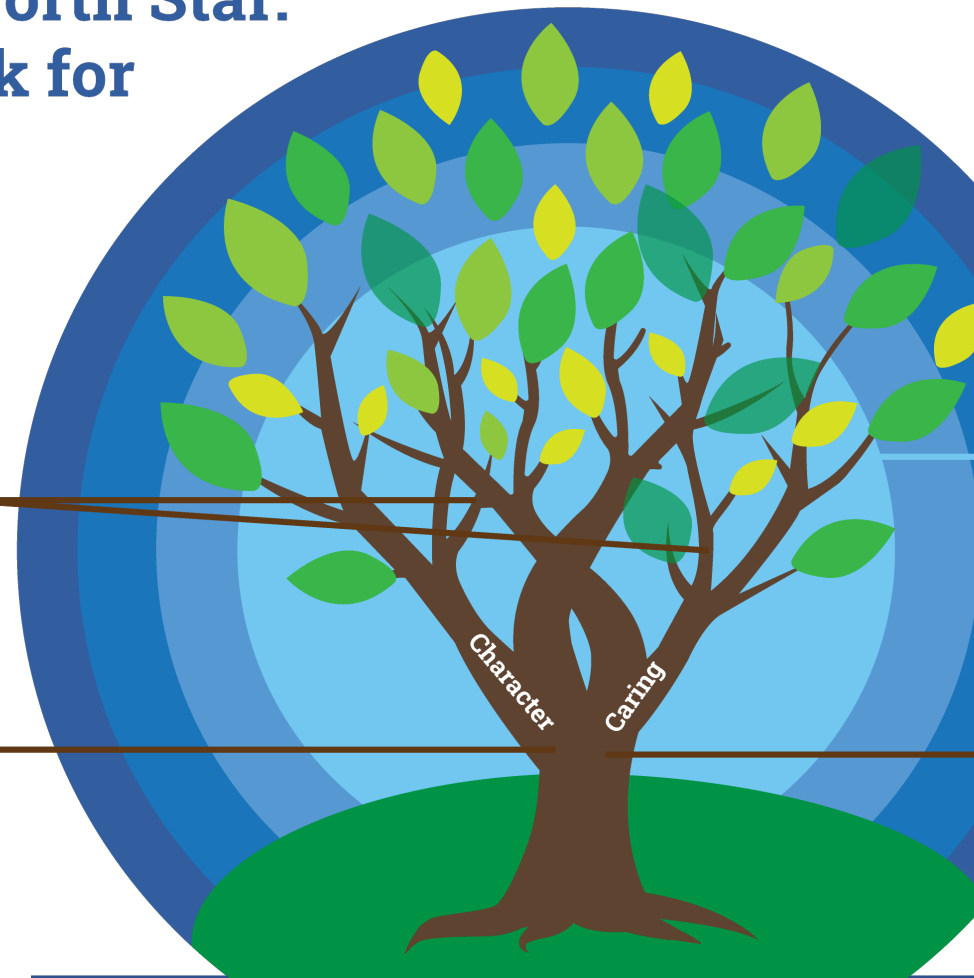


As you get settled, consider how **you** would define these terms: character, caring, practical wisdom and flourishing

## The KNN's North Star: A Framework for Flourishing

Practical Wisdom

Character



Flourishing

Individuals

Medical and Other Health  
Professions Education

Health Systems and Other  
Practice Environments

Society

Caring

# Toward Flourishing: Flourishing Focused Advising

2023 WCRGME Faculty Development Conference

September 22, 2023 – Jeff Fritz, PhD



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

# Our Opportunity Today



**Gain knowledge of a framework for character, caring and practical wisdom toward flourishing**



**Explore practical methods for applying the framework in resident advising**



**Commit to next steps in promoting flourishing within your sphere of influence**

# A Growing Movement Toward Flourishing in Medicine

The Kern National Network for Flourishing in Medicine is a movement focused on integrating a **framework** of four foundational elements within the profession of medicine to ignite positive culture change:

*Character.*

*Caring.*

*Practical Wisdom.*

*Flourishing.*





# Why a Framework for **Flourishing**?

**While efforts toward wellness  
and well-being are essential,  
focusing on **flourishing** offers  
a more holistic view and  
aspirational course to chart.**

