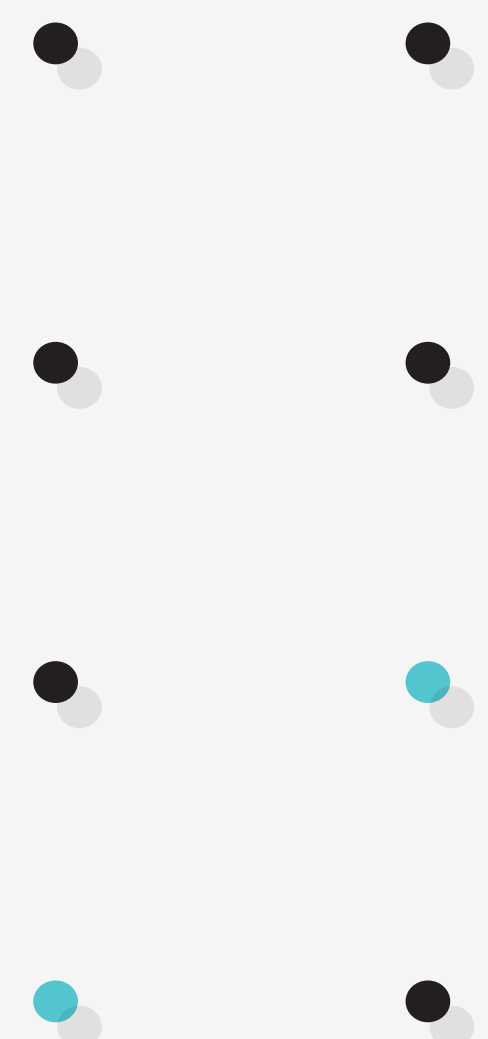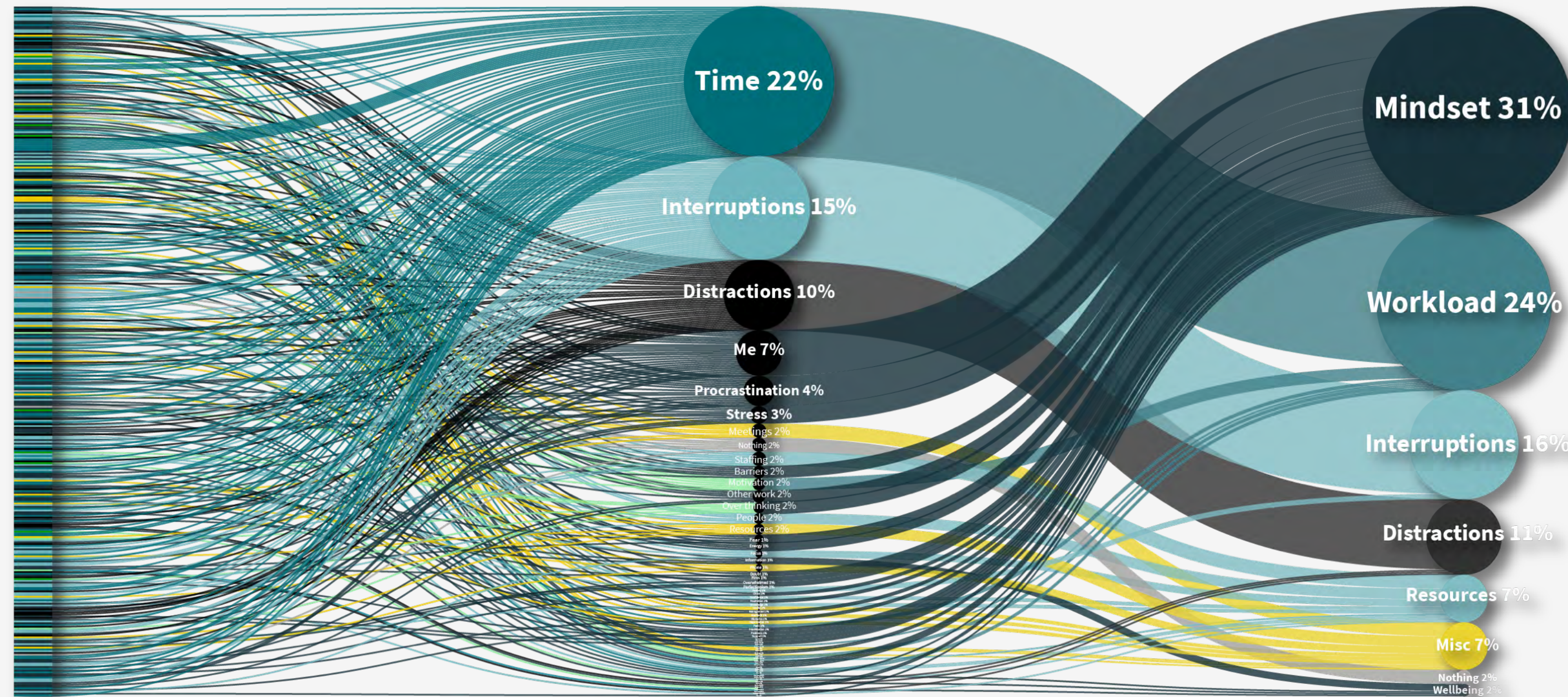# Unlocking Growth in Healthcare

