by gender identity:

2021



Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

Over 64% of second year medical student assessments reported burnout.

During the past month, have you felt burned out from your work?



The majority of medical student assessments reported emotional problems.

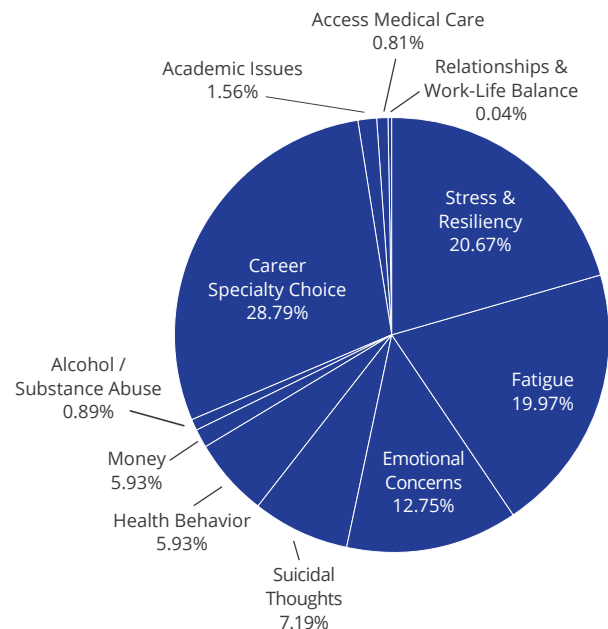
During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?



Medical students were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:



