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Burnout and Resilience Among Pediatric Residents in Stockholm, Sweden: Findings from a Mixed-Methods Study

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Burnout and Resilience among Pediatric Residents in Stockholm, Sweden: Findings from a Mixed-Methods Study

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Pediatrics, Children's Mercy Hospital/University of Missouri-Kansas City1; Pediatrics, Karolinska University Hospital/Karolinska Institute2; Pediatrics, University of Washington/Seattle Children's Hospital3; Biostatistics, University of Washington4; Pediatrics, Northwestern University/Lurie Children's Hospital5

Results

Methods

Survey:
- Survey of pediatric residents training at KUH (n=71) during academic year 2017/2018.
- Univariate logistic regression was done to measure associations between burnout and participant characteristics.

<table>
<thead>
<tr>
<th>Construct</th>
<th>Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demographic characteristics</td>
<td>Age, gender, marital status, number of children, living situation, exercise, time outdoors</td>
</tr>
<tr>
<td>Residency training characteristics</td>
<td>Year, control over schedule, work hours, recent loss, errors</td>
</tr>
<tr>
<td>Health status</td>
<td>PROMIS Global Physical and Mental Health Scales</td>
</tr>
<tr>
<td>Stress</td>
<td>Cohen’s Perceived Stress Scale</td>
</tr>
<tr>
<td>Mindfulness</td>
<td>Cognitive and Affective Mindfulness Scale</td>
</tr>
<tr>
<td>Self-Compassion</td>
<td>Neff Compassion Scale</td>
</tr>
<tr>
<td>Resilience</td>
<td>Smith’s Brief Resilience Scale</td>
</tr>
<tr>
<td>Burnout</td>
<td>Maslach Burnout Inventory</td>
</tr>
<tr>
<td>Engagement</td>
<td>Utrecht Work Engagement Scale</td>
</tr>
</tbody>
</table>

Variable | Mean (SD) | 2-4 | 5+ |
<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
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</thead>
<tbody>
<tr>
<td>Age</td>
<td>34 (3)</td>
<td>47%</td>
<td>53%</td>
</tr>
<tr>
<td>Married or partnered</td>
<td>92%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parent</td>
<td>59%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Exercise (hours/week)</td>
<td>47%</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>Outdoor time (hours/week)</td>
<td>2-4</td>
<td>27%</td>
<td></td>
</tr>
<tr>
<td>Sometimes</td>
<td>47%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Often</td>
<td>29%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Drivers of Burnout (n=9)
- Reduced time with family and friends (9)
- Lack of control over schedule (9)
- Time with family and friends (8)
- Gaining perspective (8)
- Camaraderie among residents (8)
- Workload or job demands (7)
- Not feeling appreciated (7)
- Lack of work-life balance (7)
- Lack of continuity (7)
- Not feeling appreciated (6)

Drivers of Resilience (n=9)
- Feeling appreciated (9)
- Time with family and friends (8)
- Gaining perspective (8)
- Camaraderie among residents (8)
- Workload or job demands (7)
- Being a learner (7)
- Helping others (6)
- Exercise (7)
- Job Security (7)
- Team based care (7)
- Control over schedule (5)
- Structural learning (5)
- Responsibility or ownership (5)

Themes:
- Swedish "utopia"
- Stakeholder buy-in
- Working vs learning
- Being vs becoming

Conclusions
- Prevalence of burnout among Swedish pediatric residents in this study was 39%, which is lower than reported in the US (50-60%).
- Drivers of burnout were identified across all four domains. They included local features of the learning environment, and many are modifiable.
- Protective factors include perceived control over scheduling, better mental and physical health, lower perceived stress, and being a parent.
- Future work will evaluate interventions designed to modify the drivers of burnout and reinforce the drivers of resilience.