A Research Case Study: What's Slowing Hospital Leader Goal Performance?
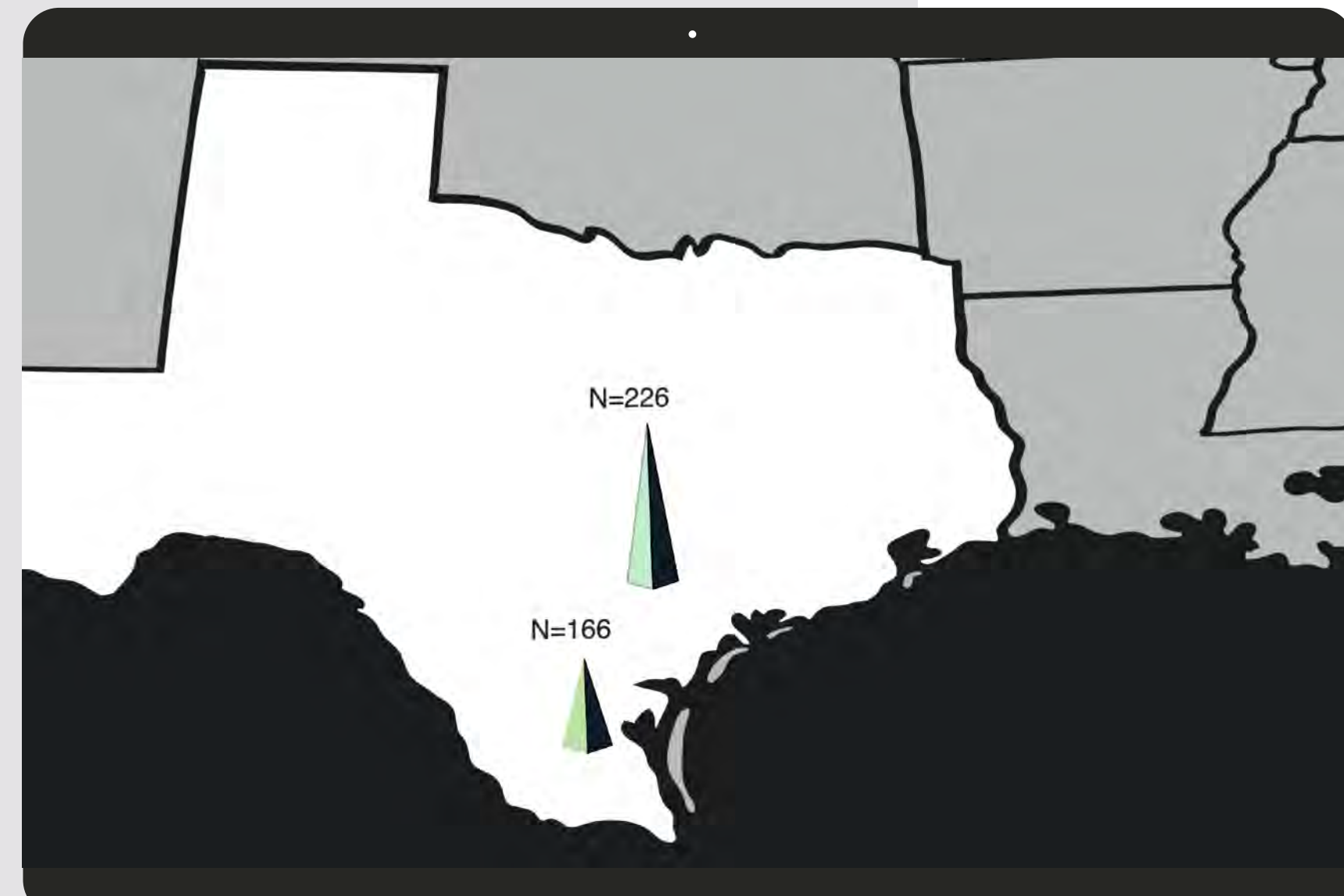
Core Resiliency Lab
Andy Core, Ph.D.
Performance Psychologist,
Resiliency Researcher,
Peak Performance Author,
& Award-Winning Speaker