“A Case for Flourishing in a Time of Wellness” in the Annals of Internal Medicine.  
29 August, 2023 <https://www.acpjournals.org/doi/10.7326/M23-0907>



# **Flourishing: Pathways, Measurement and Experience**

# Common Pathways to Flourishing



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



# Measurement – Flourishing Index

Domain	Question/Statement
D1. Happiness	Q1. Overall, how satisfied are you with life as a whole these days?
D1. Happiness	Q2. In general, how happy or unhappy do you usually feel?
D2. Mental and Physical Health	Q3. In general, how would you rate your physical health?
D2. Mental and Physical Health	Q4. How would you rate your overall mental health?
D3. Meaning and Purpose	Q5. Overall, to what extent do you feel the things you do in your life are worthwhile?
D3. Meaning and Purpose	Q6. I understand my purpose in life
D4. Character	Q7. I always act to promote good in all circumstances, even in difficult and challenging situations
D4. Character	Q8. I am always able to give up some happiness now for greater happiness later
D5. Close Social Relationships	Q9. I am content with my friendships and relationships
D5. Close Social Relationships	Q10. My relationships are as satisfying as I would want them to be
D6. Financial Stability	Q11. How often do you worry about being able to meet normal monthly living expenses?
D6. Financial Stability	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.

# Perspectives on the Experience of Flourishing



**Think about an example of when you have observed or experienced flourishing.**



**What does flourishing look or feel like to you?**

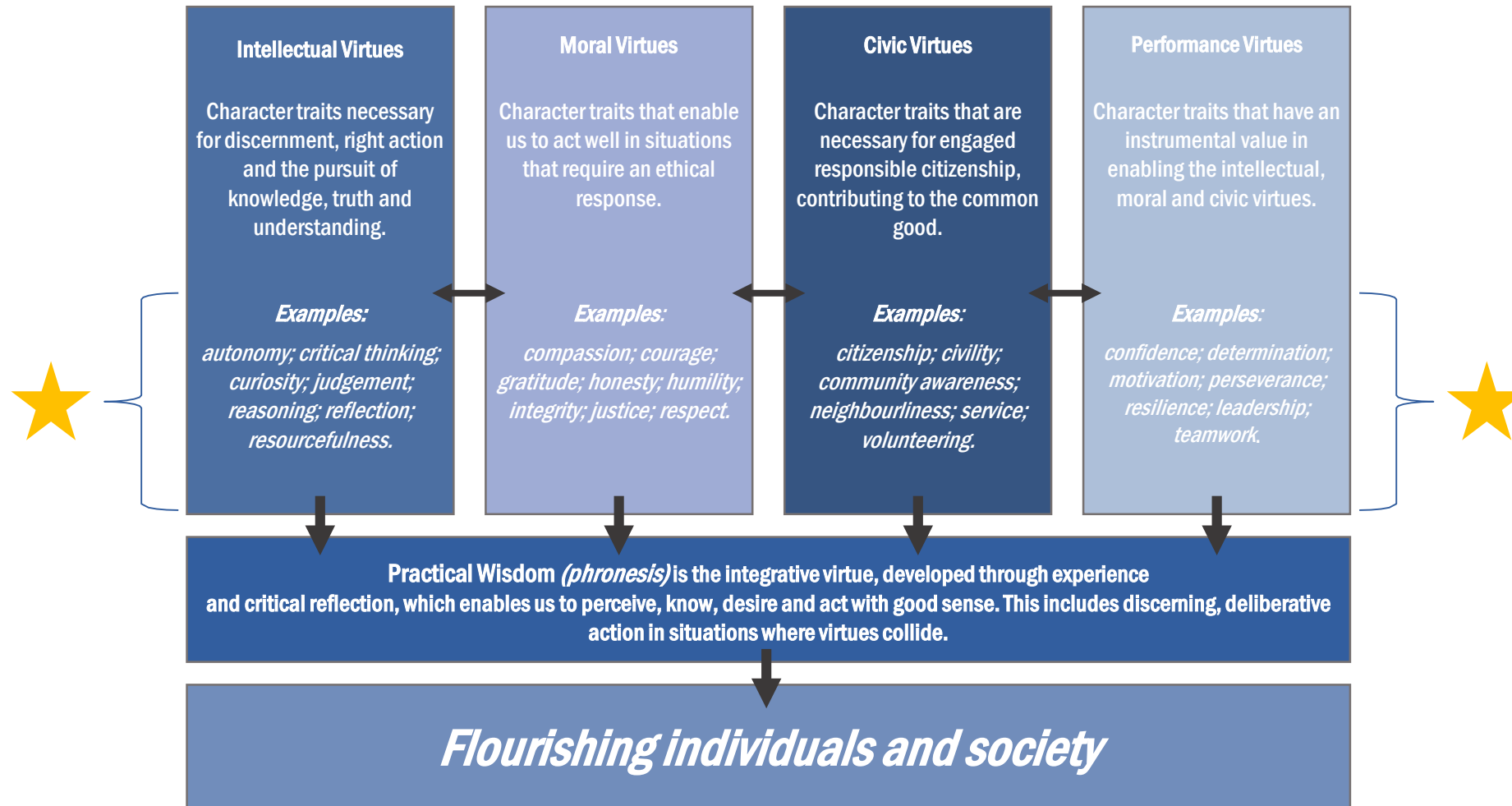


**Find a Flourishing Artifact: Image, Write or Draw your own representation.**



# **The Role of Character, Caring and Practical Wisdom**

# Cultivating the Building Blocks of Character



# Viewing Caring as a Practice, Not Simply a Trait

Moving beyond a one-dimensional concept of caring provides a richer vocabulary around its **elements** and **applications for systems**:

<b>Caring about</b>	<b>Attentiveness</b>
<b>Taking care of</b>	<b>Responsibility</b>
<b>Caregiving</b>	<b>Competence</b>
<b>Care-receiving</b>	<b>Responsiveness</b>
<b>Caring with</b>	<b>Commitment to democratic principles</b>

*Adapted from Tronto, Moral Boundaries, Caring Democracy*

If **caring** is an essential part of reaching our full human potential...



