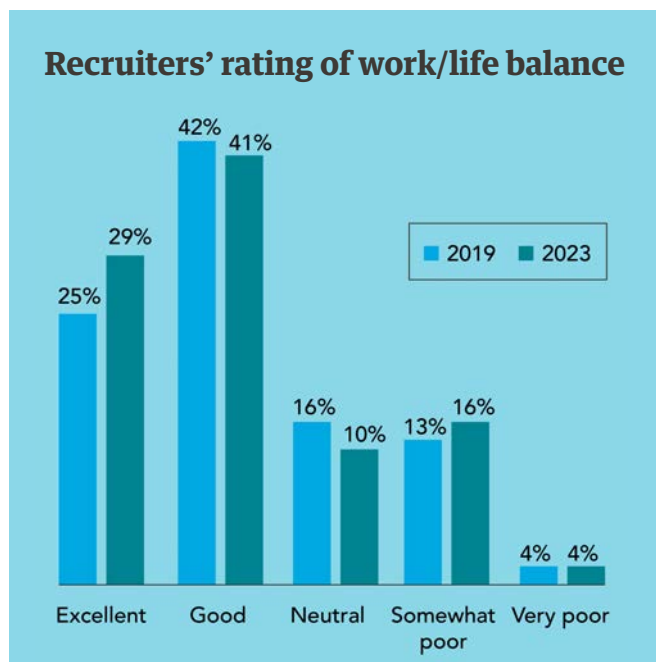


# Physician recruiters see improved work/life balance but feel less fulfilled overall.

In 2023, the Association for [Advancing Physician and Provider Recruitment](#) released its second **Physician Recruiter Workplace Satisfaction Survey**. Here are six ways recruiters' feelings about their jobs have changed since the first survey was administered in 2019.

## Work/life balance improved and stress decreased.

The number of physician recruiters reporting excellent work/life balance increased from 25% in 2019 to 29% in 2023. The survey also found a 5% decrease in the number of recruiters who reported a very high degree of stress in their jobs, from 26% in 2019 to 21% in 2023. Likewise, 45% reported a somewhat high degree of stress in 2023, compared to 49% in 2019.



## Personal fulfillment declined – and affected job satisfaction.

Eight in 10 physician recruiters (81%) reported high personal fulfillment in 2019, dropping to seven in 10 (70%) in 2023. The survey also found that personal fulfillment was the most important factor in overall job satisfaction. Though 73% of physician recruiters said they were completely or somewhat satisfied with their current position, one in five (20%) reported being somewhat dissatisfied or not at all satisfied.



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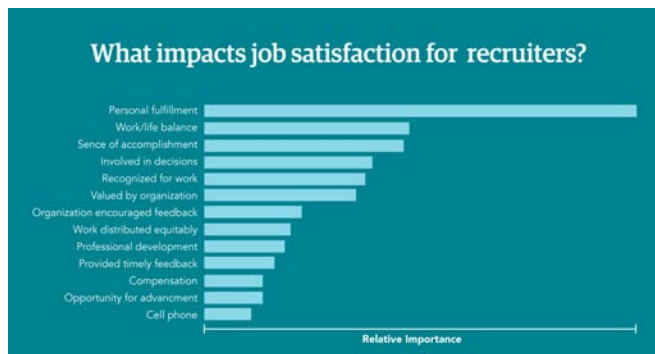
## Recruiters want to feel valued and involved.

In 2019, 37% of recruiters surveyed felt they were sufficiently involved in decisions that affect their work, a number that declined to 27% in 2023. Additionally, many physician recruiters don't feel recognized for their work – only 31% strongly agreed with this statement in 2023. Finally, fewer physician recruiters say they feel valued by their organization – a statement 37% strongly agreed with in 2019 and 31% strongly agreed with in 2023.



## Satisfaction with compensation dropped.

The survey showed a significant decline in recruiters' satisfaction with their earnings. While 56% of physician recruiters rated their compensation as good in 2019, only 43% did in 2023 – a 13% drop.



## Recruiters report numerous work challenges.

Physician recruiters said the most difficult aspects of their work were leadership challenges, time management, communication issues, a slow hiring approval process, and issues finding candidates.



## One in three recruiters plans to leave their organization.

About two-thirds (63%) of physician recruiters plan to stay with their current organization during the next three years. Of those who plan to stay, 41% say they will be in the same role, 17% would like to be promoted within their current department, and 4% plan to receive a promotion outside their current department.



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