

How Healthcare Leadership Can Support Early Career Physicians

You already understand how valuable young physicians are to your organization. But in order to best recruit them, retain them and help them reach their potential, you need to know what their feelings, attitudes and needs are. Let's take a closer look.

WHAT THEY'RE FEELING

They value their well-being.

They want to be team players, but they also sometimes suffer from imposter syndrome.

They value innovation.

They're anxious but might hesitate to tell you.

They're flexible about employment.

HOW TO SUPPORT

Find out what they care about in their work so you can match their interests to your needs.

Those in minority groups face bias every day. Make sure you've created an environment where everyone feels safe and supported.

Encourage practitioners to be honest about their fears, let them know they're not alone and give them solid support.

Support well-being by checking in on their workload. They may be eager to work longer hours, but well-being shouldn't be a trade-off.

Consider well-being programs like VITAL WorkLife to show you're willing to invest in your people.

Praise, especially public praise, will help keep them motivated and keep you informed of their talents (or interests).

Contact us to learn more about how a well-being program in your organization can help you recruit and retain the best new talent. To get started, download our article *Young Physicians—the Keys to Recruiting, Onboarding, and Retention* for advice on better understanding the feelings, attitudes and needs of young physicians now entering the workforce.

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