



Connect to Retain

How addressing well-being and mental health can increase clinician retention.

The latest well-being statistics show that medical professionals are facing more work distress than ever before, leading to costly burnout and turnover. However, research indicates that investing in staff well-being can help attract and retain your clinical workforce.

\$979M

Annual excess healthcare expenditures attributed to primary care physician turnover ¹

\$7.6K

Annual cost per physician associated with burnout related to turnover and reduced clinical hours ²

\$1»\$4

For every \$1 invested in well-being support, organizations can expect a return of \$4 in improved health and productivity ³

Reducing turnover through wellness support.

There are several common solutions when it comes to improving clinician retention: pay raises and benefit expansions. As universally appreciated as raises and days off are, though, your healthcare organization can also extinguish burnout-inspiring pain points in a clinician's workday by focusing on mental health and well-being.

The widespread adoption of validated well-being monitoring tools has opened the door to tailored support for employees on the organizational and unit levels. Recent studies indicate that an organization's ability to pinpoint the correct support for their patient-facing professionals can foster deeper commitments between clinicians and their peers,

patients, organizations, and themselves.

A 2023 Mayo Clinic study recommends that to reduce burnout and decrease turnover in healthcare settings, organizations should implement mindfulness practice, communication skills courses, and well-being initiatives at the clinician level. ⁴

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The results of a study published in 2023 by the Annals of Surgery appear to support this conclusion. Its authors found that "professional coaching over 6 months improved

burnout and resilience among surgeons, with reductions in improvement over the ensuing 6 months." ⁵

Some strategies can be implemented almost immediately, at little cost. The Champions of Wellness Publication issue No. 5, for example, examines the benefits available to organizations that weave self-compassion into existing workflow, activity, education, and implementation strategies. ⁶

By investing in employee well-being, healthcare organizations can lower attrition rates and mitigate the costly consequences of clinician turnover, leading to improved patient satisfaction, healthcare outcomes, and overall organizational success.

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