

Physician leadership training may help counteract burnout

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as keeping people informed; encouraging ideas for improvements; discussing career development; and providing feedback, coaching, and recognition of good work.

"Often [physician](#) leaders are selected based on their clinical acumen, scientific expertise or reputation, rather than on the qualities necessary to be an effective leader," according to the study authors.

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(HealthDay)—Physician leaders with good leadership qualities are more likely to have employees who are satisfied and do not show signs of burnout, according to a study published in the April issue of the *Mayo Clinic Proceedings* and a report published by the American Medical Association.

The study authors asked physicians from the Mayo Clinic to rate their immediate physician supervisor for leadership qualities. They found that leadership ratings were strongly associated with burnout and satisfaction, after adjustment for age, sex, duration of employment, and specialty. Overall, 11 and 47 percent of the variation in burnout and satisfaction, respectively, with the organization was due to the leadership rating. However, leaders' own level of burnout was not associated with the prevalence of [burnout](#) in the division/department.

Organizations should provide physician leaders with the necessary training. Many of the leadership qualities assessed were teachable behaviors, such

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