

HOW TO BOOST PHYSICIAN JOB SATISFACTION AND RETENTION



New research from Jackson Physician Search and LocumTenens.com reveals that one-third of clinicians plan to leave their current employers in the next one to three years.

Implement these five strategies to enhance physician job satisfaction and reduce turnover.

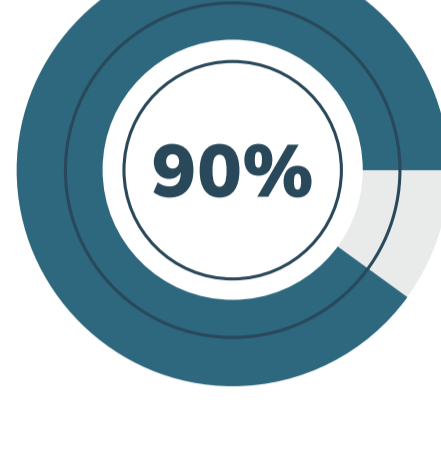
1

MAINTAIN CLINICIANS' SENSE OF CALLING



Clinicians who feel medicine is a calling are more likely to be satisfied with their jobs, engaged at work, and stay with their current employer.

Most physicians (90%) initially saw medicine as a calling.



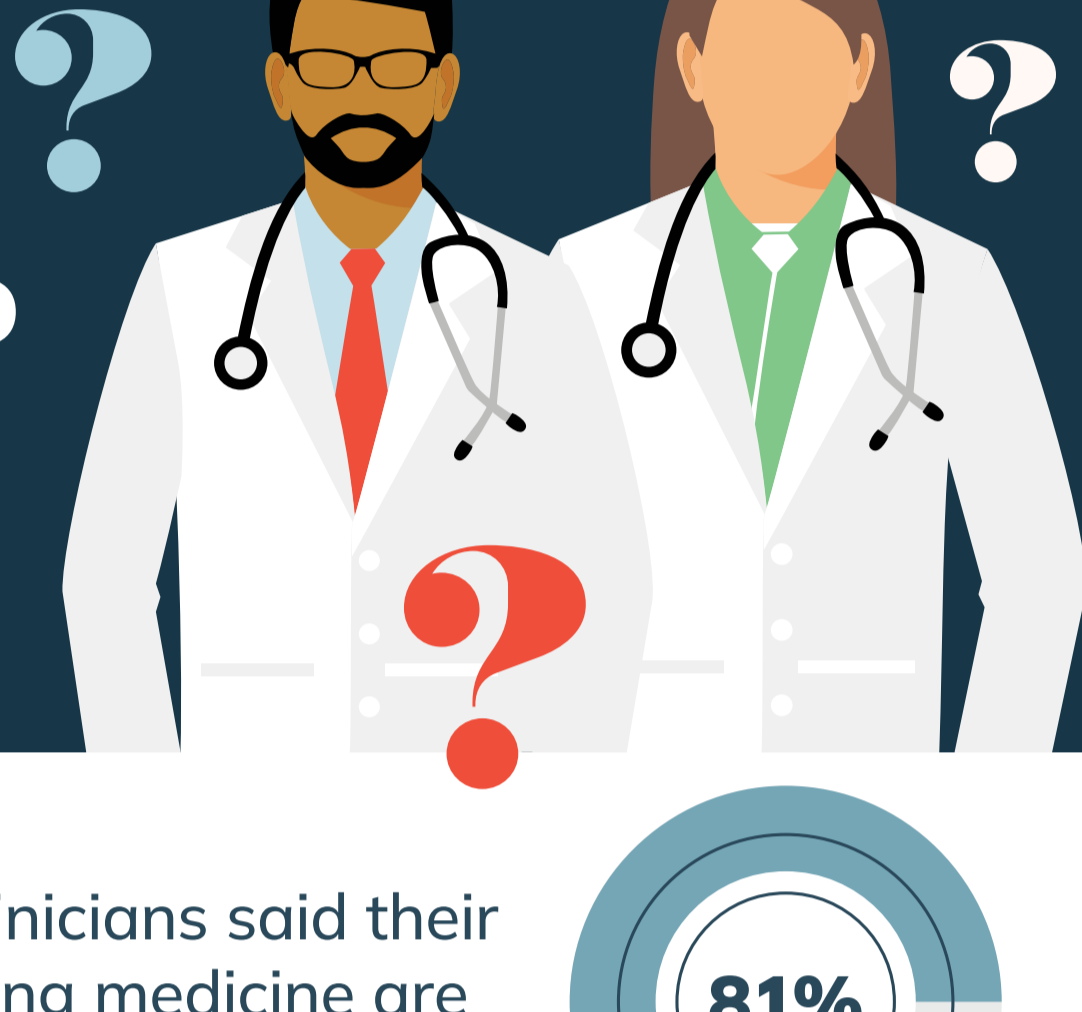
Nearly half of physicians (52%) report their calling has weakened over time.

ACTIONABLE TIP:

Keep clinicians connected to their calling by tapping into what originally inspired them to pursue medicine.

2

UNDERSTAND THE 'WHY'



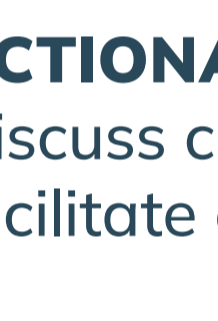
Eighty-one percent of clinicians said their initial reasons for choosing medicine are still motivating.



