Building recruitment and retention information for the remote allied health workforce

RRAHMP Study
(Remote and rural allied health motivation and personality)

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Mixed methods design

**Strand 1**
Temperament & Character Inventory

QUANTITATIVE
Trait scores
n=562

**Strand 2**
Repertory grid interviews

QUALITATIVE/
QUANTITATIVE
Constructs & ratings
n=34

volunteers

Merge the results & interpret them
CASE STUDIES

New knowledge & understanding of the problem
→Recommendations
Strand 1: Personality trait results for Remote AH*

Four Temperament Traits
Novelty Seeking, Harm Avoidance, Reward Dependence, Persistence

Three Character Traits
Self-directedness, Cooperativeness, Self transcendence

<table>
<thead>
<tr>
<th>Trait</th>
<th>What it might look like:</th>
</tr>
</thead>
</table>
| Novelty Seeking        | Exploratory activity in response to novelty  
                          |   Orderly & reflective → Exploratory & curious   |
| Harm Avoidance         | Worry in anticipation of problems  
                          |   Bold & confident ← Worrying & pessimistic  |

## Strand 2:
### A repertory grid interview

<table>
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<tr>
<th>Elements</th>
<th>Ratings</th>
<th>Constructs</th>
</tr>
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<tbody>
<tr>
<td>Results- oriented</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Holistic approach</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Generalist</td>
<td>3</td>
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</table>
Teagan: Not/Won’t/Novice Urban

Novelty Seeking: High
Harm avoidance: Very high*
Teagan: Not/Won’t/NoviceUrban

*Singular Values Decomposition*

- Motivated by making a difference
- Stimulating diverse work
- Cross cultural competence
- Holistic care

Leadership opportunities supported
Patients viewed as patients
Anonymous
Specialist knowledge & competency
Freedom to be creative
Employment stable
Learning opportunities supported
Role recognised and valued

Career progression needs not recognised
Not appreciated or making a difference
Employment vulnerable
Creativity & innovation limited
Not specialised-needs directing
Multiple roles & relationships
Sense of belonging to community
Set role

Routine work
Unaware of cross-cultural issues
Work for career or pay

Ideal
Current

Suc.Remote
Nov.Remote

Hosp Other
Next job
Ben: Not/Might/Novice Urban

Novelty seeking: Average
Harm avoidance: Low
Ben: Not/Might/Novice Urban

Singular Values Decomposition

Very specific expertise
Managing very specific aspects of care
Bureaucracy drives results-oriented work
Hierarchy in team devalues roles
Judging expert approach
Focus on people with choice & knowledge, prestige
Motivated to work with disadvantaged people
Empowering approach
Team understands & values all roles
Patient-centred
Holistic patient management includes follow up
Generalised knowledge
Nicole:
Am/Suits/
Experienced remote

Novelty seeking: Average
Harm avoidance: Very low
Nicole: Am/Suits/ExpRemote

Singular Values Decomposition

- Slower & less skillful in planning for travel
- Overwhelmed
- Self focused
- Professional-driven communication across agencies
- Aware of but not accounting for local cultural cycles
- Bored because of lack of variety in clients
- Work is directed by manager
- Sticking to department policies
- In your comfort zone
- Professional life separated from personal life
- Trusted as health professional not person
- Communication between professionals more difficult
- Efficiency prevents overwhelm
- Skillful & creative in planning for travel
- Nov.Remote
- Current Ideal Suc.Remote
- Hosp Other
- Hosp
- Hosp
- Known & trusted as health professional & community member
- Involvement with community is professionally & personally fulfilling
- Sense of adventure & new possibilities
- Flexible in applying policies
- Self motivated to keep improving & trusted to do a good job
- Enjoys broad range of clients
- Accounting for how local cultural cycles impact on your work
- Holistic approach
Job satisfaction: Ideal/Current Identification with remote: Ideal/SucRem

Unlike 1
0.9
0.8
0.7
0.6
0.5
0.4
0.3
0.2
0.1
0
Teagan
Ben
Nicole
Dist.Ideal/SR
Dist.Ideal/Current
Not/Won’t/NovUrb
Not/Might/NovUrb
Am/Suits/ExpRem
Summary ⇒ Recommendations

Self-assessed suitedness aligned with job satisfaction, identification with remote & personality traits (↑NS, ↔HA)
⇒ Put recruitment effort into a ‘pipeline’

Remote AH construed as
- Generalist (but not valued)
- Patient-centred (but not anonymous)
- ?career development opportunities

⇒ Recruitment and retention may benefit from recognition of remote generalist AH role that acknowledges expertise and role value while affording career development opportunities
References


