

Hi-Med's 2023 Impact Survey: Executive Summary

- In July 2023, 42 people completed our Impact Survey. All questions were optional. We acknowledge that selection effects could influence our interpretation of the findings from this survey. Also, most of the individuals we're aware of for whom Hi-Med facilitated career changes, career plan changes, or donation pledges did *not* complete this survey.
- **Over two-thirds of survey respondents reported that they have started or increased their efforts to actively build skills "to prepare for a high-impact career" due to Hi-Med.**
 - 67.6% of respondents selected that Hi-Med had influenced them to either start or increase skill-building (when they were asked "What role, if any, did Hi-Med play" in whether they were "actively skill-building to prepare for a high-impact career").
- **A majority of survey respondents reported that Hi-Med has influenced them to become *more impact-driven overall* in their career and life choices.**
 - 61.5% of participants selected that Hi-Med had "Influenced me to be more impact-driven" when answering the question, "What role, if any, did Hi-Med play" in their "commitment to being impact-driven in your career and life choices."
- **A majority of survey respondents reported Hi-Med made them *more likely to transition away from their current role for a higher-impact option*.**
 - 61.5% of respondents said that Hi-Med had made them more likely to transition away from their current role for a higher-impact option.
- **Survey respondents commonly reported that Hi-Med had made them more likely to *donate more, to donate more regularly, or to volunteer in a role with a positive impact*.**
 - 43.6% of respondents reported that Hi-Med inspired them to donate more and 35% said it had made them more likely to donate regularly.
 - 66.7% of the survey respondents who'd taken [giving pledges](#) prior to Hi-Med reported that Hi-Med had motivated them to either stick to or trial a renewal of their pledge.
 - 54.5% of respondents reported that Hi-Med had influenced them to either start or to do more volunteering with a positive impact.
- **The ways of interacting with Hi-Med that were most commonly-selected as being among the most "important/influential" for respondents were (1) the introductory fellowship and (2) 1:1s.**
 - 48.6% of respondents selected "Participated in the intro fellowship" as the "most influential/important" way that they interacted with Hi-Med; 32.4% selected "Had a 1:1 with someone from the Hi-Med team."
- **Some respondents also wrote about positive or negative ways in which Hi-Med influenced how they think about themselves and their impact.**
 - 14.6% of those surveyed (six of the 41 people who reached the question about negative impacts of Hi-Med) reported negative impacts arising from their interactions with Hi-Med, such as:
 - Guilt for "wanting to devote even a portion of my time to clinical medicine."
 - Stress ("A bit stressful sometimes")
 - Frustration ("It is kind of annoying because not really many things I do do have an impact you can see")
 - 19.5% of those surveyed (eight of the 41 people who reached that question) reported additional benefits when given an open-ended question about other impacts that Hi-Med has had on them. Some examples of positive emotional impacts included the following:
 - "Having a sense of freedom and endless possibilities "
 - "Friends/ contacts met through community and got to know at [EAGs](#)/ events etc"
 - "Giving me more information on impact options, which is what I've been looking for"
 - "Selbstwirksamkeitserfahrung" ("self-efficacy experience")

Beyond the 2023 Impact Survey: Hi-Med's overall impact to date

The 2023 Impact Survey captured only a fraction of the impacts that individuals in our community have made us aware of.

