



Tell Your Boss Takeaways from “Be a Wellbeing First Champion for Credentialing”

**Speakers:** James C. Feist, JD, MBA

**Thesis:** The Wellbeing First Champion Challenge program supports licensure boards, hospitals, and health systems in auditing and changing (as needed) all their applications, forms, and addendums to be free of intrusive mental health questions and stigmatizing language. Once the applications are verified, licensure boards, hospitals, and health systems are recognized as a Wellbeing First Champion.

**Learning Objective#1:** Audit

**Key points:**

<ol style="list-style-type: none"> <li>1. Use our free toolkit to take three steps: Audit, Change, Submit</li> <li>2. Audit all applications, addendums, and peer review forms</li> </ol>	<ol style="list-style-type: none"> <li>3. Change any invasive or stigmatizing language around mental health</li> <li>4. Submit applications to verify they are free from intrusive questions</li> </ol>
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**Learning Objective#2:** Change

**Key points:**

<ol style="list-style-type: none"> <li>1. Once applications are verified, organizations are recognized as a Wellbeing First Champion and provided a toolkit to Communicate these changes to their workforce and assure them it is safer for them to seek care.</li> </ol>	<ol style="list-style-type: none"> <li>2. Change and communicate any invasive or stigmatizing language around mental health</li> </ol>
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**Learning Objective#3:** Submit Applications

**Key points:**

<ol style="list-style-type: none"> <li>1. Submit your full initial applications and renewal applications to verify they are free from intrusive questions</li> </ol>	
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## Remove Barriers to Mental Health Care for Health Workers

Like everyone, health workers deserve the right to pursue mental health care without fear of losing their job. However, overly invasive mental health questions in licensing and credentialing applications prevent health workers from seeking support and [increases](#) the risk of suicide.

Such questioning tends to be broad or stigmatizing, such as asking about past mental health care and treatment, which has no bearing on a health worker's ability to provide care and violates the Americans with Disabilities Act.

Ensuring that health workers can access mental health care when needed not only benefits their well-being, but it also improves the health of our entire country.

## Be a Wellbeing First Champion

The Wellbeing First Champion Challenge program supports licensure boards, hospitals, and health systems in auditing and changing (as needed) all their applications, forms, and addendums to be free of intrusive mental health questions and stigmatizing language. Once the applications are verified, licensure boards, hospitals, and health systems are recognized as a Wellbeing First Champion.



Use our free **toolkit** to take three steps.

- **Audit** all applications, addendums, and peer review forms.
- **Change** any invasive or stigmatizing language around mental health.
- **Submit** applications to verify they are free from intrusive questions.



Once applications are verified, organizations are recognized as a Wellbeing First Champion and provided a toolkit to **Communicate** these changes to their workforce and assure them it is safer for them to seek care.



The Wellbeing First Champion Badge serves as a **visual recognition** for health workers. When health workers are deciding in which state or organization to work, the Badge serves as a **standardized form of communication** that a location will not require health workers to answer intrusive mental health questions.



**Download Toolkit at**  
[drlornabreen.org/removebarriers](https://drlornabreen.org/removebarriers)