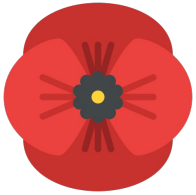
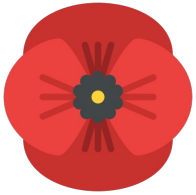

Our JIMI Journey
2024-2026


JOY ISN'T FOUND.
JOY
IT'S BUILT TOGETHER.





2026 Honorary Poppies

Eleftherios Mylonakis, MD
Paul Brown
Sapna Singh, MD
Shannon Pointer Abusharr
Tesha Montgomery


JIMI

You are

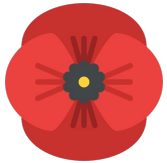
seen,

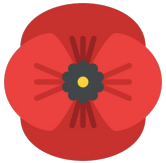
You are

cared for,

You are

empowered!

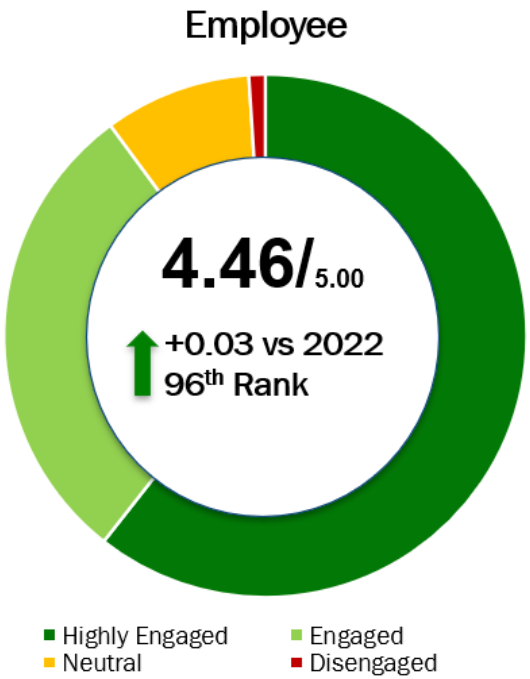


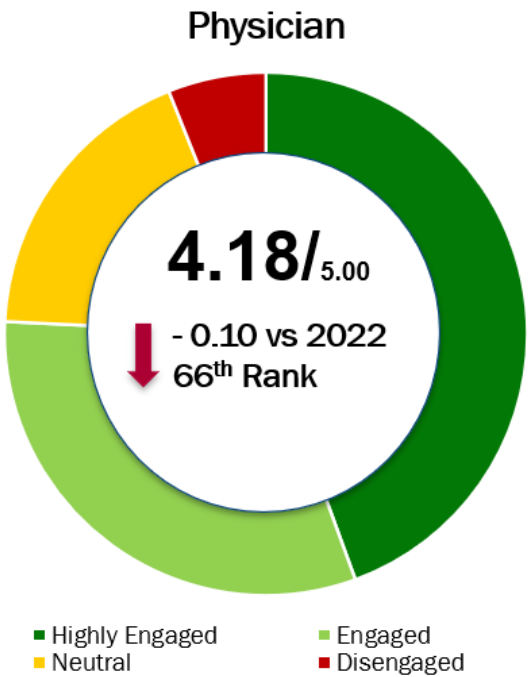




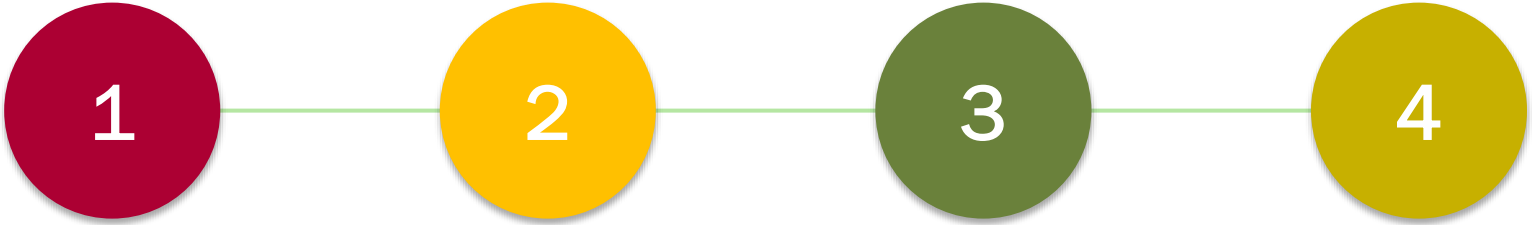
Photographer: Kimberly Goode, Houston, TX

The GAP: 2023 Employee v. Physician Engagement





From a gap to shared responsibility



NOTICE

The Gap

LISTEN

Clinician Experience

LEARN

What Sustains Joy

ACT

Respond Together

Who are you?

What brings you JOY?

What are the PEBBLES in your shoes?


