ANESTHESIOLOGY 5.0:

Thriving amid Volatility, Uncertainty, Complexity, and Ambiguity

Loepke AW. Anesthesiology

VUCA

Volatility | Uncertainty
Complexity | Ambiguity

BANI

Brittle | Anxious
Nonlinear | Incomprehensible

HUMAN-CENTRICITY

- Reduce cognitive load and burnout
- Promote psychological safety and well-being
- Maintain professional autonomy
- Support education and mentoring

SUSTAINABILITY

- Environmentally responsible and resource-efficient care
- Preserve and develop the workforce capacity
- Support continuous education and research

RESILIENCE

- Build system capacity and redundancy for crises
- Learn from errors and near misses
- Use simulation and team training
- Ensure continuity of care through digital systems



Resilience must be designed into the system — not left to individual endurance.

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