Andy Core, Ph.D., Performance Psychologist
Peak Performance Author/Speaker/Researcher

Case Study

(N=392)

RESEARCH SUMMARY

What Limits Hospital Leader Performance?

RESEARCH GOAL

Identify what hospital leaders believe limits their ability to achieve their goals.

KEY TAKEAWAY

Hospital departmental leaders cited lack of "time" as their top barrier to achieving their goals. However, further analysis revealed that "mindset" was the primary barrier, surpassing time, workload, staffing, and lack of resources.

METHODOLOGY

1. We surveyed 426 hospital departmental leaders, receiving 392 responses (92% participation) during two leadership development summits..
2. We asked, "Under deadline, what stops you from achieving more of your goals?"
3. Thematic analysis revealed key themes.

SOLUTIONS

In this report, we analyze leader responses and provide solutions to remove growth barriers.

>> Next, what were the most common limiters?

Andy Core, Ph.D., Performance Psychologist
Peak Performance Author/Speaker/Researcher
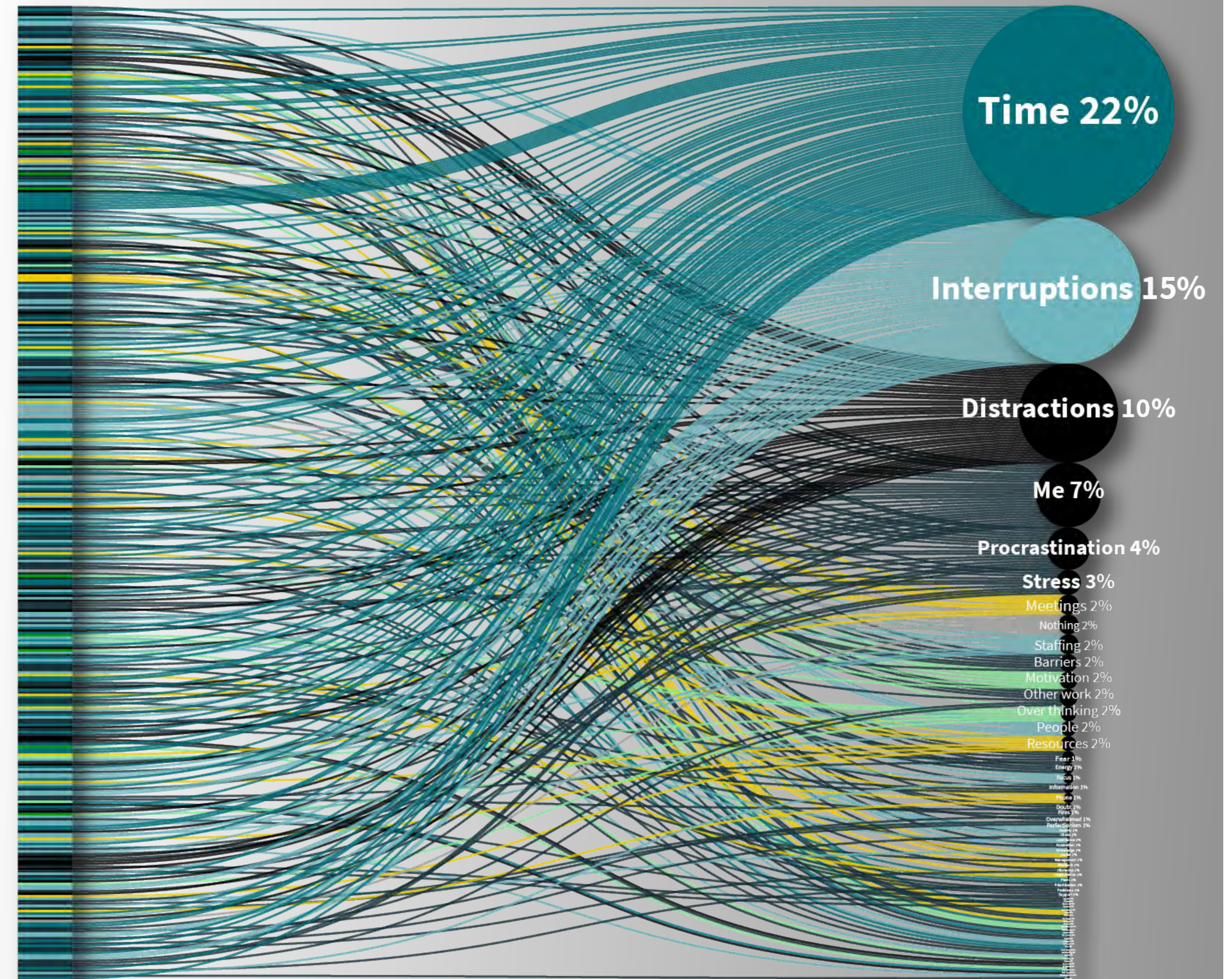
Step One:
Categorize Responses