Advanced Practice Provider Well-Being

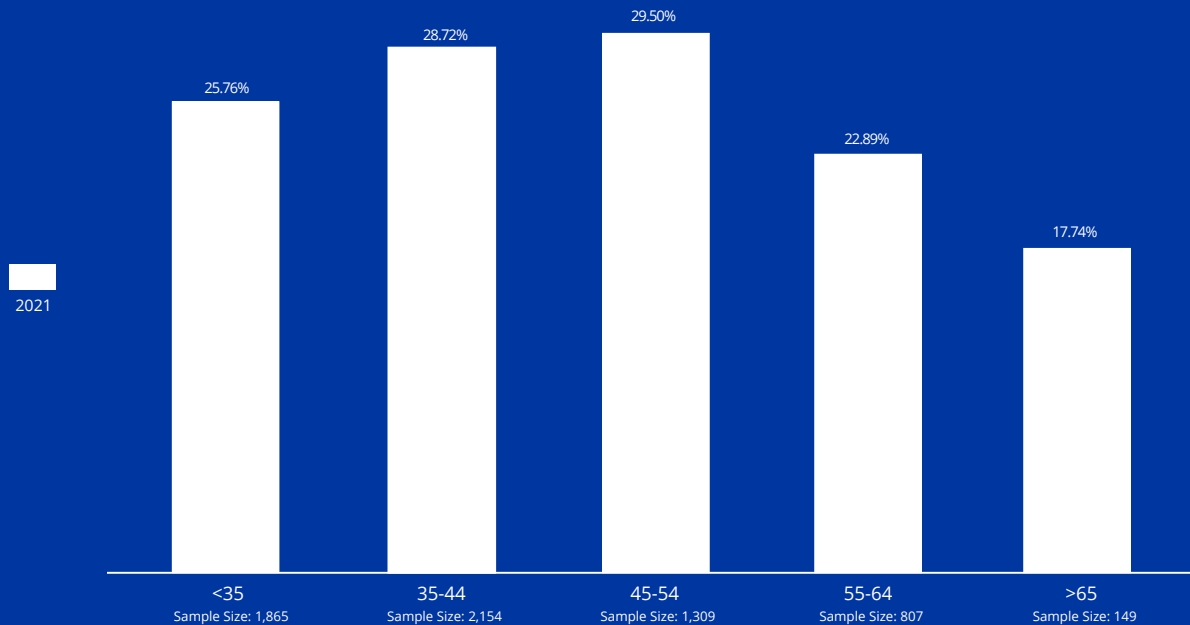


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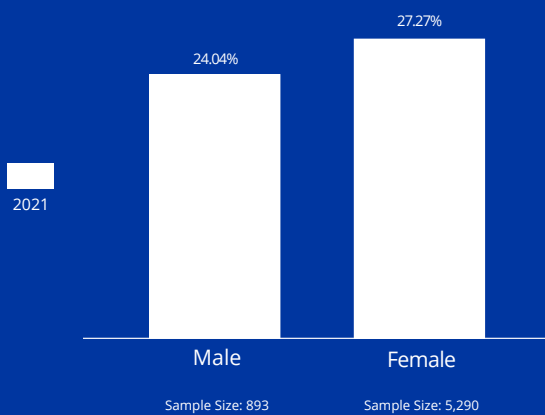
Number of APP assessments in 2021: **10,723**

Percentage of assessments at a high level of distress: **26.96%**

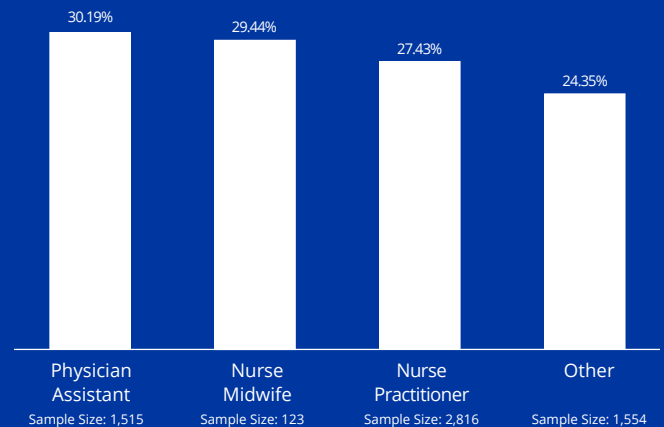
Percent of APP assessments indicating a high level of distress by age:



Percent of APP assessments indicating a high level of distress by gender identity:



Percent of APP assessments indicating a high level of distress by occupation:



Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

Nearly 60% of APP assessments reported burnout.

During the past month, have you felt burned out from your work?



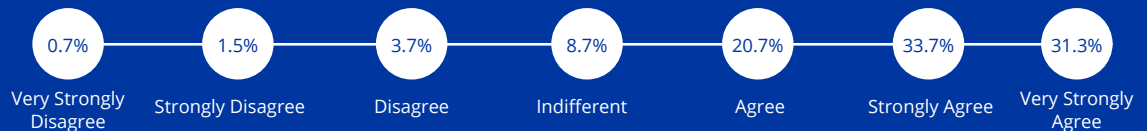
Nearly 60% of APP assessments reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?



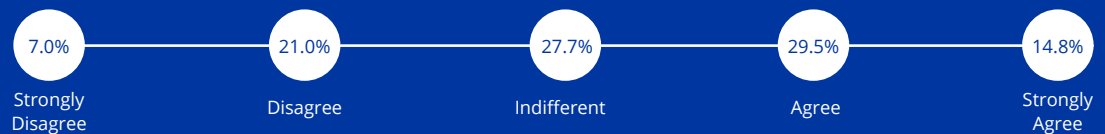
Over 85% of assessments reported meaning in work.

Please rate your level of agreement with the following statement:
The work I do is meaningful to me.



28% of APP assessments reported not enough time for their personal/family life.

