

Exploring the Factors Influencing Breast Radiologists' Decision to Stay or Go



A recent survey was conducted among breast radiologists to investigate the common factors that impact workplace satisfaction and the chances that breast radiologists leave their jobs.

Members of the Society of Breast Imaging were surveyed about workplace satisfaction, with radiologists specifying recent departures from or contemplation of leaving their practice.

In total, 228 breast radiologists provided valid responses via email in the first quarter of 2022. The majority of respondents (82% white, 77% female) fell in the 36-55 age range, with around 45% either contemplating leaving or having already left their practice within the last two years.

All respondents were asked to share their attitudes towards 31 job aspects, and factor analysis was conducted to pinpoint the critical factors influencing radiologists' decisions to leave their positions.

Factor analysis yielded five factors to help identify the most important aspects of a job that influenced radiologists to leave. These factors include: 1) not enough work-life balance, 2) not high enough salary, 3) feeling undervalued, 4) desiring a different challenge, 5) safety concerns, and 6) not feeling respected by physician leadership.

Individuals place varying importance on these factors, and practice leaders can address these issues by offering radiologists opportunities to prioritise income or work-life balance.

Additionally, the authors mentioned that not having enough holiday, not picking up new skills and technology challenges were not influencing their decisions to leave.

Overall, effective leadership can mitigate burnout, emphasising the need for radiology leaders to engage with physicians individually to understand their motivations.

This engagement can also help address feelings of not being respected by physician leadership, which contributes to radiologists leaving. Ultimately, conversations between leaders and radiologists are needed to identify areas for growth and help reduce burnout.

Source: [Journal of the American College of Radiology](#)

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Published on : Wed, 11 Oct 2023