

Why organizational well-being KPIs matter to your health system's bottom line

Welcome

Speaker Introductions



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Liver Transplantation,
Ochsner Health



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MPH,** Former Chair,
Internal Medicine,
Atrius Health; AMA
Physician Faculty



Nancy Nankivil,
Director of Organizational
Well-being, AMA

2023 AMA National Comparison Overview



81



Organizations

90



Surveys

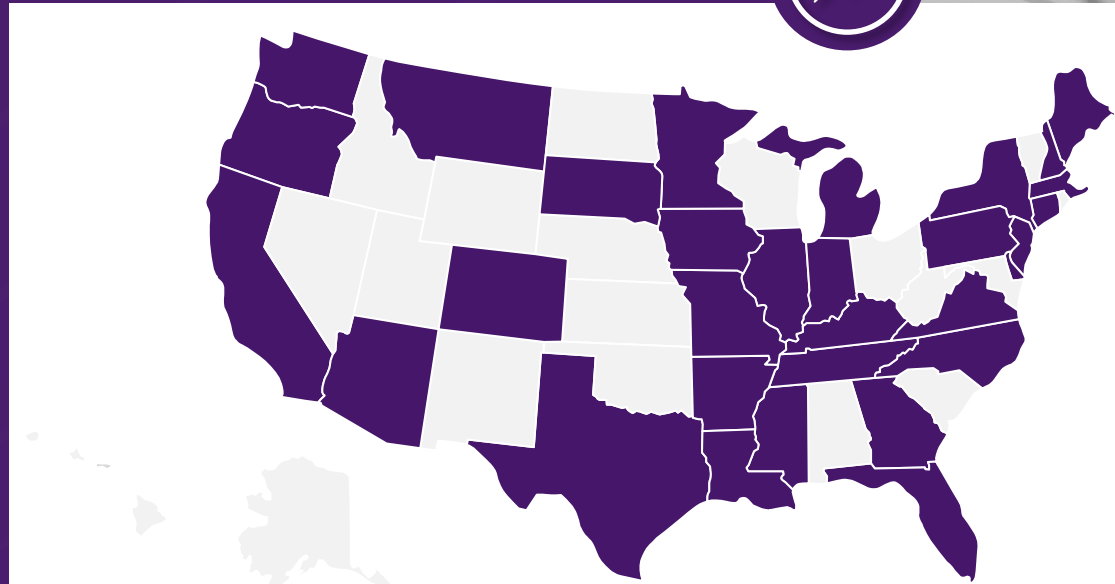
12,422



Physician
Respondents

6,998

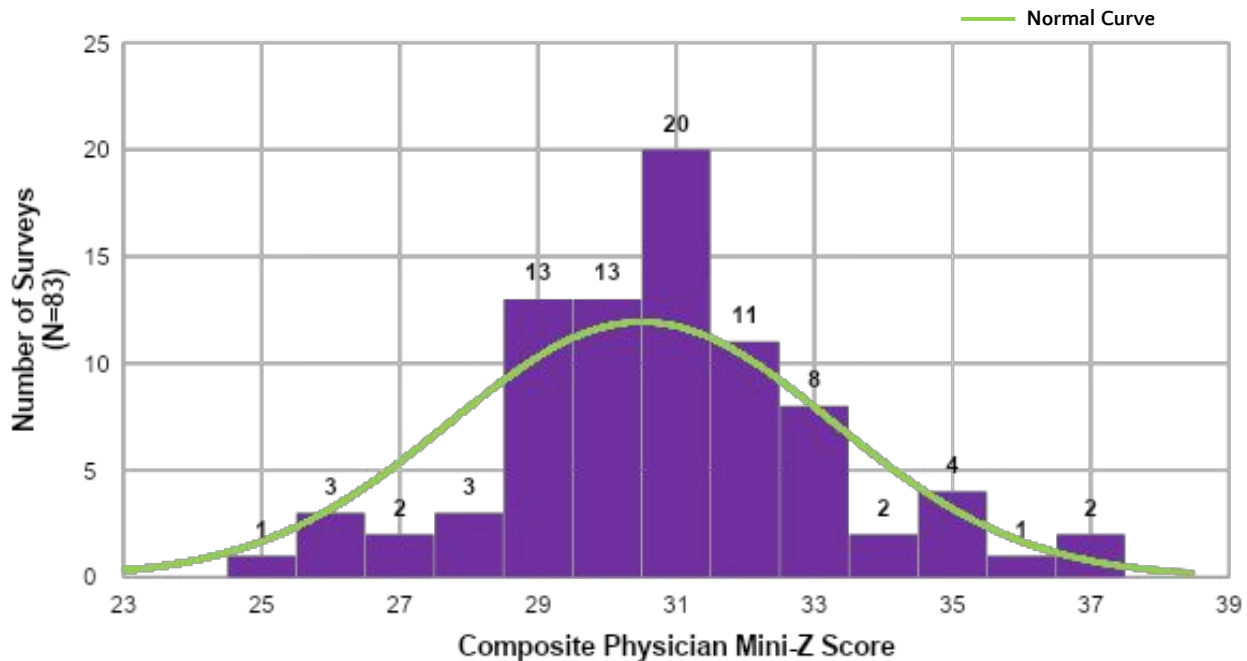
Advanced Practice
Provider
Respondents



Respondents representing
31 States

2023 Mini-Z Score Distribution

Composite Physician Mini-Z Scores by Survey