- As of August 2023, we are aware of at least four career changes facilitated by Hi-Med:
 - One doctor co-founded a [CE](#)-incubated global health charity in 2023 after a 1:1 with a Hi-Med co-founder
 - One doctor began working for a [CE](#)-incubated global health charity in 2022 after completing the introductory fellowship and engaging in some 1:1s
 - One doctor began working as Executive Director of Hi-Med in 2022 after a 1:1 with a Hi-Med co-founder who was also her introductory fellowship facilitator
 - A medical student obtained early career funding from [Open Philanthropy](#) in 2022 to work on existential risk reduction after completing the introductory fellowship and a 1:1
- We are aware of at least two very firm career plan changes made by medical students facilitated by Hi-Med:
 - One student is undertaking a summer research internship in virology with a view to later working in biosecurity
 - One student intends to do full-time direct work in biosecurity after graduation from medical school next year
- We are aware of at least five more individuals in our community who have been actively applying to opportunities for direct work
- Based on conversations with the individuals for whom we've facilitated career changes, career plan changes, or [donation pledges](#), we currently estimate that most of our impact to date has been achieved via **1:1 conversations** and the **introductory fellowship**. This is because:
 - *All* of the individuals for whom Hi-Med has facilitated career changes or plan changes have participated in both the introductory fellowship and in 1:1 conversations.
 - In follow-up conversations with all of these individuals, they reported to us that the 1:1s were particularly important in influencing them to make these career and giving decisions.
- However, it is difficult to disentangle the effects of the 1:1s from the introductory fellowship or from the broader activities of the organisation:
 - Many of the 1:1s would not have happened outside the context of the fellowship.
 - Neither the 1:1s nor the fellowship would have been as impactful if they were not being run by an established organisation.
- The 2023 impact survey was *not* how we heard about the career changes, career plan changes, and [donation pledges](#) listed above. Most of the individuals inspired to make those decisions did not complete the survey.
- For future surveys, we plan to put mechanisms in place to increase the number of responses we obtain for the Annual Impact Survey, in addition to obtaining data from a wider range of sources pertaining to all of Hi-Med's activities.

- The 2023 Impact Survey did *not* provide reimbursement for participants' time and we did not provide a short/one-page form option.
- In future surveys, we may reimburse respondents for their time and may provide a one-page survey for those who do not want to read more than one page of questions.

Hi-Med's 2023 Impact Survey: Selected results in more detail

Overview of the 2023 impact survey

- In July 2023, an impact survey was distributed to people on the Hi-Med mailing list (565 recipients, with a 44.25% email opening rate and 19 unique clicks on the impact survey) and to those in the Hi-Med Slack channel (roughly 400 people, many of whom are also in the mailing list). A total of 42 people completed the survey. We acknowledge that selection effects could influence our interpretation of the findings from this survey.
- All questions were optional, so some questions have fewer responses than others. An overview of selected findings can be found in [this spreadsheet](#).

Selected findings

- **Over two-thirds of survey respondents reported that they have increased their skill-building efforts (“actively skill-building to prepare for a high-impact career”) due to Hi-Med.**
 - Participants were asked “What role, if any, did Hi-Med play” in whether they were “actively skill-building to prepare for a high-impact career.”
 - 67.6% (23 of the 34 people who responded to that question) selected that Hi-Med had influenced them to either start or increase skill-building.
 - Of those, eight people (34.8% of those who'd been influenced) reported that they had *not* been doing *any* skill-building before Hi-Med. (The implication is that the rest of the people influenced had been doing some kind of skill-building before Hi-Med, and were influenced to alter or increase their skill-building efforts by Hi-Med.)
- **A majority of survey respondents reported that Hi-Med has influenced them to become more impact-driven overall in their career and life choices.**
 - Participants were asked “What role, if any, did Hi-Med play” in their “commitment to being impact-driven in your career and life choices.”
 - 61.5% (24 of the 39 people who responded to this question) of them selected that Hi-Med had “Influenced me to be more impact-driven.”
- **A majority of survey respondents reported Hi-Med made them more likely to transition away from their current role for a higher-impact option.**
 - 61.5% (24 of the 39 who responded to the question) said that Hi-Med had made them more likely to transition away from their current role for a higher-impact option.

