**Categories 1 & 5**

**Physician Compact**

Administration will:

**People**
- Communicate promptly and effectively.
- Create a working environment that is open, trusting and respectful.
- Engage physicians in organizational decisions while actively listening and being open to their ideas.
- Manage the organization with integrity and honesty.
- Be transparent during the decision-making process.
- Recruit and retain the best people.
- Resolve conflict with openness and empathy.
- Create a sense of community across our organization.

**Growth**
- Provide opportunities for growth of leaders.
- Create alignment with clear and focused goals and strategies.
- Provide clinicians with support and clear opportunities to participate in decision-making and idea implementation.

**Quality/Service**
- Acknowledge physician contributions in patient satisfaction and clinical quality.
- Continually strive to be the quality leader in health care.

**Finance**
- Share information regarding strategic intent, organizational priorities, business decisions and business outcomes.
- Develop a sustainable care model that supports our organization's goals.

Physicians will:

**People**
- Treat every patient, colleague and association with respect, dignity and compassion.
- Demonstrate ethical and professional conduct with integrity.
- Promote trust and accountability with the team.
- Recruit and train the best medical staff.
- Resolve conflict in a professional manner.
- Create a sense of community amongst the medical staff.
- Develop exceptional working-together relationships that achieve results.

**Growth**
- Collaborate with administration and staff to achieve our shared vision and goals.
- Promote innovation and continuous improvement.

**Quality/Service**
- Support AH Castle organizational goals by striving for improvement in patient satisfaction and clinical quality.
- Promote a culture where the patient comes first in everything we do.
- Collaborate as interdependent clinicians to excellent care for all patients.

**Finance**
- Use best practices and clinical efficiency to promote affordable health care in our communities.
- Work toward the development of sustainable care models.