Percentile	Mini-Z Score
Minimum	23.6
25th	28.9
50th	30.3
75th	31.6
Maximum	38.2

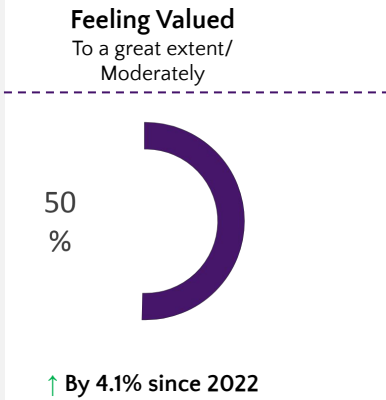
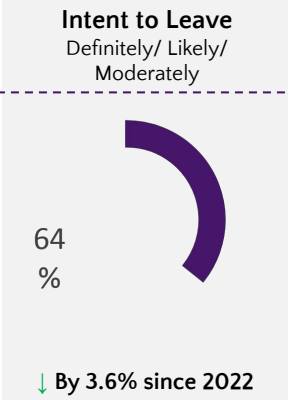
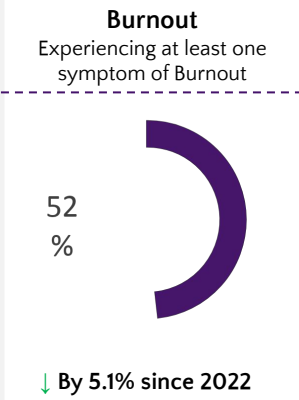
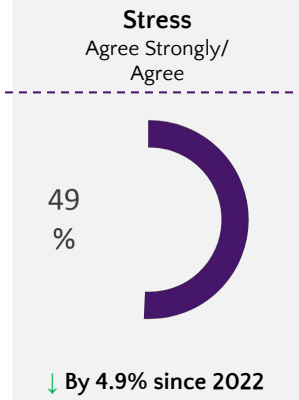
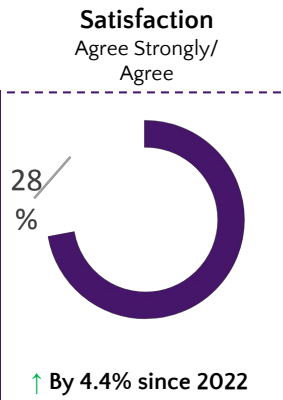
The above represents the distribution of Mini-Z Composite Scores by survey assessment. Higher scores are more favorable and denote a more joyful workplace. The highest possible score is 50. If a survey has a Mini-Z score of 29, they are above the 25th percentile but below the 50th percentile. Smaller survey numbers may have skewed the distribution, and surveys with less than 6 physician respondents have been excluded. The scores range from a minimum of 10 to a maximum of 50.