- Of the seven people (16.7% of question respondents) who reported having already made a career change since hearing about Hi-Med, five of them attributed their career changes to Hi-Med.
- **Survey respondents commonly reported that Hi-Med had influenced their donations or volunteering behaviours.**
 - 43.6% (17 out of the 39 people responding to the question) reported that Hi-Med inspired them to donate more.
 - 35% (14 out of the 40 people responding to this question) reported that Hi-Med influenced them in such a way that they were more likely to donate regularly.
 - Of the 12 people who'd already taken a [giving pledge](#) prior to interacting with Hi-Med, eight of them (66.7%) reported that either Hi-Med had motivated them to stick to their pledge (n = 7) or that it had inspired them to take another trial pledge after a previous pledge had lapsed (n = 1).
 - 54.5% (12 out of the 22 people responding to this question) reported that Hi-Med had influenced them to either start or to do more volunteering with a positive impact.
- Of all the ways that respondents reported interacting with Hi-Med, reading the newsletter was the most commonly-selected mechanism, followed by doing the introductory fellowship.
 - 87.5% (35 of the 40 people who answered this question) selected (either alone or alongside other programmes) "Read at least one newsletter" as a way that they interacted with Hi-Med.
 - 62.5% (25 of the 40 people who answered this question) selected (either alone or alongside other programmes) "Participated in the intro fellowship" as a way that they interacted with Hi-Med.
- Of all the ways that respondents reported interacting with Hi-Med, the introductory fellowship was the most commonly-selected as the "most influential/important," followed by 1:1s with people in the Hi-Med team.
 - 48.6% (18 of the 37 people who answered this question) selected (either alone or alongside other programmes) "Participated in the intro fellowship" as the "most influential/important" way that they interacted with Hi-Med.
 - 32.4% (12 of the 37 people who answered this question) selected (either alone or alongside other programmes) "Had a 1:1 with someone from the Hi-Med team" as the "most influential/important" way that they interacted with Hi-Med.
- Some respondents also reported positive and negative ways Hi-Med influenced how they think about themselves and their impact.
 - 14.6% (six of the 41 people who reached the question asking about any negative impacts of Hi-Med) reported some negative impacts arising from their interactions with Hi-Med. Examples included:
 - *"While this is solely from an emotional standpoint and I know it is not the intention of Hi-Med, it has somewhat promoted an atmosphere of clinical medicine being frowned*

upon. I still firmly believe that clinical medicine experience can help increase impact in other areas (and I am pretty sure Hi-Med agrees), but solely from my engagement with the podcast I start to feel morally conflicted and to a certain degree guilty for wanting to devote even a portion of my time to clinical medicine..."

- *"A bit stressful sometimes, otherwise no negative impact"*
 - *"I knew effective altruism before and I think that they have similar opinions but stronger, so probably its rather because of that, but I am thinking quite a lot about whether what I am doing makes sense or has any impact, and thats kind of annoying because not really many things I do do have an impact you can see"*
 - *"Pursuing a path with less passion- not necessarily Hi-Med, but in general"*
 - *"its made me frustrated a bit that this knowledge isn't more well known"*
- When given an open-ended question about other impacts Hi-Med has had on them, 19.5% (eight of the 41 people who reached that question) spontaneously provided additional benefits not already covered by the survey. Some of those responses addressed positive emotional impacts, including the following:
- *"Having a sense of freedom and endless possibilities "*
 - *"Friends/ contacts met through community and got to know at EAGs/ events etc"*
 - *"Giving me more information on impact options, which is what I've been looking for"*
 - *"the people around me are now engaging with this idea which has been great"*
 - *"Yes, I am excited that this is an organised thing, helping people to focus their efforts"*
 - *"Led to me having a significantly higher impact myself (e.g. by inspiring others to take the GWWC pledge)"*
 - *"- I think it gives younger physicians / medical students easier access to more senior individuals who can provide useful guidance around impactful careers. I think this would have been very helpful for me back in the day..*
- Marie constantly getting people to take giving pledges is a reference class shift for me. In most cases individuals backed off from that in the past when I brought it up and hearing how effective she is made me update substantially towards people doing this more. At least I will try to do so in the future..."
 - *"Selbstwirksamkeitserfahrung" ("self-efficacy experience")*

Acknowledgements

The 2023 Impact Survey was designed by Erik Jentzen, Moritz Thiele, Rachel Strate, and Marie Fergau in consultation with the Board of Directors. This document was prepared by Clare Harris, with thanks to Akhil Bansal, Calvin Smith, and Marie Fergau for their feedback and input.