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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Background
- Burnout is a growing problem among pediatric residents in the United States.
- Increased work hours are a known driver of burnout.
- Swedish work laws limit the resident work week to 40 hours.
- Burnout, workplace engagement and resilience among pediatric residents with a 40 hour work week, have not been described previously.

Objective
- To measure the prevalence of burnout among pediatric residents at Karolinska University Hospital (KUH).
- To describe the local drivers of burnout and the protective factors that lead to resilience and workplace engagement.

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.
- Population description

<table>
<thead>
<tr>
<th>Construct</th>
<th>Measure</th>
<th>Variable</th>
<th>Mean (SD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demographic characteristics</td>
<td>Age, gender, marital status, number of children, living situation, exercise, time outdoors</td>
<td>Age</td>
<td>34 (3)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Work (hours/week)</td>
<td>44 (12)</td>
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<tr>
<td>Residency training characteristics</td>
<td>Year, control over schedule, work hours, recent loss, errors</td>
<td>Married or partnered</td>
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<tr>
<td></td>
<td></td>
<td>Parent</td>
<td>59%</td>
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<tr>
<td></td>
<td></td>
<td>Exercise (hours/week)</td>
<td>47%</td>
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<tr>
<td></td>
<td></td>
<td>5+</td>
<td>28%</td>
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<td>Health status</td>
<td>PROMIS Global Physical and Mental Health Scales</td>
<td>2-4</td>
<td>72%</td>
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<tr>
<td></td>
<td></td>
<td>5+</td>
<td>72%</td>
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<tr>
<td></td>
<td></td>
<td>Outdoor time (hours/week)</td>
<td>2-4</td>
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<tr>
<td></td>
<td></td>
<td>5+</td>
<td>27%</td>
</tr>
<tr>
<td>Self-Compassion</td>
<td>Neff Compassion Scale</td>
<td>Able to adjust my schedule when I need to for personal reasons</td>
<td>Sometimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Often</td>
</tr>
<tr>
<td>Stress</td>
<td>Cohen’s Perceived Stress Scale</td>
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<td>Mindfulness</td>
<td>Cognitive and Affective Mindfulness Scale</td>
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<td>Smith’s Brief Resilience Scale</td>
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<td>27%</td>
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<td></td>
<td></td>
<td>5+</td>
<td>27%</td>
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<tr>
<td>Burnout</td>
<td>Maslach Burnout Inventory</td>
<td>Able to adjust my schedule when I need to for personal reasons</td>
<td>Sometimes</td>
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<td></td>
<td></td>
<td></td>
<td>Often</td>
</tr>
<tr>
<td>Engagement</td>
<td>Utrecht Work Engagement Scale</td>
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</tbody>
</table>

Results
- Surveys: 51/71 responded (72%).
- 20 (39%) of respondents met criteria for burnout.
- Factors associated with decreased burnout included perceived control over scheduling, better mental and physical health.
- There was a higher proportion of burnout among participants with higher stress and those without children.

Drivers of Burnout (n=9):
- Reduced time with family and friends (9)
- Lack of control over schedule (9)
- Workload or job demands (9)
- Not feeling appreciated (9)
- Lack of work-life balance (7)
- Lack of continuity (7)
- Job Security (7)
- Lack of efficiency or resources (7)
- Being a learner (7)
- Being a parent (7)

Drivers of Resilience (n=9):
- Work-life balance (9)
- Feeling appreciated (9)
- Time with family and friends (9)
- Gaining perspective (5)
- Camaraderie among residents (8)
- Not feeling appreciated (8)
- Workload or job demands (8)
- Being a learner (8)
- Helping others (5)
- Exercise (7)
- Job Security (7)
- Team based care (7)
- Control over scheduling (7)
- Structured learning (7)
- Responsibility or ownership (7)

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.

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