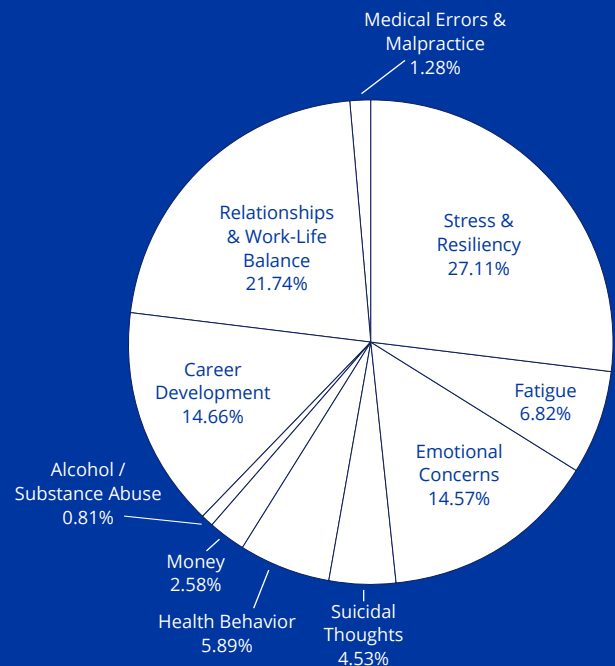
Please rate your level of agreement with the following statement:
My work schedule leaves me enough time for my personal/family life.



APPs were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:





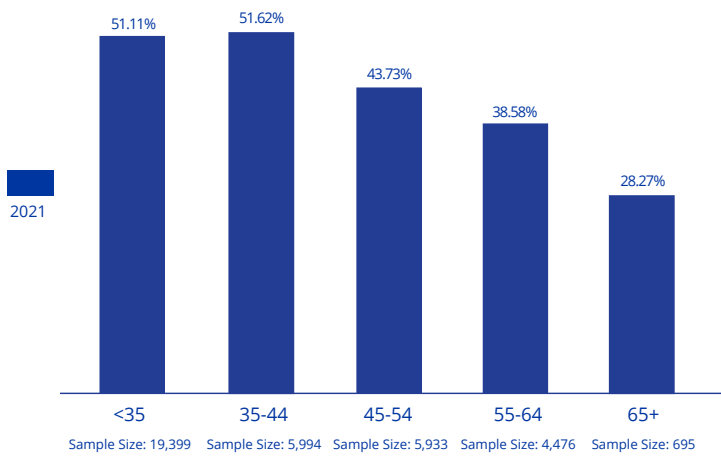
Employee Well-Being

Number of employee assessments in 2021: **64,874**

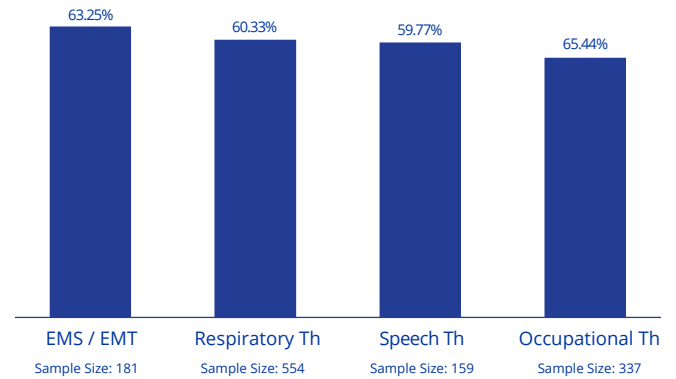
Percentage of assessments at a high level of distress: **47.95%**

Younger employees were more likely to experience high levels of distress.

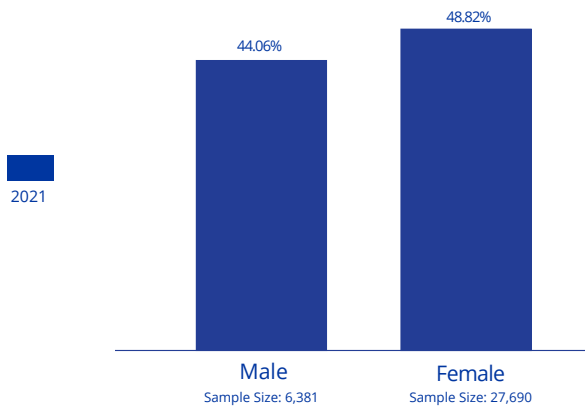
Percent of employee assessments indicating a high level of distress by age:



