



University of California  
San Francisco

# Human Flourishing

## An Objective (the Objective?) of Holistic Medical Educators

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**KERN NATIONAL NETWORK**  
FOR FLOURISHING IN MEDICINE  
*Character. Caring. Practical Wisdom.*

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# Today's Speakers



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- No disclosures

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# **Why Are We Here?**

*Why did you choose this session rather than...*

## Session Aims

- **Alignment** of a call to transform medical education with models of well-being and human flourishing
- **Pros and cons** of a framework for flourishing (and a well-being framework) to transform medical education
  - Build an individualized model for well-being and flourishing
- **Think, Pair, Share**
  - Developing human flourishing learning objectives, advising session or feedback
  - Practicing human flourishing-guided advising and/or feedback session



## Challenge to Transform (Lucey, Davis and Green, 2022)

- **Vision:** “[Every person] ... may live long, healthy, and fulfilling lives free of preventable illness and death”
- 10-Year 10-Point Plan
  - Provided as handout
- Explore alignment of 10-Year 10-Point Plan with models for well-being and human flourishing

### Large Group Question(s)

How would you define...

- Well-being?
- Thriving?
- Human flourishing?

#### Citation

Lucey CR, Davis JA, Green MM. We Have No Choice but to Transform: The Future of Medical Education After the COVID-19 Pandemic. *Acad Med.* 2022 Mar 1;97(3S):S71-S81. doi: 10.1097/ACM.0000000000004526. PMID: 34789658; PMCID: PMC8855762.