Motivation for Pursuing Medicine:



Helping others/serving humanity (73%)



Intellectual challenge/life-long learning (56%)

ACTIONABLE TIP:

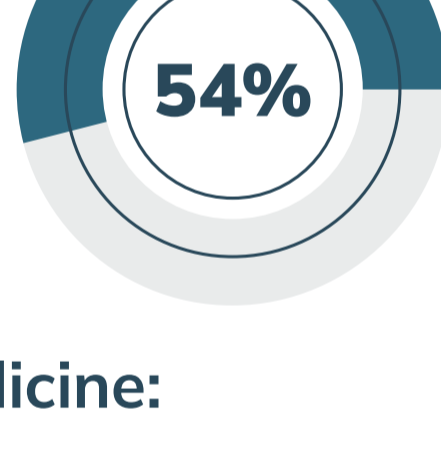
Discuss clinicians' intrinsic drivers in their daily work to help facilitate a more rewarding career.

3

ALIGN PRACTICE WITH PASSION



Over half of clinicians (54%) say their passion for medicine has weakened over the years.



Most Meaningful Aspects of Practicing Medicine:



Problem-solving and clinical decision-making (52%)



Patient interactions (49%)

ACTIONABLE TIP:

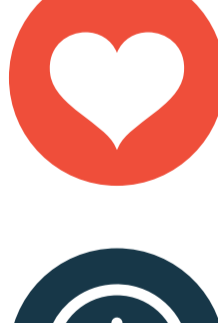
To reignite that spark, maximize time spent on the activities that bring fulfillment.

4

FOSTER CONNECTIONS



Strong relationships are a critical buffer against burnout and stress. When asked what keeps physicians going during challenging times, the two most common answers were:



Connecting with patients (46%)



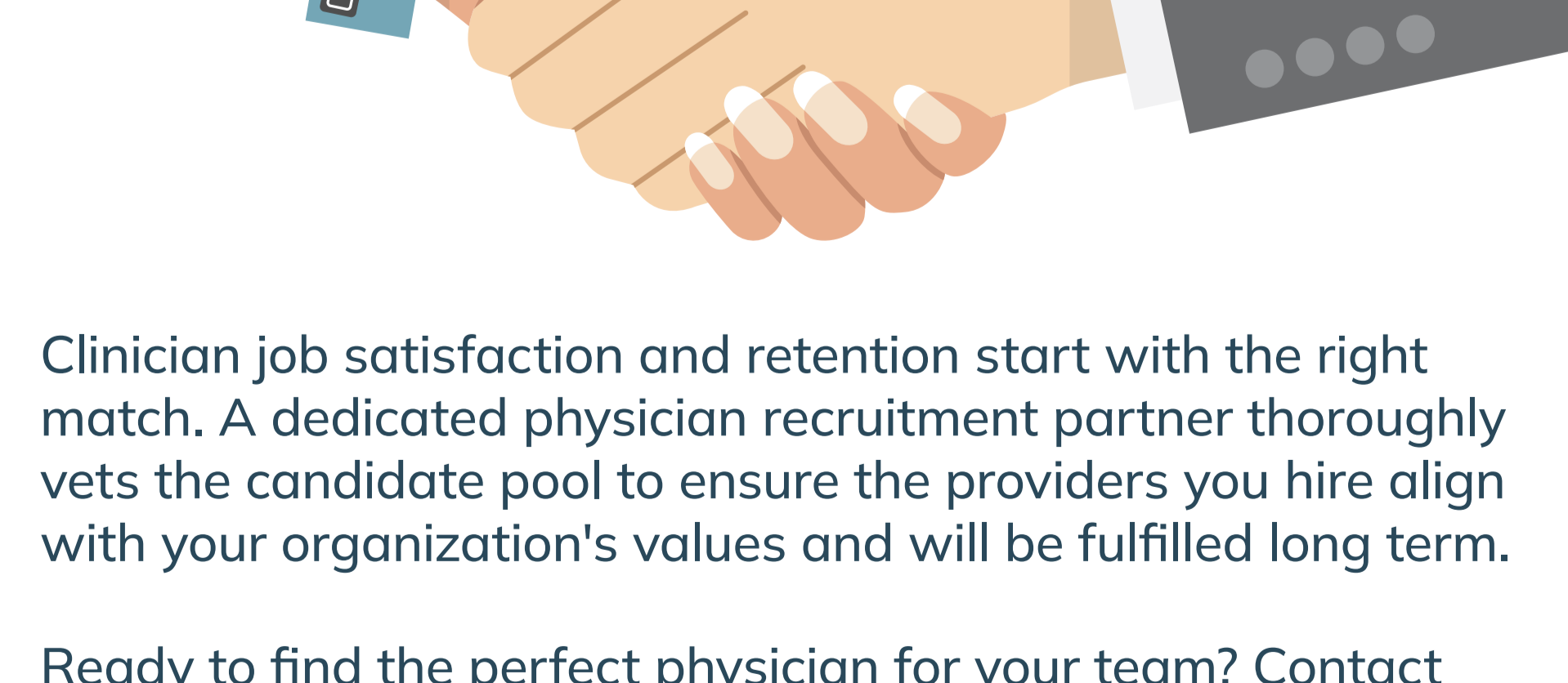
Time with family and friends (45%)

ACTIONABLE TIP:

Empower physicians to invest in personal and professional relationships by reducing administrative burdens, which increases time spent with patients, and offering adequate time off to promote work-life balance.

5

HIRE THE MOST COMPATIBLE CANDIDATES WITH A PHYSICIAN RECRUITMENT PARTNER



Clinician job satisfaction and retention start with the right match. A dedicated physician recruitment partner thoroughly vets the candidate pool to ensure the providers you hire align with your organization's values and will be fulfilled long term.

Ready to find the perfect physician for your team? Contact the Jackson Physician Search team today.

DOWNLOAD OUR NEW REPORT TO LEARN MORE

[Is Medicine Still a Calling? Exploring Physician Attitudes About Purpose in Medicine](#)