

BUILDING CAREER SUSTAINABILITY THROUGH DIVERSIFICATION

Identifying the relationship between career diversity and wellbeing

Healthy General Practitioners (GPs) are likely to be more sustainable and offer better patient care. GP wellbeing is an RACGP priority. Dr Harry Nespolon flagged GP wellbeing as “a key area of focus” in the RACGP Health of the Nation report (2019). A key strategy in the RACGP Vision for General Practice and a Sustainable Health Care System, launched by Dr Harry Nespolon in 2019, is “improving the work life of health providers”, including a focus on “implementation of systems to address burnout and increase role satisfaction”.

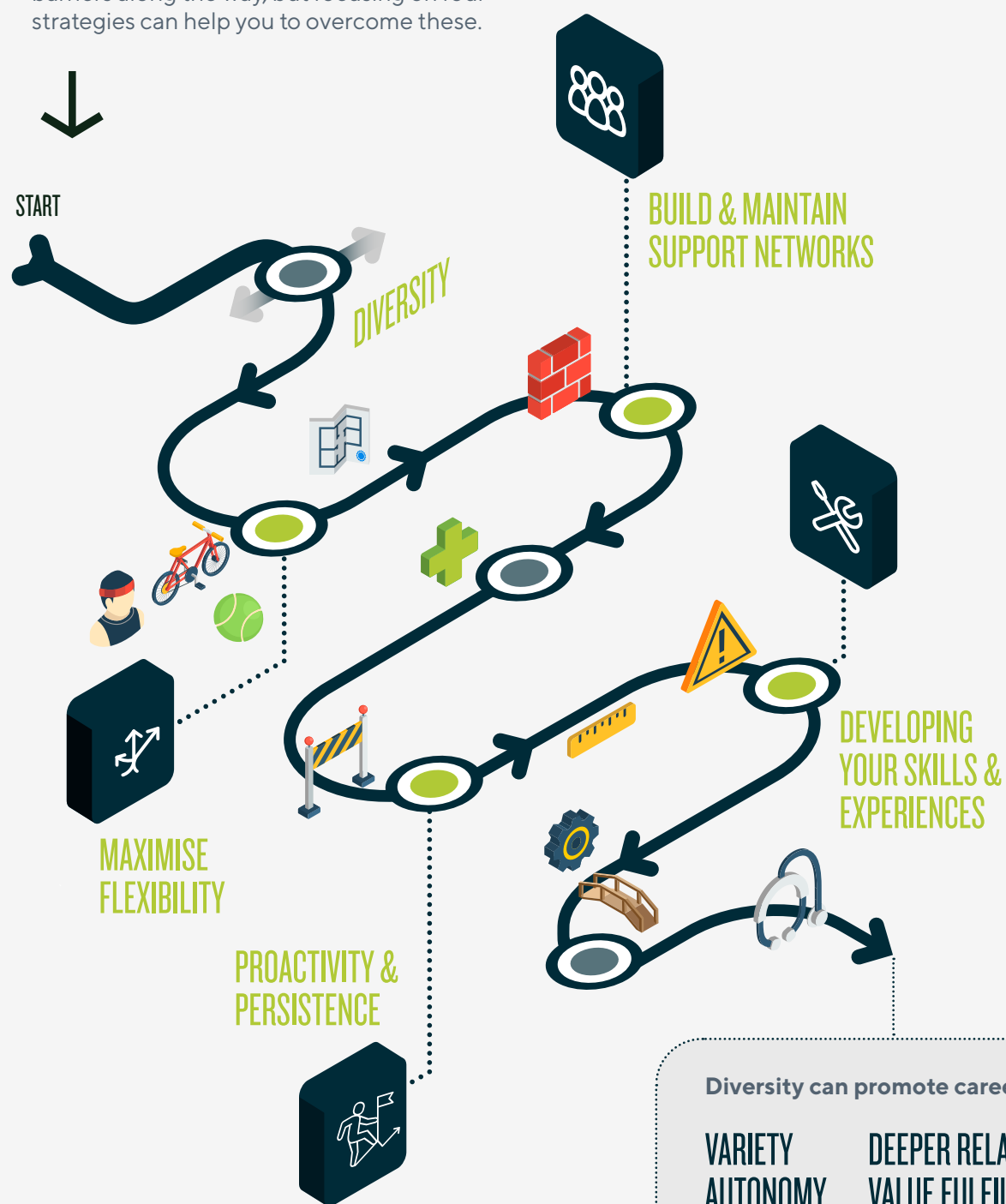
“Improved satisfaction of GPs will also increase the attractiveness of general practice as a profession, helping to grow and sustain the future general practice workforce”.

There is evidence that if doctors who invest time in professionally meaningful work experience an associated decreased risk of burnout. Recent GPEX research found that GP registrars, supervisors and other **stakeholders believed that work diversification was associated with burnout prevention.**

Because GPs are usually time-poor, practical and straightforward, strategies to improve wellbeing are needed that can be implemented across the wide variety of contexts in which GPs practise, **in line with the values** and interests that motivate doctors to choose to become GPs.

THE JOURNEY TO A SUSTAINABLE CAREER

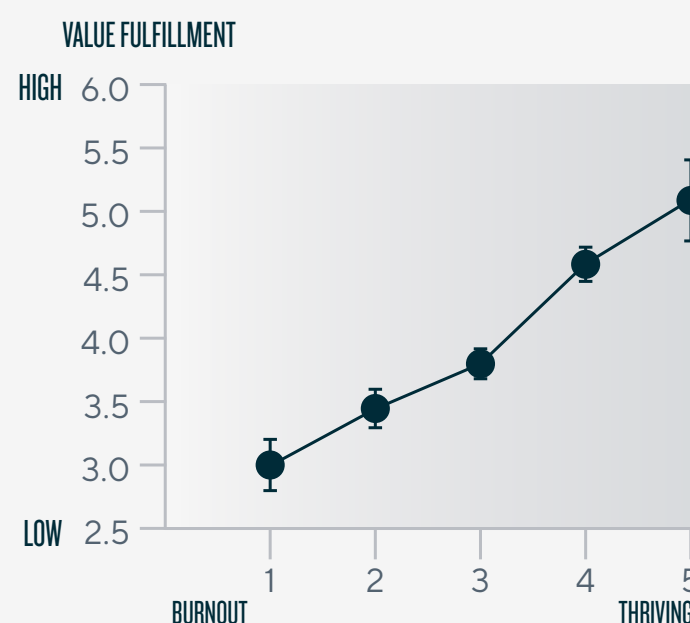
If you choose to diversify, the benefits for your wellbeing can be captured by spending just one day a week in another role. There will be some barriers along the way, but focusing on four strategies can help you to overcome these.



Diversity can promote career sustainability through:

- VARIETY
- AUTONOMY
- DEEPER RELATIONSHIPS
- VALUE FULFILMENT
- GROWTH

RELATIONSHIP BETWEEN BURNOUT/WELLBEING & VALUE FULFILMENT



The higher your value fulfilment, the lower your burnout and higher your wellbeing.

