A year ago, 18% of respondents indicated that change was likely whereas 6% of respondents indicate that change is likely now. The majority of changes at both time points focused on more support/ appreciation/ connection from leadership and (fully-staffed/trained) medical teams as well as “adequate time for documentation, paperwork, patient visits, messages, etc.”

Recent respondents expressed interest in work flexibility (hours, schedule, location [in-person, remote]).

COVID-related changes have switched from wanting more PPE to “mandatory vaccinations” and “not wearing masks.” One respondent shared that they felt “singl[ed] out” for their choice not to get vaccinated at this time and hoped for more acceptance from their peers.

**Methods:** REDCap online surveys were distributed to primary care professionals weekly starting May 18, 2020. Participants can choose to complete the survey once or several times.

**Participants:** We have recruited 1,442 participants from all 50 states: 39% physicians, 19% nurse practitioners and physician assistants, 12% nurses, 6% medical assistants, 10% behavioral health providers, 6% non-clinical, and 8% other clinical; 74% of participants are women; the average years working in their current role is 10 years (median; 0.1 to 70 years); 2% American Indian or Alaska Native, 7% Asian, 4% black or African American, 8% other (eg, Pacific Islander, Hawaiian, Latinx/Hispanic, Middle Eastern, “mixed”, or “prefer not to say”), and 79% white.

**Results:** 60% of participants are experiencing burnout (see graphic). Respondents were asked, “Which change would most significantly improve your job satisfaction” and “How likely is this change to happen”