2023 Key Performance Indicators

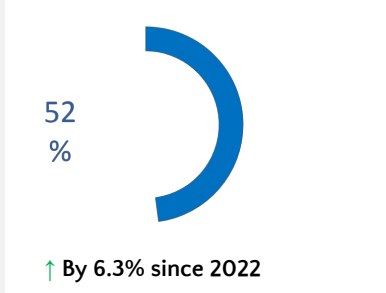
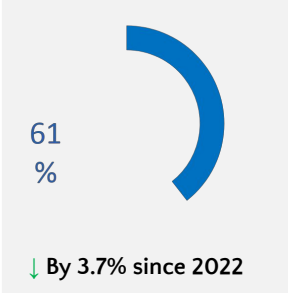
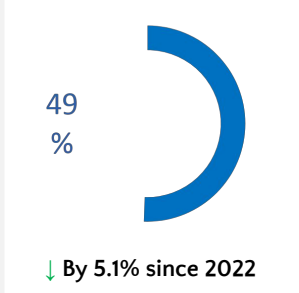
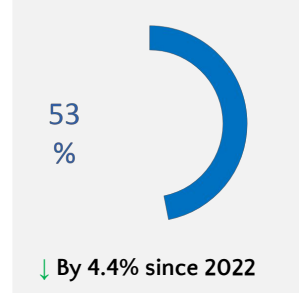
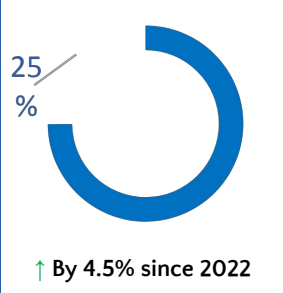
Role Results with Comparison to 2022 National



Physicians
N= 12,422



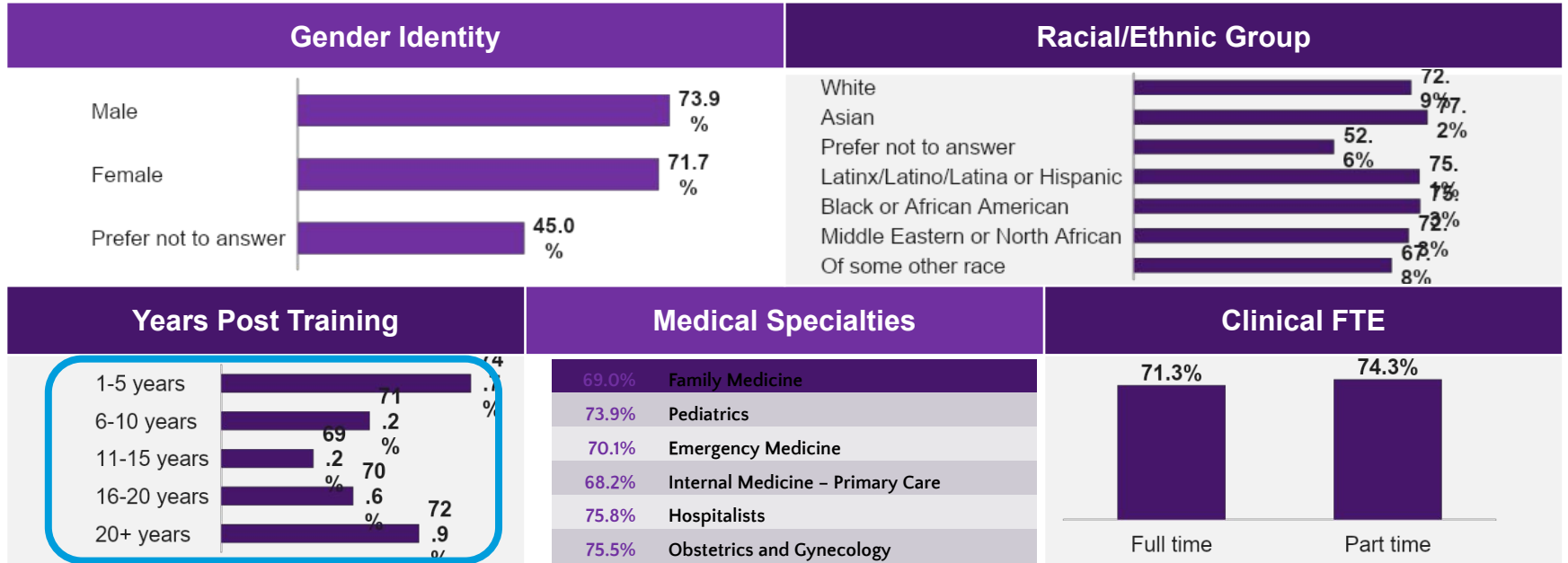
**Advanced
Practice
Providers**
N= 6,998