We categorized the 392 responses by key terms. Similar terms like "Time" and "Lack of Time" were combined, while distinct terms like "Prioritization" and "Organization" were kept separate.

Top Five Goal Limiters

1. Time: 22%
2. Interruptions: 15%
3. Distractions: 10%
4. Me: 7%
5. Procrastination: 4%

Time can be the primary growth limiter, but when you dig deeper, it rarely is.

>> Next, what themes emerged?

Time 22%

Interruptions 15%

Distractions 10%

Me 7%

Procrastination 4%

Stress 3%

Meetings 2%
Nothing 2%
Staffing 2%
Barriers 2%
Motivation 2%
Other work 2%
Overthinking 2%
People 2%
Resources 2%

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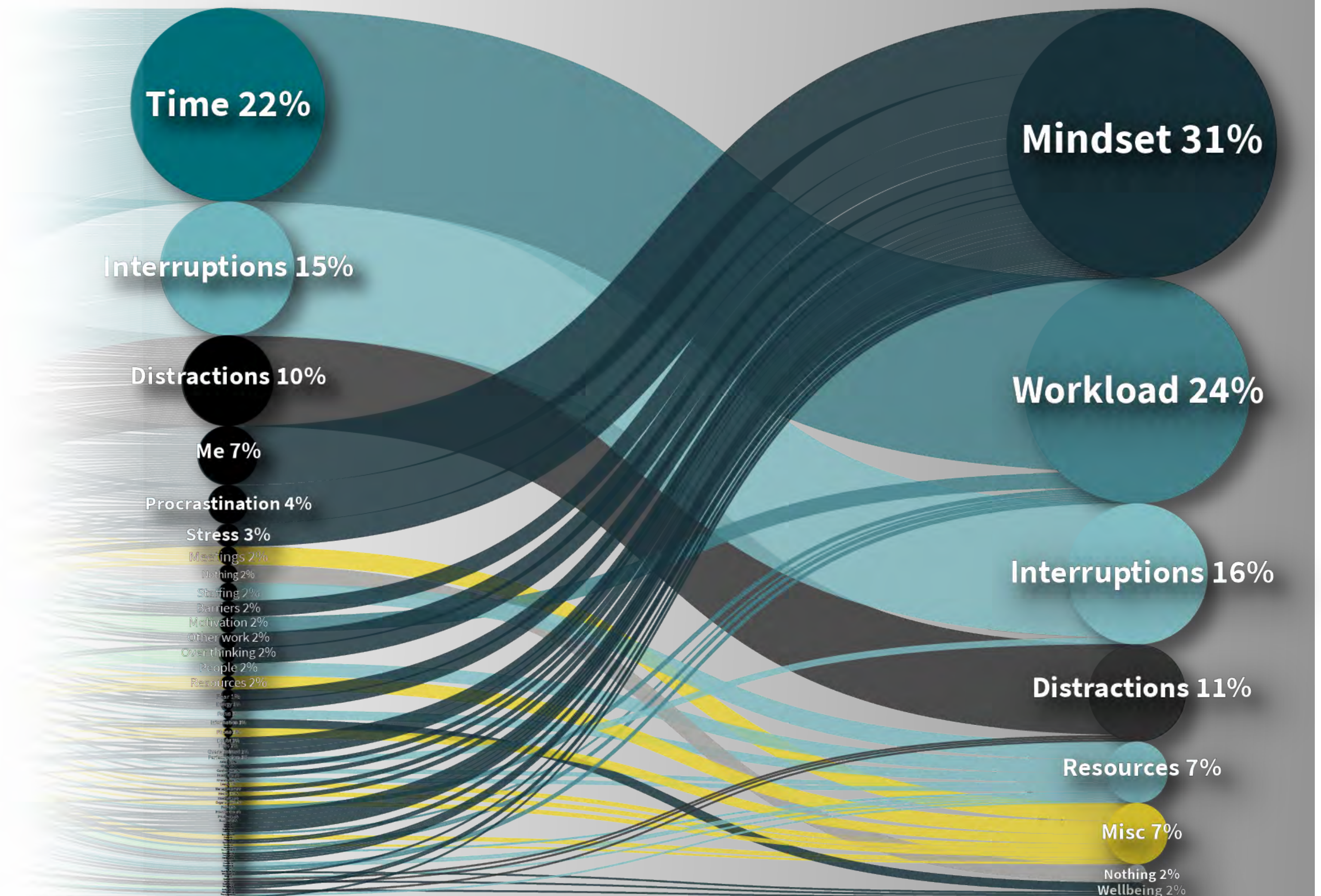
Step Two:
Digging Deeper: Thematic Analysis

We grouped the key terms into themes. Similar categories like "time" and "other work" were combined as "Workload." Categories like "anxiety," "frustration," "self," and "lack of motivation" were grouped as "Mindset." In the social sciences, "mindset" represents our beliefs and attitudes about our abilities and work.

Results

The analysis revealed a surprising insight: mindset surpassed workload as the primary barrier to goal achievement.

Top Five Themes

1. Mindset 31%
2. Workload 24%
3. Interruptions 16%
4. Distractions 11%
5. Resources 7%

>> Next, practical steps to overcome these barriers.

Andy Core, Ph.D., Performance Psychologist
Peak Performance Author/Speaker/Researcher

Solution: Identify & Resolve Your Leaders' Growth Limiters

Healthcare executives face a tough job: driving growth with teams who are often understaffed and at risk of burnout-related turnover. This case study outlines two strategies that boost leader effectiveness and reduces burnout.

