

Outcome summary:		Medical students and doctors consider their impact when deciding where to direct their resources (time, money) and are inspired and empowered to use their resources to do the most good.		
Departments	Activities	First order outcomes	Tangible outcomes	Impact
<i>Hi-Med¹</i>		<i>Target Audience²</i>		
Careers	<ul style="list-style-type: none"> • <u>1:1 Career Advice + Networking</u> • <u>Mentoring Programme</u> • <u>Career Fellowship</u> • Opportunities board (Slack + <u>monthly newsletter</u>) 	<ul style="list-style-type: none"> • Knowledge and concepts learned • Skills trained • Network built • Sense of agency and self-efficacy gained • Altruistic motivation increased and sustained • Sense of community and belonging within Hi-Med gained 	<p>Career decisions:</p> <ul style="list-style-type: none"> • Increase in higher-impact volunteering • Increase in higher-impact paid work <p>Giving decisions:</p> <ul style="list-style-type: none"> • Increase in donations • More sustained giving • More effective donations <p>Meta:</p> <ul style="list-style-type: none"> • New ideas generated for how to solve pressing problems • Academic education influenced <p><i>(This could include both first-order and second-order outcomes)</i></p>	<p>For sentient beings, regardless of their location, now and in the future:</p> <ul style="list-style-type: none"> • Lives are protected • Suffering is reduced • Well-being is increased
Giving	<ul style="list-style-type: none"> • 1:1s on Giving • <u>Giving Games</u> 			
Education	<ul style="list-style-type: none"> • <u>Introductory Fellowship</u> • <u>Podcast</u> • <u>Blog articles</u> • <u>Virtual & in-person speaker events</u> 			
Field-building	<ul style="list-style-type: none"> • <u>Contributions to conferences</u> • <u>Posts on the Effective Altruism Forum</u> • <u>Academic publications</u> • <u>Collaborations with academic institutions</u> 			
Community	<ul style="list-style-type: none"> • <u>Chapters (Local & National)</u> • <u>Retreats / Conferences</u> • <u>Volunteering opportunities</u> • <u>Introductory Events</u> • Virtual community on Slack 			

¹ High Impact Medicine is a non-profit organisation dedicated to inspiring and empowering medical students and doctors to have a significant positive impact in their careers and giving.

² Target Audience:

- Medical doctors and aspiring medical doctors, including those considering medicine as a career option, who are interested in increasing their positive impact.
 - Inclusivity: Everyone is welcome, irrespective of their geographical location or demographics.
 - Preference for impact: We prioritise engaging with especially impact-driven, skilled, passionate, and dedicated individuals.
 - Related fields: In certain cases, individuals from related fields, like veterinary medicine, may be considered if they are exceptionally impact-driven and passionate about overlapping topics, such as One Health.

<p>The main assumptions behind our theory of change are:</p>	<ul style="list-style-type: none"> • Target group-specific interventions can improve altruistic behaviour change beyond broad outreach: Interventions customised to professional groups account for background-specific needs, abilities, and goals. • Professional peers can be potent facilitators of altruistic behaviour: Role models are an important trigger for altruistic behaviour change. Change is more likely when someone is “like me”, i.e. belongs to a relevant peer group. • Medical doctors are a well-suited target group for altruistic impact considerations: They are often strongly altruistically motivated, exceptionally skilled, and scientifically minded, and they often have significant career capital and high incomes.
<p>Proof of concept: Past interventions and their validation</p>	<p>We conducted various programmes, interacting with > 500 medical doctors and students over the past two years. The full 2023 Impact Survey Executive Summary can be found here. The evaluation of our inaugural introductory fellowship cohort has been published in an academic peer-reviewed journal. Bioethicist Benjamin Krohmal recently ran an elective course for medical students at Georgetown University School of Medicine in the US, "Beneficence & Beyond: How to do the most good with your medical career", that was inspired and informed by our introductory fellowship. Our monitoring and evaluation team is currently helping to assess the results, and we are in conversations with other universities to run similar programmes.</p>
<p>What we learned</p>	<ul style="list-style-type: none"> • There is substantial interest in the medical community to learn more about doing the most good: We also got preliminary confirmation that the medical background of the High Impact Medicine team meant that we were able to form genuine and meaningful connections with our members, which in turn increased the tractability of our efforts. • It's likely that a mix of interventions that matters: All individuals for whom Hi-Med has facilitated career changes have participated in both the introductory fellowship and 1:1 conversations. 1:1 conversations seemed to be particularly important in influencing them to make these career and giving decisions. • We have seen the most positive impactful changes in individuals with high scores in altruistic motivation & career capital: This was an observation from our most successful case studies. • Impact attribution is challenging: Individuals engage in multiple interventions, complicating evaluations.