

We asked respondents to select the top three factors that either inspire them to stay where they are, would make them reconsider leaving, or would make them consider returning (depending on whether or not they are currently in practice and, if they are in practice, whether they plan to stay or leave).

We learned that some of these factors have a higher propensity to drive attrition (Appreciation for Work, Fair Compensation). The farther to the right a factor lands, the more closely it ties to attrition, meaning that if that need is not met, it is a top reason for people to leave. And, as you can see here, if people are not paid fairly or shown appreciation for their work, they'll go elsewhere.

Other factors have a higher propensity to drive retention; those factors are seen in the upper left quadrant (Teamwork, Modern Medicine, Meaningful Work, Flexibility). The closer a factor is to the top of the chart, the stronger a tie it has to retention.

It's important to understand that no single factor is purely tied to retention or attrition. While Teamwork, for example, is a strong driver of retention, a toxic team can also drive attrition. And, as you'll learn in the forthcoming white paper, these factors vary by one's role in a practice, as well as by whether they plan to stay or leave their current job.

