

# Conditions tied to clinician dissatisfaction are modifiable

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(HealthDay)—Modifiable conditions, like chaos, incohesiveness, and

lack of communication, contribute to unsatisfying workplaces for clinicians, according to a study published in the October issue of *Health Affairs*.

Mark Linzer, M.D., from the Hennepin County Medical Center in Minneapolis, and colleagues examined data from the Healthy Work Place trial to understand how clinicians' job satisfaction (both physicians and advanced practice providers) relates to work conditions and outcomes for clinicians and patients.

The researchers found that satisfaction was associated with less chaos, more cohesion, better communication, and closer values alignment at work, but not with higher-quality care or fewer medical errors. After one year of follow-up, the respondents who indicated increased satisfaction (16 percent of these respondents) were almost three times more likely to report improved burnout scores and over eight times as likely to indicate reduced intention to leave their practices versus clinicians whose [satisfaction](#) did not increase.

"These findings confirm that [clinicians' job satisfaction](#) is related to remediable work conditions and suggest that it may be an important metric for clinical practices and practice organizations," the authors write.

**More information:** [Abstract](#)  
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