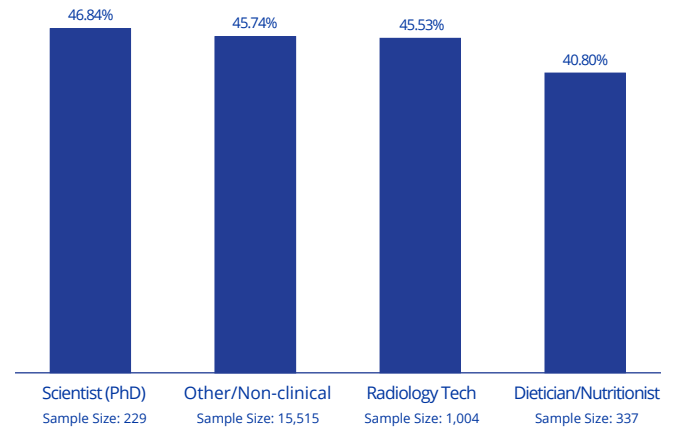
4 occupations with the highest percentage of distress:



Percent of employee assessments indicating a high level of distress by gender identity:



4 occupations with the lowest percentage of distress:



Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.



Over 55% of employee assessments reported burnout.

During the past month, have you felt burned out from your work?



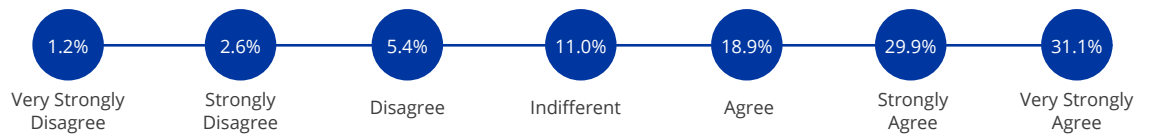
Nearly 57% of assessments reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?



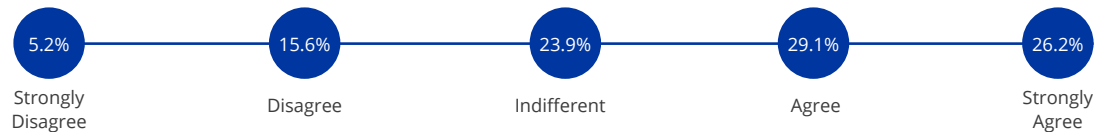
Nearly 80% of assessments reported meaning in work.

Please rate your level of agreement with the following statement:
The work I do is meaningful to me.



Over 20% of employee assessments reported not enough time for their personal/family life.

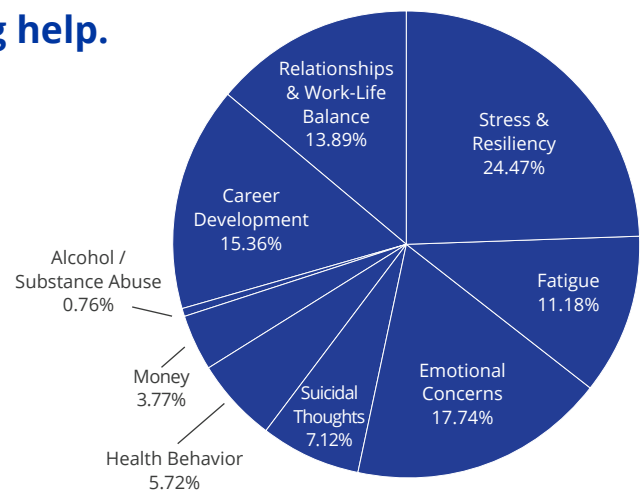
Please rate your level of agreement with the following statement:
My work schedule leaves me enough time for my personal/family life.



