

Family Medicine Rising: Becoming The Physician Leaders Our Patients Need Us To Be

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Learning Objectives

- Frame the physician leadership journey in 4 stages based on our personal statement archetype and how to improve patient care
- Contextualize Erik Erikson's Stages of Psychosocial Development (specifically Generativity versus Stagnation) in Family Medicine
- Leverage Starfield's 4 C's to measure how close we are to becoming the physicians we wrote about in our personal statements



Who is this dude?

- Medical Director @  UNITED HEALTH PARTNERS
- #FamilyPhysician @  KCS
- Director @  AMERICAN ACADEMY OF FAMILY PHYSICIANS
- Co-Founder #FMRvolution
- Father • Husband • Co-Leader #TheIncredibLEEs
- #KoreanAmerican





The Physician Leadership Journey

Anatomy Of A Superhero Origin Story

- Give us a reason to care
- Don't make your hero a chosen one; give her a chance to prove herself
- It may be useful to tie your character's origin story to the villain's plot
- Is your character's background too exceptional?
- Give us a chance of a happy ending

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Family Medicine Superheroes

- Let's give the American public a reason to care.
- None of us is a Chosen One; we must be given a chance to prove ourselves.
- Medicine's origins are tied to the fragmented, volume-based fee-for-service model of health care delivery in the US (and historically, we have been great at playing in the sandbox with that broken system but our time is now to fight for us and fight for our patients).
- None of us is too exceptional on our own (ok, maybe some of us) but together, we are exceptional (pretty much).
- And finally, with physicians leading change/transformation in US health care, we will have a chance for a happy ending.

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The RULES of #FMREVOLUTION FIGHT CLUB

- 1st RULE: You must talk, tweet, and FB post about #FMREVOLUTION FIGHT CLUB.
- 2nd RULE: You must TALK, TWEET, and FB POST about #FMREVOLUTION FIGHT CLUB.
- 3rd RULE: If they say "stop", tell them we are an unstoppable force for change in the U.S. healthcare system. If they go limp, tap out and start ACLS.
- 4th RULE: At least 128,300 family docs and medical students in our fight to transform the U.S. healthcare system.
- 5th RULE: One fight at a time: the fight to continue giving a damn and being there for our patients.
- 6th RULE: Shirts and shoes please (unless your family doc needs to examine you in which case wear one of those gowns).
- 7th RULE: Our fight to transform the U.S. healthcare system will go on as long as it has to.
- 8th RULE: If this is your first time at #FMREVOLUTION FIGHT CLUB, you HAVE to join our fight (yes, that includes you MedStuds; become the doctor that you wrote about in your personal statement).

HOW TO CHANGE THE WORLD

1. Realize yourself
2. Show up
3. Occupy the ground
4. Change the world

"Become the physician leaders our patients and communities need us to be."



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Erik Erikson's Stages of Psychosocial Development

"Stay relevant"



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Erik Erikson's Stages of Psychosocial Development

- Infant: Trust vs Mistrust
- Toddler: Autonomy vs Shame and Doubt
- Pre-Schooler: Initiative vs Guilt
- Grade-Schooler: Industry vs Inferiority
- Teenager: Identity vs Role Confusion
- Young Adult: Intimacy vs Isolation
- Middle-Age Adult: Generativity vs Stagnation
- Older Adult: Integrity vs Despair

Generativity vs Stagnation

<ul style="list-style-type: none"> • Generativity • Making commitments to other people • Developing relationships with family • Mentoring others • Contributing to the next generation 	<ul style="list-style-type: none"> • Stagnation • Being self-centered • Failing to get involved with others • Not taking an interest in productivity • No efforts to improve the self • Placing one's concerns over above all else
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Generativity vs Stagnation

<ul style="list-style-type: none"> • Benefits of Generativity • Better health • More positive relationships • Greater productivity • Greater fulfillment • Increased community involvement 	<ul style="list-style-type: none"> • Consequences of Stagnation • Worse health • Lower quality relationships • Decreased life satisfaction
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What is leadership?

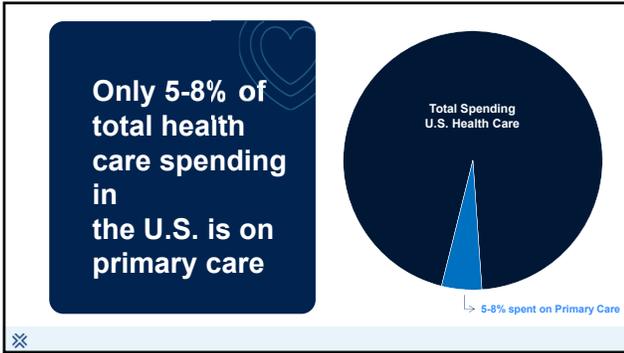
Vision x Task x Relationship

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Leveraging Starfield's 4 Cs to Better Measure Our Successes as Family Physicians

\$13 in savings for every \$1 spent in Primary Care

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- ### How Health Care is Organized "Competitive Forces"
- Care Delivery
 - Hospitals
 - Nursing homes
 - Home care agencies
 - Pharmacies
 - Physicians
 - Primary Care
 - Specialty
 - Other caregivers
 - Suppliers
 - Pharmaceutical companies
 - Medical supply companies
 - Purchasers
 - Organized
 - Business
 - Government
 - Individuals/patients
 - Insurers
 - Commercial insurance companies
 - Health maintenance organizations
 - Accountable Care Organizations

The Triple Aim + 1

- Value (quality/cost)
- Patient experience
- Population health
- Joy in Practice

A photograph of two men, one in a light blue shirt and one in a grey suit, standing together. To the right are four icons: a building for 'Value (quality/cost)', a person for 'Patient experience', a cross for 'Population health', and a person with a musical note for 'Joy in Practice'.

Dr. G. Gayle Stephens
Family Medicine Revolution OG



"Be there"
"Give a damn"
The Job vs The Work



LEGISLATIVE PHYSICS:

Shifting the Health Care Value Vector towards Primary Care

FORCE = MASS X ACCELERATION AMPLIFICATION



THANK YOU!



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