

Commitment is action in the direction of what you care about even in the presence of obstacles... and the skill of commitment can be taught and strengthened.



▶ "Health care workers have to deal with an enormous burden of stress while doing a very important job. ACTraining can transform workplace performance, and has been proven to help people successfully deal with the potential for clinical burnout. Dr. Moran and his colleagues are using the scientific concepts of ACTraining to 'help the helpers' in the medical field – something which is urgently needed."

Rob Archer
Founder - TheCareerPsychologist.com

▶ "ACTraining can have a very powerful impact on the careers of healthcare professionals as it aims to increase commitment to patient-centered care while giving the skills to deal with the increasing workplace stress in medical settings. Dr. D.J. Moran and I utilized ACTraining for the residents and surgical staff at the University of Iowa Hospitals and Clinics, and we received very positive feedback about the event. The ACTraining principles certainly have a place in the medical education curriculum."

Lilian Dindo, Ph.D.
Menninger Dept. of Psychiatry and Behavioral Sciences
Baylor College of Medicine

▶ "I've collaborated with Dr. D.J. Moran in healthcare and other settings for more than a decade, and I am very confident that he has the expertise and experience to help improve the productivity and well-being of professionals working in the medical industry. He specializes in implementing evidence-based ACTraining in the workplace, and he has achieved impressive outcomes as well as high consumer satisfaction."

Patricia Bach, Ph.D.
University of Central Florida

▶ "Dr. D.J. Moran's method for teaching mindfulness and values-based commitments was instrumental in introducing these concepts to our staff. His presentation helped them to become aware of the value of using mindfulness in their work environment. I would recommend his services to any organization striving to improve workplace performance."

Mary Valerius
Child & Family Connections, Joliet, IL



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Optimizing Performance & Reducing Stress for Healthcare Professionals

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Utilizing the Behavioral Science of
Acceptance and Commitment Training
to Improve Crucial Skills for Medical Professionals.



Commitment is an act, not a word. – Jean-Paul Sartre

- Healthcare is one of society’s most important occupations, and healthcare professionals are talented, dedicated, and well-educated people.
- They are also burdened with the highest stress levels and burnout rates than any other employment sector. How can we care for the caregivers?

Physicians, nurses, and allied health professionals deal with sickness, pain, and suffering of patients on a regular basis. These responsibilities are inherently stressful, but then additional professional issues compound their stress. Healthcare reform, ever-changing technologies, adversarial insurance company relationships, and the difficulty in establishing work-life balance are just a few of the additional factors that contribute to the distress of medical professionals.

When healthcare workers are overburdened, quality of care is diminished. Because their work is so important to the greater community, it is prudent for leaders, administrators, and educators to make strong efforts to care for the caregivers.

Modern behavioral science has created applications that can accelerate performance in the workplace, improve job satisfaction, and reduce worker stress and turnover. Acceptance and Commitment Training is one particular application that has a great deal of empirical support for improving work performance and diminishing workplace tension. The principles in ACTraining are rooted in over 50 years of behavioral science, and the core applications have the support of well-over 100 randomized controlled trials.

Acceptance and Commitment Training gives healthcare professionals the critical skills for building

stronger, values-based commitments while learning how to be present with – and successfully manage – stressful experiences. The central aim of ACTraining is to build *psychological flexibility*, which is defined as the capacity to stay focused on the present moment, follow through on personally meaningful commitments, and appropriately handle distracting thoughts and feelings.

Research suggests that workers with higher levels of psychological flexibility demonstrate:

- Less errors at the job
- Greater ability in mastering new training
- Accelerated rates of adopting new work methods
- Increased propensity for innovation
- Better mental health
- Improved work competence

Healthcare is a demanding profession that requires high levels of psychological flexibility from medical professionals, and evidence suggests ACTraining optimizes performance and reduces stress by strengthening psychological flexibility. Leaders interested in creating high performance work environments, and educators focused on developing high performance professionals are encouraged to leverage the applied behavioral science of ACTraining in order to achieve these important goals that ultimately help the community at large.



About the Author

Dr. Daniel J. Moran is the founder of Pickslyde Consulting, and has over 20 years of experience applying behavioral principles in work environments around the world. Dr. Moran’s proficiency in the behavioral sciences has enabled him to develop an innovative, evidence-based approach for improving performance and building leadership skills using Acceptance and Commitment Training. As a consultant, he has worked with high performing organizations, including Fortune 500 companies, and conducts corporate training on six continents and throughout the United States. He has also appeared on television as an onscreen behavioral health consultant for shows broadcast by The Oprah Winfrey Network, Discovery, and The Learning Channel.

In addition, Dr. Moran founded the MidAmerican Psychological Institute in Chicagoland, Illinois, and has been working as an allied health professional for over a decade. As a psychologist, he partners with many referring family doctors and surgeons to ensure high quality, well-rounded healthcare for his patients.

“Dr. D.J.” is the current president of the Association for Contextual Behavioral Science, which is the international organization aimed at reducing suffering and improving quality of living with Acceptance and Commitment Training. He has published books and articles in the area of ACTraining, evidence-based education, and the behavioral science that supports these effective approaches. Dr. D.J. and his staff are committed to utilizing the science of human behavior while collaborating with healthcare organizations in order to optimize performance and reduce the stress and burnout of healthcare professionals.