Employees were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:



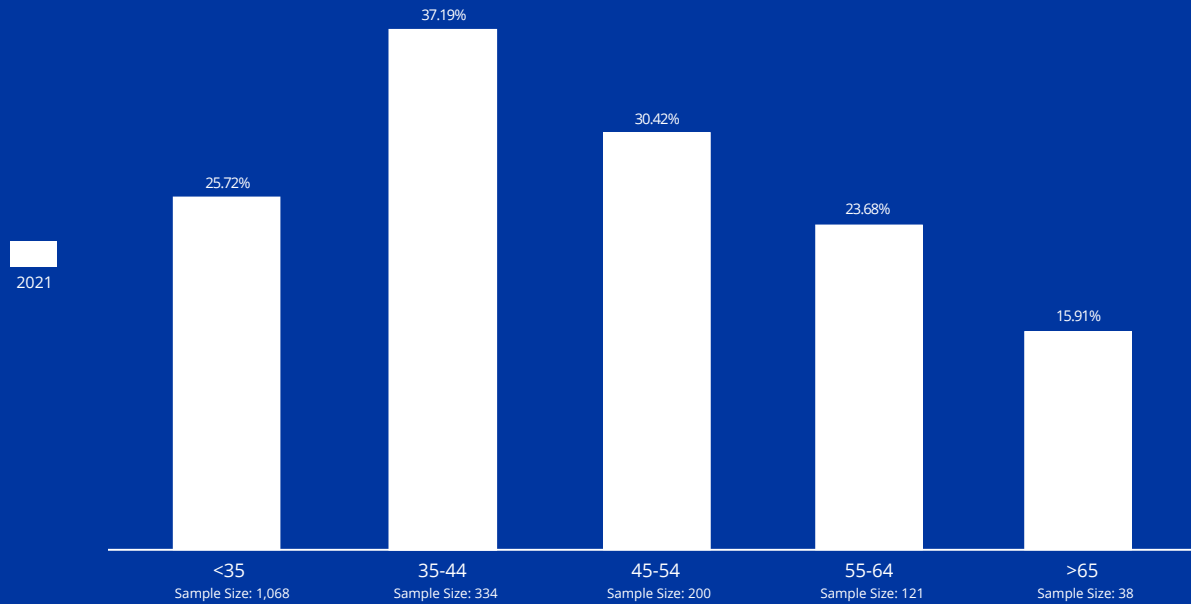
Pharmacy Professional Well-Being



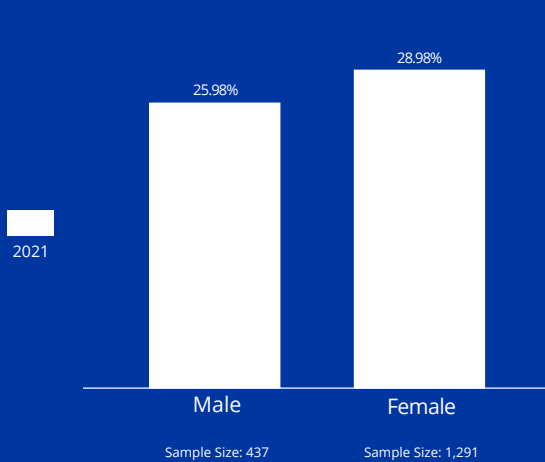
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Number of pharmacy professional assessments in 2021: **3,577**
Percentage of assessments at a high level of distress: **28.26%**

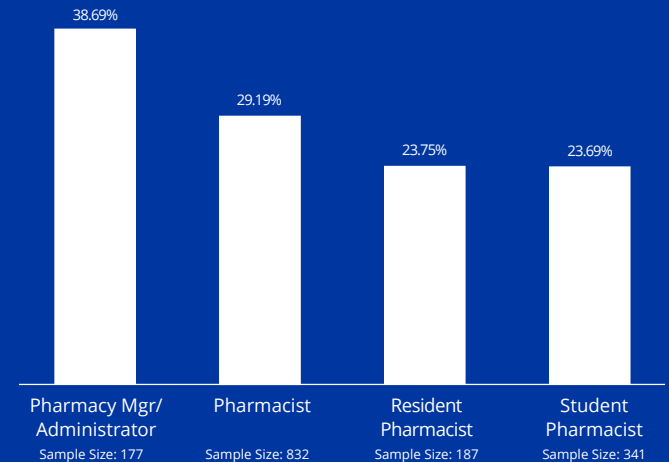
Percent of pharmacy professional assessments indicating a high level of distress by age:



Percent of pharmacy professional assessments indicating a high level of distress by gender identity:



Percent of pharmacy professional assessments indicating a high level of distress by practitioner type:



Note: Gender Diverse and No Answer categories have been omitted due to low sample size of less than 100 participants.

