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## For the Culture - A Wellstar Health System Workforce Engineering Well- Being Initiative

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The “For the Culture” initiative is a strategic effort led by the Wellstar Health System Workforce Engineering Department, designed to empower team members with the tools and education necessary to foster a workplace culture rooted in holistic well-being. The mission is to create a resilient, supportive environment that enhances job satisfaction, strengthens team dynamics, and contributes to overall organizational excellence.

The Workforce Engineering (WFE) department represents a vital segment of the healthcare workforce, encompassing over 900 clinicians in roles ranging from Telesitters and Registered Nurses (RNs) to Care Partners and Imaging Technologists. This broad clinical spectrum reinforces the need for inclusive and adaptive well-being strategies.

Central to the initiative is the Well-Being Index (WBI)—a validated self-assessment tool developed by the Mayo Clinic. The WBI evaluates six key dimensions of distress and well-being among healthcare professionals: Meaning in Work, Likelihood of Burnout, Severe Fatigue, Work-Life Integration, Quality of Life, and Suicidal Ideation.

The WBI empowers individuals with personalized feedback and trends over time, while providing Wellstar Health System with valuable data to inform and optimize its wellness strategies.

### Biography

Mrs. April Dixon-Adedapo is a healthcare workforce well-being advocate with the Wellstar Health System’s Workforce Engineering Department. She contributes to leading the “For the Culture” initiative, focusing on improving holistic well-being for more than 900 clinicians. By utilizing the Mayo Clinic’s Well-Being Index, she supports data-driven strategies to reduce burnout, strengthen employee engagement, and promote a resilient, supportive workplace culture. Her work plays a key role in enhancing caregiver wellness and improving the overall quality of patient care.

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