Job Satisfaction

Respondent demographics for those that answered Agree or Strongly agree to "Are you satisfied with your current job?"

Overall job satisfaction is one of six key performance indicators that the AMA is tracking over time. In 2023, overall job satisfaction was highest in respondents that were 1-5 years or 20+ years post-training. Part time respondents also experienced higher job satisfaction. Male respondents experienced higher levels of overall satisfaction. Of the 6 medical specialties with the highest sample size, job satisfaction was lowest in internal medicine – primary care.



Note : The above represent percentages of individuals within the specified demographic variable. The demographics are listed in descending order by volume and include at most only the 5-6 variables with the largest N. More detailed information available in KPI by demographic sections.

Burnout

Respondent demographics for those experiencing at least one symptom of burnout.

Burnout is one of six key performance indicators that the AMA is tracking over time. In 2023, burnout was reported highest in emergency medicine at 56.5% (of the medical specialties with the highest sample size) and in female respondents who reported 9.3% higher burnout than male respondents. Burnout was reported highest from respondents that are 11-15 years post training at 55.3%– and 6-10–years post training at 55.1%.

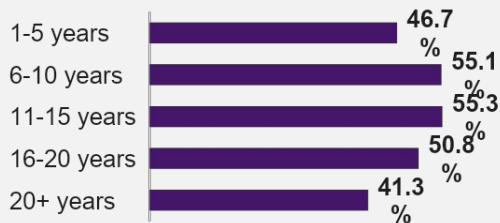
Gender Identity



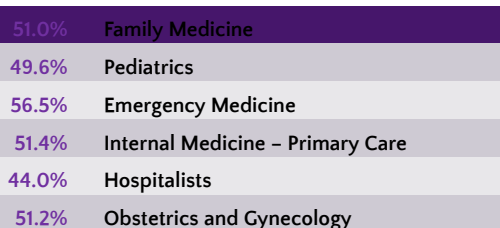
Racial/Ethnic Group



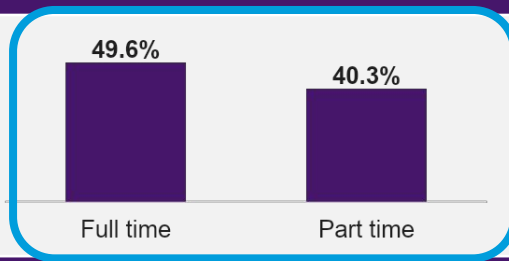
Years Post Training



Medical Specialties



Clinical FTE



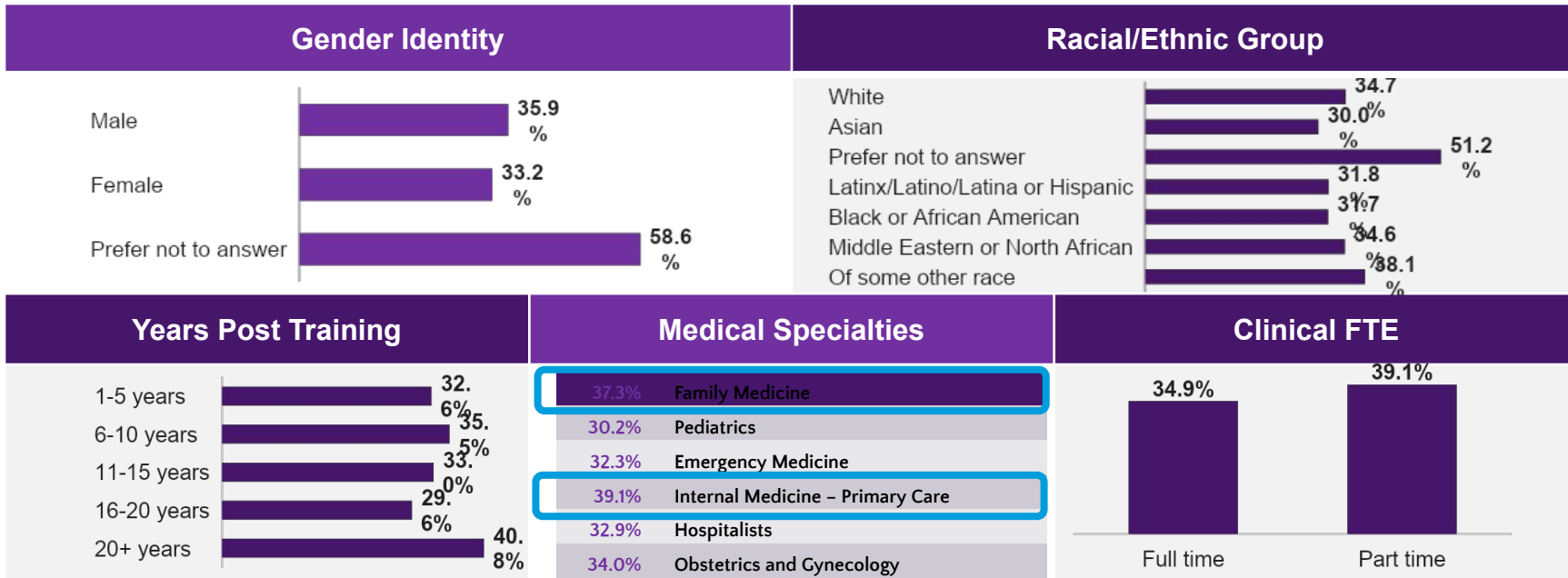
Note