Over 65% of pharmacy professional assessments reported burnout.

During the past month, have you felt burned out from your work?



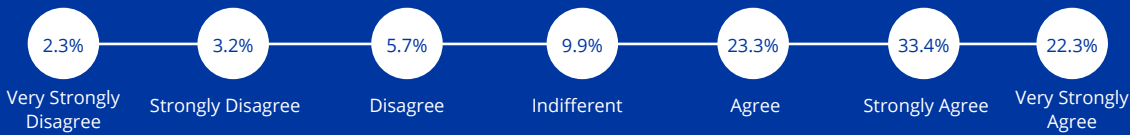
Over 70% of assessments reported emotional problems.

During the past month, have you been bothered by emotional problems (such as feeling anxious, depressed, or irritable)?



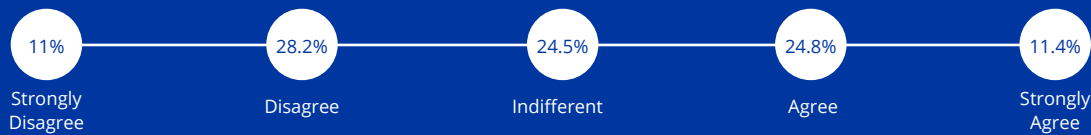
79% of assessments reported meaning in work.

Please rate your level of agreement with the following statement:
The work I do is meaningful to me.



Over 39% of pharmacy professional assessments reported not enough time for their personal/family life.

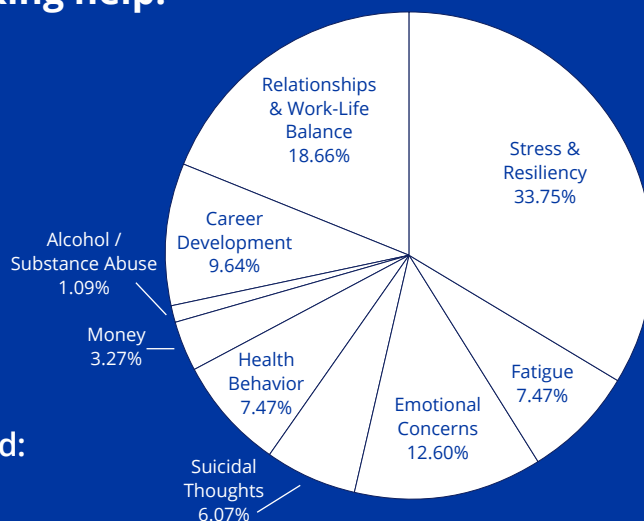
Please rate your level of agreement with the following statement:
My work schedule leaves me enough time for my personal/family life.



Pharmacists were seeking help.

The Well-Being Index is more than a measurement tool; it also provides participants with customized national resources to help improve well-being.

Resource categories accessed:





High Level of Distress Risk Factors

Physicians identified as being at a high level of distress are at a:

- 5x higher risk of burnout
- 4x higher risk of experiencing severe fatigue
- 3x higher risk of having a poor overall quality of life
- 2x higher risk of reporting a recent medical error
- 2x higher risk of suicidal ideation

Nurses identified as being at a high level of distress are at a:

- 5.5x higher risk of burnout
- 3.5x higher risk of leaving their current job
- 2.5x higher risk of performing below average in their job duties
- 2.5x higher risk of experiencing severe fatigue
- 2.5x higher risk of having a poor quality of life