JIMI BAR
NET WT 1.76 OZ (50 g)
te milk chocolate
M2895D2
APR 03 2021

As We Evolved Our JIMI Bar Evolved



1.0

Where it all started

2024



2.0

A bolder refresh

2025



3.0

The JIMI Bar today

2026

The Themes We Heard Along the Way: 2024-2026

JOYS

Patient Outcomes (Quality)	100%

The Themes We Heard Along the Way: 2024-2026

JOYS

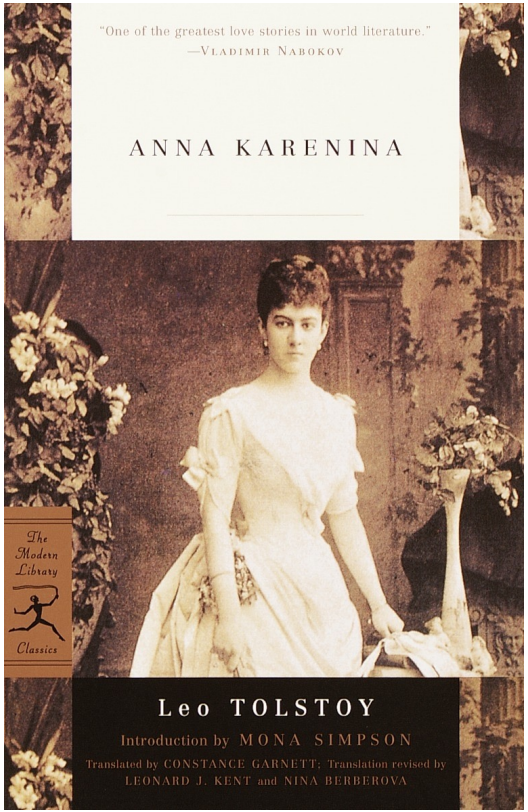
Patient Outcomes (Quality)	100%
Importance of Relationships	100%

The Themes We Heard Along the Way: 2024-2026

JOYS

Patient Outcomes (Quality)	100%
Importance of Relationships	100%
Organizational Pride	100%
Technology in Care	83%

“All happy families are alike;
each unhappy family is unhappy in its own way.”
— Leo Tolstoy



The Themes We Heard Along the Way: 2024-2026

PEBBLES

Administrative Burden	100% 2024, 2026

The Themes We Heard Along the Way: 2024-2026

PEBBLES

Administrative Burden	100% 2024, 2026
Physician Voice	100% 2025, 2026

The Themes We Heard Along the Way: 2024-2026

PEBBLES

Administrative Burden	100% 2024, 2026
Physician Voice	100% 2025, 2026
Access & Referrals	86%
Staffing & Role Clarity	80%

Protect Joys
Remove Friction
Listen to Clinicians

JIMI Well-Being Strategy



JIMI Well-Being Strategy



Relationships

Patient Care (Quality & Outcomes)

Organizational Pride & Professional Identity

Tech that Optimizes Care/AI

Leadership & Operational Support

Teaching & Research Opportunities

Professional Development

MDs in the Human Experience

JOYS

Staffing & Clinic Support Gaps

Access, Scheduling, Referrals

PO Alignment/Lack of Physician Voice

Administrative Burden

Revenue Cycle & Billing

Tech Burden

Facilities, OR Capacity, Equipment

Optimize Behavioral Health & Social Services

PEBBLES

Listening Builds Trust When People See Change



- Safety, Quality & Well-Being Institute
- $2M ambient listening investment
- Payment policy for unlisted codes
- Peer support, champions, development
- JIMI-supported well-being projects
- Clinical Role Terminology Transformation

Listening Builds Trust When People See Change



Capital Equipment: PET Scanners

Inaugural Institute Director & Katz Scholars

GROW – (Get Rid of Waste) Program

Well-Being Focused Licensing & Credentialing

Physician JIMI Well-Being Committee

We care about our APP



APP Transition to Practice Program

APP Leadership Program

APP JIMI Well-Being Committee

Raphael’s “The School of Athens” (1509 – 1511)



2025 JIMI CLINICIAN WELL-BEING SURVEY

Are we making a difference?

	Engagement	Alignment	Resilience	Safety
Primary Care Group	0.18	0.04	0.14	0.09
Specialty Physician Group 1 Listening & Learning 2025	-0.10	-0.16	0.00	0.00
Specialty Physician Group 2 Listening & Learning 2026	-0.10	-0.17	-0.06	0.00

NEJM Catalyst | Innovations in Care Delivery

CASE STUDY

Joy in Medicine Initiative: Bridging Physicians' Engagement Gap

Stephanie C. Jones Wood, M.P.H., C.P.H.Q., F.A.C.H.E., Kimberly Goode, M.A., Stephen Spielman, M.H.A., M.B.A., Shlomit Schaal, M.D., Ph.D., M.H.C.M., F.A.C.H.E.

Vol. 7 No. 9 | September 2026

DOI: 10.1056/CAT.26.0091

A 2023 workforce engagement survey of employees at the Houston Methodist Physician Organization (HMPO) identified a widening engagement gap between physician and nonphysician staff members. A greater number of physicians reported disengagement, mirroring a national trend in declining engagement scores, than other employees.

HARVARD T.H. CHAN | SCHOOL OF PUBLIC HEALTH

PH2610
2026

Who Is Taking Care of the Doctors? The Joy in Medicine Initiative at Houston Methodist

Early in the summer of 2026, Shlomit Schaal MD, PhD, MHCM sat down at her desk to review what some saw as her signature program, the Joy in Medicine Initiative, now three years old. JIMI (pronounced “Jimmy”) was an ambitious, new approach seeking to directly improve the daily work life and overall well-being of employed physicians at Houston Methodist. She had built JIMI’s core team, had a recognized internal “brand,” and the program consisted of several means to allow physicians to thrive professionally and personally. She needed to decide how the

The next test
is whether clinicians can
see and feel
progress in their daily work

JOY Happens When We Work Together

BROADENING THE FRAME



WHAT COMES NEXT

The next chapter: JIMI 2027

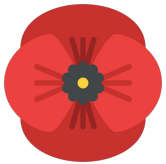


I Am Always Listening

Contact me anytime

sschaal@houstonmethodist.org

We care!



You matter