...what is the **scope** of our caring responsibilities?

# Using Practical Wisdom to Apply Principles to Situations



- Using acquired experience to **deliberate** and **discern** the best path forward in a particular situation
- Continually developed through **experience**, **reflection** and **integration**



# The KNN's North Star: A Framework for Flourishing



## Practical Wisdom

Using acquired experience to discern the right way to do the right thing in a particular circumstance, with a particular person, at a particular time.<sup>2</sup>

## Character

A constellation of characteristics—moral, civic, intellectual and performance—formed over time and manifest in dispositions and practices.<sup>3</sup>

## Flourishing

Flourishing refers to a wholeness—of being and doing, of realizing one's potential and helping others do the same. It can be measured across the domains of happiness, life satisfaction, physical and mental health, meaning and relationships, and it is most commonly achieved through pathways of family, work, education and spiritual community.<sup>1</sup>

## Individuals

Medical and Other Health Professions Education

Health Systems and Other Practice Environments

## Society

## Caring

A blend of practices, dispositions and motivations—attentiveness, responsibility, competency, responsiveness and engagement/citizenship—all aimed at ensuring that individuals and populations grow, develop and flourish as best they can.<sup>4</sup>



# Applying Framework Concepts to Challenges in Academic Medicine

*Flourishing Focused Advising*

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

"A Case for Flourishing in a Time of Wellness" in the *Annals of Internal Medicine*.  
29 August, 2023 <https://www.acpjournals.org/doi/10.7326/M23-0907>

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



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: Resident Self-Assessment (could also select BIT)

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.

# Resident Guided Reflection (HFI or BIT self-assessment)

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



# Discussion

*Thoughts? Time for Application?*



## Pairs: Practice Session

- Self assess using HFI
- Do an advising practice session taking turns in each role covering all 5-6 areas

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

# Commit to Action

What is one next step you will take?