Residents & Fellows identified as being at a high level of distress are at a:

- 4x higher risk of burnout
- 3x higher risk of poor mental quality of life
- 2x higher risk of suicidal ideation
- 2x higher risk of severe fatigue
- 2x higher risk of reporting a recent medical error

Medical Students identified as being at a high level of distress are at a:

- 3x higher risk of burnout
- 2x higher risk of suicidal ideation
- 2x higher risk of poor mental quality of life
- 2x higher risk of severe fatigue
- 2x higher risk of seriously dropping out of school

APPs identified as being at a high level of distress are at a:

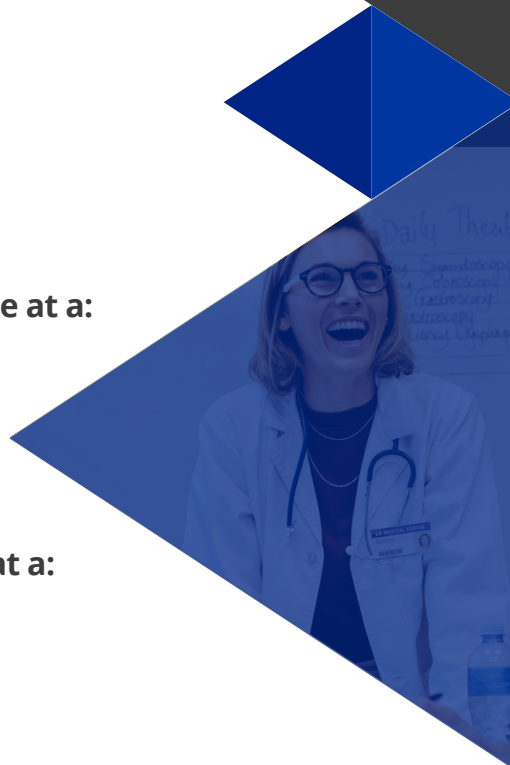
- 9x higher risk of burnout
- 4x higher risk of poor overall quality of life
- 3x higher risk of severe fatigue
- 3x higher risk of leaving their current job
- 3x higher risk of below average job performance
- 1.7x higher risk of medical error

Employees identified as being at a high level of distress are at a:

- 2.9x higher risk of burnout
- 2.3x higher risk of poor overall quality of life
- 2.1x higher risk of suicidal ideation
- 1.8x higher risk of severe fatigue

Pharmacy Professionals identified as being at a high level of distress are at a:

- 8x higher risk of burnout
- 3x higher risk of low quality of life
- 2.5x higher risk of fatigue
- 2.5x higher risk of intent to leave their current job
- 2x higher risk of medication error



Validation Articles

Through years of research and a rigorous multi-step validation process, the Well-Being Index was developed by Lotte Dyrbye, MD, MHPE, and Tait Shanafelt, MD at Mayo Clinic to accurately measure six dimensions of distress and well-being in just nine questions. Since then, the Well-Being Index has been validated by various publications and used in numerous studies focusing on staff well-being and interventions to reduce distress.

Visit www.mywellbeingindex.org to learn more about how the tool was invented and to read the Well-Being Index validation articles.



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More on the Well-Being Index

Explore the Well-Being Index case studies, register for an upcoming webinar on healthcare provider wellness, take a free demo of the tool, and more at www.mywellbeingindex.org.

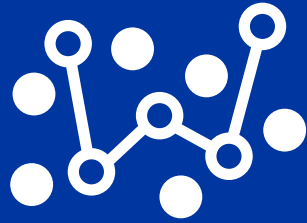
Together, we can **Go Beyond Burnout.**

Well-Being Index Insights

Since its development at Mayo Clinic, the Well-Being Index has helped individuals and organizations around the world measure and support well-being. Through the Well-Being Index Insights reports, meaningful analysis of this anonymous data and high-level trends on healthcare worker wellness are made available to all.

To view all Well-Being Index Insights reporting visit:
www.mywellbeingindex.org/insights





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