

ABNM Well-Being Space

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What if your organization could offer world-class wellness benefits, not just as a perk, but as a strategic driver of retention, engagement, and performance?

World-class wellness benefits, when embedded as a core organizational strategy, are essential for optimizing retention, engagement, and performance among all physicians in nuclear medicine, including International Medical Graduates (IMGs). IMGs represent approximately 25% of the U.S. physician workforce and a significant proportion of nuclear medicine professionals. Wellness challenge includes high rates of burnout, work-life imbalance, and professional isolation.

A survey of 7,817 IMG residents in different specialties (68% response rate) identified key wellness barriers: 17% reported difficulties with cultural adaptation, 14% with the healthcare system, 11% with distance from family and friends, and with bureaucratic obstacles. Social support, exercise, and family were the most frequently cited factors contributing to wellness. Although these challenges are particularly salient for IMGs, other nuclear medicine physicians also report stressors related to workload, administrative burden, and limited opportunities for professional development. Notably, lower work engagement scores among nuclear medicine technologists are predictive of intention to leave, and job satisfaction is significantly associated with retention.

Resilience-building practices, such as mindfulness, gratitude, and positive psychology, can help reduce burnout and improve work-life integration, as well as depression scores, among healthcare workers.

Actionable Recommendations:

- Form a wellness committee with faculty, trainees, and IMGs.
- Implement programs for flexible scheduling, fair work distribution, and self-care.
- Provide structured orientation and support for trainees.
- Regularly assess wellness and adjust strategies based on feedback.
- Promote a supportive and inclusive environment that values diversity and fosters professional development.

These strategies are essential for sustaining excellence in nuclear medicine through improved retention, engagement, and performance. If you would like to share your experience and resources in wellness, please do not hesitate to [contact the ABNM board](#).



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