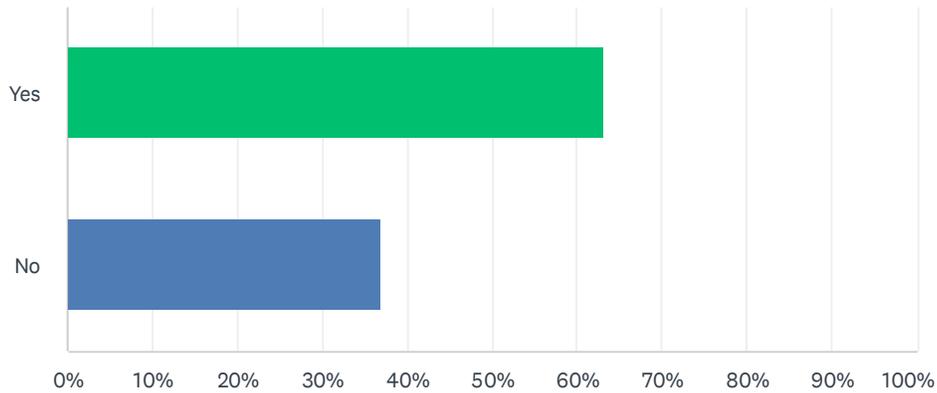


# Q1 Have you implemented something recently to increase staff/provider morale and/or decrease fatigue among your staff during these difficult times?

Answered: 46 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	63.04% 29
No	36.96% 17
Total Respondents: 46	

#	IF YES, PLEASE GIVE A BRIEF DESCRIPTION	DATE
1	Changed hours to 8-4	10/15/2021 3:23 PM
2	Full time physicians are decreasing the required # of shifts due to burn out. ie. more time away from the practice. We are hiring more pm physicians to cover the need	10/15/2021 1:23 PM
3	We work Mon-Sat so we hired people to work Mon-Fri and some to work Tue- Sat so everyone gets a 2 day weekend.	10/15/2021 1:22 PM
4	Option to work from home twice a month	10/15/2021 1:08 PM
5	We have an internal committee that creates small events etc.	10/15/2021 11:55 AM
6	All staff got a \$50 Amazon gift card + a Chiefs scrub top from the vendor at the conference.	10/15/2021 11:22 AM
7	We are sharing all our positive online reviews we get through our service called: Satisfied Patient. This is rewarding to the staff and they are seeing all their hard work pays off during these times. It also keeps us focused on the patient experience.	10/15/2021 11:22 AM
8	Retention bonuses	10/15/2021 9:59 AM
9	Scheduling flexibility, open communication, trying to show appreciation with little gestures like a random ice cream day in the middle of the week	10/15/2021 9:19 AM
10	We are closing the office for a day to have a team building experience at a local culinary place.	10/15/2021 9:09 AM
11	Staff were asked what would be one thing they could do to make their Unanimously, it was to personalize the break room. Since this decision, employees have personally overhauled the safety/communication board, purchased garage sale items, and have began putting together a coffee bar. When finished, the break room will have a relaxed environment to have meetings, training sessions, and lunches. Providers have began chipping-in on the project by doing	10/15/2021 9:07 AM

FRIDAY FOCUS 10/15/2021

things such as purchase high-end espresso. This is a low-cost project that is having a big impact on morale.

12	We did salary adjustments for all hourly employees.	10/15/2021 8:43 AM
13	Full time providers receive two days off with pay (average of monthly RVU to determine daily paid amount); when they take these days off we encourage their staff to take out as well using their PHO. Time must be used by Dec 31, 2021.	10/15/2021 8:36 AM
14	Providers are getting two full days off paid between now and the end of the calendar year to allow time for their staff to also use their PHO and get time out of the office.	10/15/2021 8:30 AM
15	We have provided 2 days off for the providers with pay to allow them and their staff off. The staff have to use paid time off if they want to take off.	10/15/2021 8:28 AM
16	Gave "thank you" bonuses, purchased massage chairs for staff to use, gave vouchers to Every Plate for 3 meals for 3 weeks to be delivered to their homes, provided a Chick-fil-A lunch served by leadership, Thankful Friday (closing the day after Thanksgiving, so staff can spend extra time their families), Family Portraits done at a scenic location, Gourmet ice cream truck, giving a ham or turkey during the week of Thanksgiving, doubling the discretionary bonuses that are awarded in December, had to cancel the employee picnic, so every employee was given a picnic basket/cooler.	10/15/2021 8:25 AM
17	Monthly catered lunch where we close the office to patients & send phones to exchange service for two hours to give everyone (including providers) a chance to eat all together at same time (at new picnic tables outside the building if weather is nice) & socialize. Different day of week each month so those not scheduled to work 5 days a week have opportunity to participate. Some choose to use part of the time to "catch up" on work tasks.	10/15/2021 8:25 AM
18	Raises and hired additional staff	10/15/2021 8:12 AM
19	recruitment bonuses, giftcard thank you's to all staff, vaccine incentives	10/15/2021 8:04 AM
20	Trying but so short staffed having to stretch us all to the maximum :(	10/15/2021 8:01 AM
21	Nothing formal just trying to recognize a job well done more often.	10/15/2021 8:00 AM
22	Ice Cream Sundae Bar on wheels. Loaded cart with various ice cream products and rolled thru the office. Everyone created their own ice cream treat!	10/15/2021 7:53 AM
23	afternoon off paid	10/15/2021 7:47 AM
24	We let staff work 9 hour days 4 days per week, then work from home for 4 hours and be off a half day. Our office is in the city and most staff live in the suburbs so a day a week without the commute as well as a half day off are big morale boosters.	10/15/2021 7:47 AM
25	increased perfect attendance bonus, providing ice cream truck and food truck events in the parking lot.	10/15/2021 7:40 AM