# Well-Being Model (Shapiro et al., 2019)

- Pros/cons of this framework
- Build your own models?
- Share model



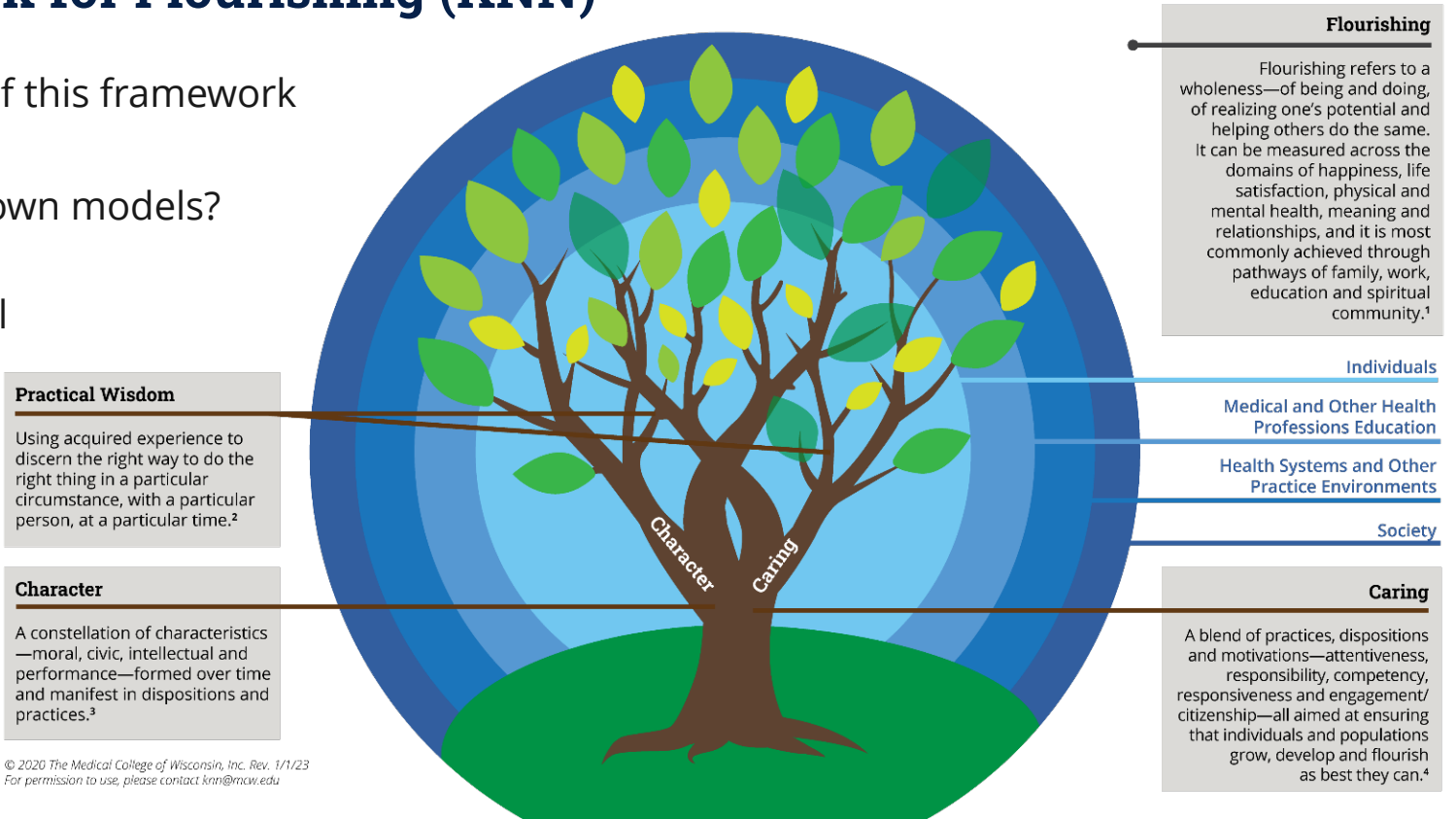
## Citation

Shapiro, D. et al., (2019) Beyond Burnout: A Physician Wellness Hierarchy Designed to Prioritize Well-Being. *The American Journal of Medicine*, 132(5), 556-563



# Framework for Flourishing (KNN)

- Pros/cons of this framework
- Build your own models?
- Share model



# HFI: A Rubric for Course Objectives, Feedback or Advising?



## Citation

Vermette, David, Benjamin Doolittle, and Katherine Ann Gielissen. (2022) "Assessing Well-Being in Milestones 2.0: A Case for Flourishing-Focused Advising." *Journal of Graduate Medical Education* 14(4): 390-393.

# HFI: A Rubric for Course Objectives, Feedback or Advising?

## Human Flourishing Index Measure and Questions

Domain	Question/Statement
Happiness	Q1. Overall, how satisfied are you with life as a whole these days?
	Q2. In general, how happy or unhappy do you usually feel?
Mental and Physical Health	Q3. In general, how would you rate your physical health?
	Q4. How would you rate your overall mental health?
Meaning and Purpose	Q5. Overall, to what extent do you feel the things you do in your life are worthwhile?
	Q6. I understand my purpose in life
Character	Q7. I always act to promote good in all circumstances, even in difficult and challenging situations
	Q8. I am always able to give up some happiness now for greater happiness later
Close Social Relationships	Q9. I am content with my friendships and relationships
	Q10. My relationships are as satisfying as I would want them to be
Financial Stability	Q11. How often do you worry about being able to meet normal monthly living expenses?
	Q12. How often do you worry about safety, food, or housing?

VanderWeele, Tyler (2017). On the promotion of human flourishing. *PNAS* 114(31):8148-8156.

# HF Objectives, Feedback and Advising: A Rubric?

Domains Measured by the Flourish Index and Brief Inventory of Thriving and a Guide for Trainee Self-Reflection

Flourish Index (FI) <sup>10</sup>	Brief Inventory of Thriving (BIT) <sup>12</sup>	Example Question for Trainee Self-Reflection	Strategies for Supporting Trainees in Each Domain
Happiness and life satisfaction	Life satisfaction, positive affect, self-worth	What aspects of my program contribute most to my happiness or satisfaction with life?	Provide guidance on some evidence-based tools for flourishing, such as the “3 Good Things” gratitude exercise <sup>13,14</sup>
Physical <sup>a</sup> and mental health	Optimism, positive affect	How has being a trainee here affected my physical and mental health?	Examine rotation and call structures to facilitate physical exercise and adequate sleep <sup>15</sup> Provide confidential mental health resources <sup>16</sup>
Meaning and purpose	Meaning and purpose, self-worth	What could I do to align my work more with the things that are most important to me?	Connect with mentors who share common passions <sup>17</sup> Create opportunities for advocacy and community engagement <sup>18</sup>
Character <sup>a</sup> and virtue <sup>a</sup>	...	How is my training making me a better person?	Host narrative medicine sessions and story slams <sup>19</sup> Encourage connection with meaningful communities of shared values
Close social relationships	Support, belonging	How have my most meaningful relationships been affected by me being a trainee?	Inquire about life outside of training and how the program can help support engagement with relationships of value
...	Flow, <sup>b</sup> self-efficacy, <sup>b</sup> accomplishment <sup>b</sup>	How is my program preparing me to be successful after training?	Encourage the trainee to identify strengths and areas of passion in medicine

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## Workshop Using Handout (Preceding Slide)



### Pairs: Program Redesign

- Redesign aspects of your program using the example questions and strategies
- Examples: New course objectives or aspects, cognitive load, develop character...

