

Question:

- What motivates people to in emergency and intensive care medicine and to stay there in the long term?

Background: Emergency and intensive care medicine faces particular challenges:

- High diversity and complexity of requirements
- Necessary spontaneity in the daily routine
- Drama due to several serious cases at the same time
- Difficult patient communication
- Misuse of emergency rooms by non-emergency patients

Objectives and benefits:

- Identification of the basic explicit motives of employees in emergency and intensive care medicine.
- **Working conditions:** Deriving effective measures to increase loyalty and satisfaction through optimized working conditions.
- **Leadership:** Improved leadership through an improved understanding of employees.
- **Recruiting:** Optimization of recruiting by targeting the right personalities.
- **Identification:** Measures to promote a deeper identification with the employer.

Study design:

- Study as part of a master's thesis at Fresenius University
- Online survey with a specifically developed questionnaire.
- 45 items on 15 life motives and 11 specific additional questions.
- Anonymous participation of medical and nursing staff.
- Duration: approx. 10 minutes per participant.
- Possibility of clinic-specific implementation with a sufficient number of participants.
- Current number of participants 485

Hypotheses:

1. Several motives or groups of motives are emotionally significant for employees in emergency and intensive care medicine and contribute to their motivation and identification with their field of work.
2. The data enables a description of current life and job satisfaction and helps to derive specific measures to increase job satisfaction.

Results:

1. Positive challenge and demotivation:

- Significant expression in SECURITY BLUE - striving for challenges and generating opportunities
- Employees want to seize the opportunity to save lives in stressful and critical situations
- If employees no longer experience professional requirements as a positive challenge, they become demotivated and think about leaving.

2. Social commitment:

- Significant expression in SOCIAL COMMITMENT RED - need to work for a fairer world, to help weak and sick people.
- With this type of motivation, time- and cost-driven medicine can have a demotivating effect if it restricts personal assistance.

3. Other significant motifs:

- **Social contacts:** Greater need for contact and exchange with others.
- **Autonomy:** Strong striving for togetherness and solidarity.
- **Revenge:** Greater need for harmony and conflict avoidance.

Conclusion and measures:

1. SAFETY:

- Working in emergency and intensive care medicine is not stressful for employees, but motivating
- Rather, it is important to avoid long waiting times due to the overloading of emergency medicine by patients who are not emergencies

2. SOCIAL COMMITMENT:

- Promote humanity and altruism by space and time for it.

3. SOCIAL CONTACTS AND AUTONOMY:

- Ensure that employees have sufficient time and space for social contact.
- Create space and time for exchange and collegiality.
- Promote stable teams that enable trust and a strong sense of unity.
- Create structures that support long-term teamwork.

4. REVANCHE:

- Establish protective mechanisms to protect employees from emotional stress and violence.
- Promote conflict avoidance through targeted measures.

Conclusion:

According to the available results, it is not the often risky and emotionally challenging work itself that is stressful for emergency medical staff. It is precisely this work that is an important Motivator. Motivation suffers from a lack of structures and time for exchange, togetherness, solidarity, humanity and protection from violence and conflict.