

KNN DISCUSSION SERIES

Foundations for Flourishing

Practical Wisdom in Medicine



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

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.



A Growing Movement Toward Flourishing in Medicine

We advance this work by **connecting** and **convening** stakeholders across the health ecosystem, **catalyzing** transformative initiatives and **influencing** policy and systems change.

KNN Theory of Change





Why a Framework for Flourishing?

Flourishing as Defined in KNN Framework

“Flourishing refers to a wholeness—of being and doing, of realizing one’s potential and helping others do the same.¹ It can be measured across 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.²”

1. Su, F (2020)

2. VanderWeele, TJ (2017)

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.²

Character

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

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.¹

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.⁴

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**
- Place and power of **narratives**

Today's Speakers



Margaret Plews-Ogan, MD
Bernard B. and Annie E. Brodie Professor of
Medicine, University of Virginia, Co-Director of
the Wisdom and Wellbeing Program



Kenneth E. Sharpe, PhD
Emeritus Professor of Political Science,
Swarthmore College

Thank You

Thank you to our presenters and attendees for participating.

- Continue to engage and advance flourishing: become a **member of the movement**
- Please **join us in May** for the next session on **flourishing**—look for registration details to follow!

CONTACT US

Email: knn@mcw.edu

Twitter (X): @KernNetwork

Web: knncaringcharactermedicine.org



JOIN THE MOVEMENT

Scan QR code to learn more about becoming a **Member of the Movement**



JOIN THE MOVEMENT TOWARD FLOURISHING IN MEDICINE

The KNN is leading a movement to unite groups and organizations with a shared goal of transforming the profession of medicine so that all within can truly flourish.

BECOME A MEMBER

- Join as **Changemakers** at the department, group or team level
- Become a **Catalyst** organization for full institutional involvement

*Not ready to join as a group / organization?
Inquire about individual options.*



Access **resources, learning, expertise** to spark transformational change



Collaborate with others and **enrich national efforts**



Move forward with **greater momentum** together

BECOME A CATALYST ORGANIZATION

Commit to transforming organizational cultures and systems toward flourishing for all



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ACTIVATE A POWERFUL THEORY OF CHANGE INSTITUTIONALLY



CONNECT

A vision to help you **bring together key leaders** to advance organizational work toward flourishing

Guidance on applying the KNN Framework for Flourishing



CONVENE

Regularly review and update strategy, informed by national research and projects

Collectively identify implementation opportunities in your organization



CATALYZE

Build on and expand efforts to enact flourishing in your environment

Highlight and amplify institutional accomplishments



INFLUENCE

Share your work in national spaces to influence the field more broadly

Compound your impact with continued collaboration, internal and external

LEARN MORE





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 (2022). The Jubilee Centre Framework for Character Education in Schools. University of Birmingham, Jubilee Centre for Character and Virtues. Retrieved from: <https://www.jubileecentre.ac.uk/wp-content/uploads/2024/07/Framework-for-Character-Education-2.pdf>

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.