1. Go To The Source
Replace or supplement generic email surveys with face-to-face discussions. Gather your leaders and ask what's slowing their goal achievement. Even in large crowds, asking this question in the right context can instantly produce reliable and actionable insights.

2. Build Mental Resiliency Skills
Your data will likely show that 'mindset' is a major growth barrier. Go beyond typical self-care strategies like meditation and mindfulness. Teach evidence-based mindsets your people can use in-the-moment to better cope, adapt, and succeed in challenging conditions.

By following these steps, you can grow your organization, leadership team, and accomplish more of your goals.

>> Next, how we can help

"We often blame lack of time, but a startling truth has emerged: for healthcare leaders, the biggest hurdle to growth lies within –

our mindset."

Meet Andy Core, Ph.D.
Resiliency Expert

Dr. Core is a global resiliency researcher and author, voted one of the "Top 5 Speakers in Healthcare."

He helps leaders build adaptable, growth-focused teams by delivering keynote presentations and workshops that teach practical resiliency skills. His "live research" format creates a highly interactive and engaging experience.

Services:
- Keynote presentations and learning-centered workshops
- Resiliency assessments
- Follow-up support for implementation

Contact:
For more information, contact Dr. Core's office at (800) 604-8480 or Nanci@AndyCore.com.
You can also fill out the booking request form at www.andycore.com/booking-info/