The above represent percentages of individuals within the specified demographic variable. The demographics are listed in descending order by volume and include at most only the 5-6 variables with the largest N. More detailed information available in KPI by demographic sections.

Intent to Leave

Respondent demographics for those that answered “moderately,” “likely,” or “definitely” likely to leave current practice within the next 2 years.

Respondents’ intention to leave their organization within the next two years is one of six key performance indicators the AMA is tracking over time. In 2023, intention to leave their organization within two years was reported highest in internal medicine – primary care (of the 6 specialties with the highest sample size value) and respondents that were 20+ years post training. Intentions to leave were also reported highest in part-time respondents.

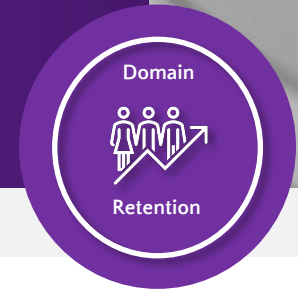


Note : This question is not required for organizations to use or respondents to answer; N values may vary from total National Comparison volume.
 : The above represent percentages of individuals within the specified demographic variable. The demographics are listed in descending order of sample size.

Resources Needed to Stay in Practice

What would make you reconsider and stay in your current organization?

(Multi-select Question)



Physician Results (N= 2,120)



Note

- The 2023 AMA National Physician Comparison includes data from organizations that closed in 2023.
- This question is not required for organizations to use or respondents to answer; N values may vary from total National Comparison volume.

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Questions?

Reach out to us at:

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