

# Which factors influence the situational motivation of medical specialists on a work day?

## A qualitative pilot study.

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### Introduction

Autonomous motivation has been positively associated with more investment in continuing education activities. To engage physicians optimally in continuing professional development, knowledge about and factors influencing their motivation at work (situational motivation) might be helpful. Research question: Which factors in the work environment influence a medical specialist's situational motivation?

### Methods

A constructivist grounded theory approach is used. We recruited six medical specialists from VU Medical Center, Amsterdam. They were shadowed one day each and interviewed afterwards. Data were transcribed and open coded. Through selective coding and iterative discussion the researchers came to consensus of themes.

### Results

"I try to organize my schedule in a way that I can be present when needed for the patient or students. This means minimizing fixed appointments"



Autonomy

"Is it really? He is not in today? Gosh, this keeps happening and I am left here clueless, he always does this! He leaves everyone hanging, doing his work."



Relatedness

"Goddammit Stupid computer system." This is followed by a sigh and grumble by the physician. A smile appears when it looks like the system is working again.



Technical issues

### Conclusion

A motivating work environment for medical specialists is one where they feel autonomous, related with their colleagues and where they encounter minimal disturbance from technical problems.