



PHASE 2

LEARN THE WELLBEING SYSTEMS APPROACH

Transform Workplaces, Impact Workforce Wellbeing

We share a deep commitment to supporting our healthcare workforce's wellbeing and mental health. Yet, the challenge we hear most often is navigating implementation—figuring out exactly how to translate our best intentions into daily operational reality.

Through The Breen Scale™, we provide a pathway to optimize workplaces, guiding healthcare organizations to implement operational and cultural advancements to support their health workers' wellbeing and mental health.

Prioritizing Our People, Driving Strong Outcomes

The Breen Scale™ helps healthcare organizations lay a foundation for workforce retention and sustainability that, in turn, ensures safe, quality patient care.

Healthcare organizations bring an interprofessional, cross-department wellbeing leadership team together to complete The Breen Scale™ – leaving with clear insights into their workplace today and specific guidance on next steps to support their workforce's wellbeing and mental health.

Our Rigorous Approach, Built Together

The Breen Scale™ is both highly reliable and truly practical. The Dr. Lorna Breen Heroes' Foundation developed it through a collaborative, evidence-informed approach:

- **Bridging the Gap:**
We analyzed proven strategies from leading organizations and identified crucial gaps to help shift the focus from individual resilience to true, system-wide solutions.
- **Partnering with Experts:**
We collaborated with subject matter experts, including Chief Wellbeing Officers, CEOs, and Board members, to make sure our approach works in real-world, high-stress environments.
- **Equipping Teams:**
To support an organization's maturity journey, assessment reports include curated resources and leadership education filled with real-world case studies to guide implementation.

Let's Get Started!

Your Commitment

As part of the Caring for Wisconsin's Caregivers Learning Collaborative, **Phase 2** will take place from **September – December 2026**, building on our collective efforts during Phase 1 where we removed barriers to help-seeking for 22,000+ credentialed health workers working across 87 Wisconsin hospitals and care facilities.

In **2027**, we will then move to **Phase 3**, where Professional Wellbeing Leadership Teams use the insights from The Breen Scale™ to implement an operational improvement project to improve professional wellbeing with technical assistance and a peer-to-peer learning community.

Your Team

Interprofessionalism is at the core for successful wellbeing work. **Professional Wellbeing Leadership Teams** should include:

- 2-3 Executive Sponsors (CEO, CMO, CNO, CWO, CHRO, etc.)
- 2-3 Accelerators (Executives or directors in informatics, quality, safety, etc.)
- 3-4 Leaders (Department, unit, or site leaders that are excited to bring the phase 3 operational improvement project to their frontline workforce)

One person from your Professional Wellbeing Leadership Team needs to be designated as the **Team Leader** to be the **main point of contact** with the Caring for Wisconsin's Caregivers team and facilitate successful engagement within their team and organization.

READY TO GO?

For questions, please reach out to Nadine Allen at nallen@wha.org.
If you're ready to join the learning community, register you and your team for the September 10th Workforce Well-being Summit [here](#).



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