*Session aim: Develop flourishing learning objectives, advising session or feedback*



### Pairs: Practice Session

- Practice a feedback session with at least one aspect of your design
- Do an advising practice session taking turns in each role covering all 5-6 areas

*Session aim: practicing human flourishing guided advising/feedback session*



### Full Group: Discussion

- Share thoughts
- What have we learned?

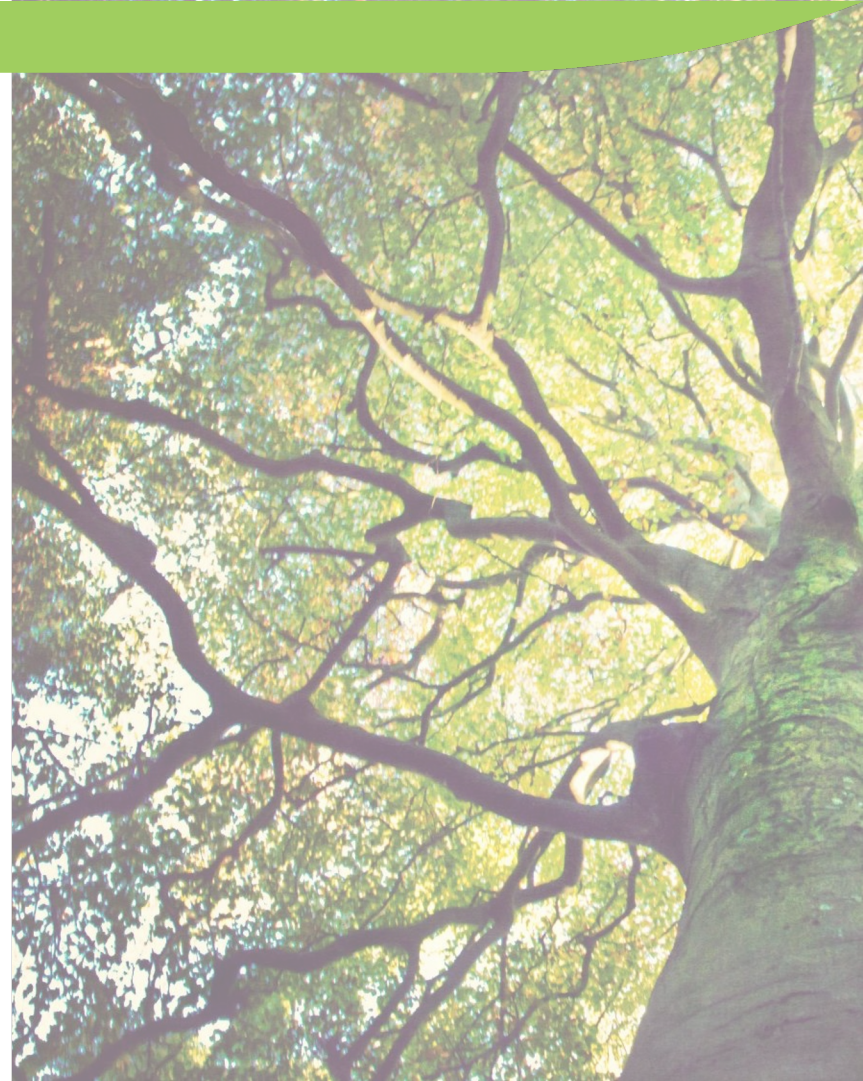


# **Next Steps**

## Meeting the Challenge to Transform

What is one next step you will take to advance flourishing in your sphere of influence...

- In the next month?
- In the next year?



# Thank You!

## STAY IN TOUCH

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## Acknowledgements

*Funding for the KNN is provided through a generous investment from the Robert D. and Patricia E. Kern family and the Kern Family Foundation.*