Tweet (X) it to:

@KernNetwork  
#FlourishingFramework



**One step I will take to advance flourishing in medicine is...**



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

# Thank You!

## STAY IN TOUCH

**Phone:** 414-955-8075

**Email:** [knn@mcw.edu](mailto:knn@mcw.edu)

**Twitter (X):** @KernNetwork

**Web:** [knnaringcharactermedicine.org](http://knnaringcharactermedicine.org)



*Scan to sign up  
for email updates*



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

### 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.*



# Appendix



# Symbolic Significance of Framework Imagery

- **Blue concentric rings:**  
show the levels of the ecosystem across which the elements of character, caring and practical wisdom operate to promote flourishing from the individual to society as a whole
- **Tree as a whole:**  
represents how the profession of medicine contributes to flourishing through character, caring and practical wisdom
- **Tree trunk:**  
depicts interrelationship of character and caring as a structure that supports and leads to flourishing
- **Branches:**  
two main branches represent the different but related roles of character and caring; practical wisdom is represented by the off-shooting limbs from the main branches
- **Leaves:**  
different leaf colors reflect that flourishing can ebb and flow

# Definitions Informing Evolving Work

1) **Flourishing:** “A state in which all aspects of a person’s life are good; involves numerous domains of life, including happiness and life satisfaction, physical and mental health, meaning and purpose, character and virtue, and close social relationships.” (VanderWeele)

2) **Practical Wisdom:** “Using acquired experience to discern the right way to do the right thing in a particular circumstance, with a particular person, at a particular time.” [One who:]

- “knows the proper aims of the activity she is engaged in, wants to do the right thing to achieve these aims, and wants to meet the needs of the people she is serving;
- knows how to improvise, balancing conflicting aims and interpreting rules and principles in light of the particularities of each context;
- is perceptive, reads social contexts, and [...] sees the gray in a situation;
- knows how to take on the perspective of another, [...] feels empathy and make decisions that serve others;
- knows how to make emotion an ally of reason, rely on emotion to signal what a situation calls for, and inform judgment without distorting it; and,
- is an experienced person.” (Schwartz and Sharpe)

3) **Character:** “The complex [constellation] of psychological characteristics that [motivates and] enables individuals to act as moral agents.” (Berkowitz and Bier)

These characteristics are developmentally dependent and contextually formed over time. Character manifests in dispositions and practices, which are influenced by situations and valued according to the sociocultural context.

4) **Caring:** “A blend of practices, dispositions and motivations all aimed at ensuring that individuals and populations grow, develop and flourish as best they can. Caring is:

- situated in the context of relationships and built on acceptance of interdependence;
- acknowledges inherent power imbalances but eschews dominance and seeks humility;
- reliant on trust as a precondition and is also generated in a reinforcing loop, and is mutually beneficial and rewarding.” (Tronto, Held, and Mayeroff)

*Note: all definitions were adapted from their referenced sources on the following slide*

# References for Framework Components

## Flourishing

- 1) VanderWeele, T.J. (2017). On the promotion of human flourishing. *Proceedings of the National Academy of Sciences*, 114(31), 8148-8156.  
Su, F.E. (2020). *Mathematics for human flourishing*. New Haven, CT: Yale University Press.

## Practical Wisdom

- 2) Schwartz, B., & Sharpe, K. (2010). *Practical wisdom: The right way to do the right thing*. New York, NY: Riverhead Books.

## Character

- 3) Berkowitz, M.W. & Bier, M.C. Research-Based Character Education. *The Annals of the American Academy of Political and Social Science*. 2004;591(1):72-85.

Jubilee Centre for Character and Virtues (2013). A Framework for Character Education in Schools. University of Birmingham, Jubilee Centre for Character and Virtues. Retrieved April 13, 2021, from <https://www.jubileecentre.ac.uk/userfiles/jubileecentre/pdf/character-education/Framework%20for%20Character%20Education1.pdf>

and

*In addition, this definition was adapted from and informed by the work of several other authors including Larry Nucci, PhD and Philippa Foot, PhD.*

## Caring

- 4) Tronto, J.C. (2013). *Caring democracy: Markets, equality, and justice*. New York, NY: NYU Press.  
Tronto, J.C. (1993). *Moral boundaries: a political argument for an ethic of care*. New York, NY: Routledge Taylor and Francis Group.  
Held, V. (2006). *The ethics of care: personal, political, and global*. New York, NY: Oxford University Press.  
Mayeroff, M. (1971). *On caring*. New York, NY: HarperCollins Publishers.

