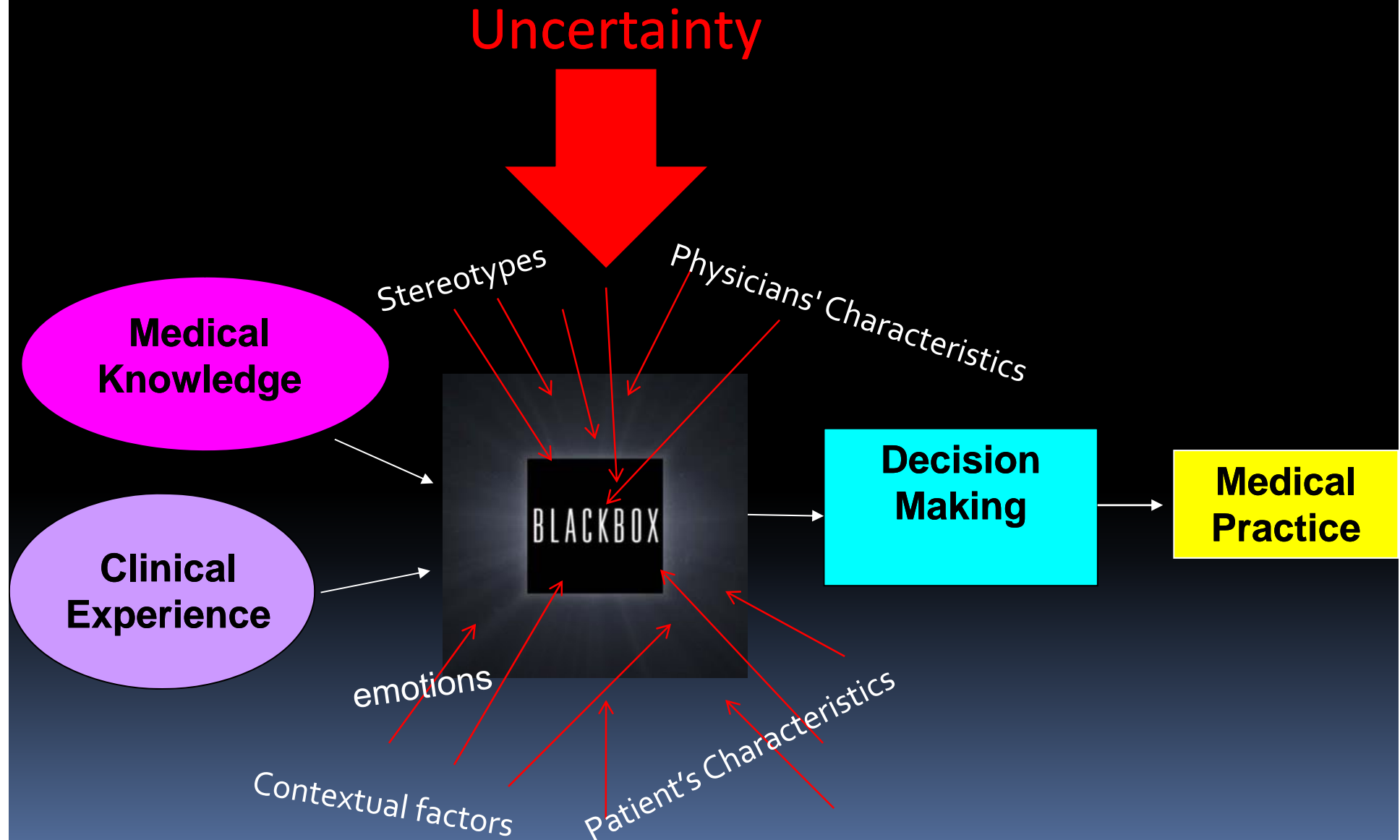


The role of GP's self esteem in critical decision making

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Medical Decision Making



Research Goal

Factors affecting
self esteem
&
professional self
esteem



GP's
Self esteem
Professional Self esteem



**Decision to refer a
patient to hospital
or not**

SELF ESTEEM

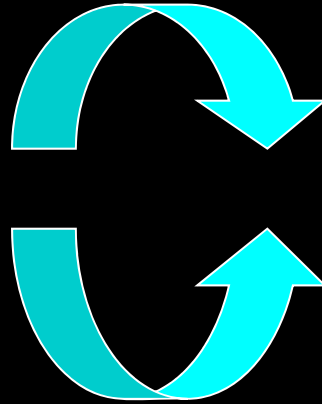
- Society, and doctors themselves, place high expectations on the medical profession.
- Medicine is a profession that is committed to excellence in caring for patients, and continuous professional development.



SELF ESTEEM



GOOD



BAD

DECISION

Self esteem



- A particular type of emotion

- Plays an important role when there is a risk of failure in personal decisions.

Dutton & Brown (1997)

Brown & Dutton (1995)

- People with high self esteem expect from themselves to perform better to their acquired tasks, and also experience more positive feelings of self-worth following failure than do people with low self esteem.

- Individuals with higher self esteem seem to take more risky choices compared to lower self esteem ones

Josephs et al (1992)

Larrick (1993)

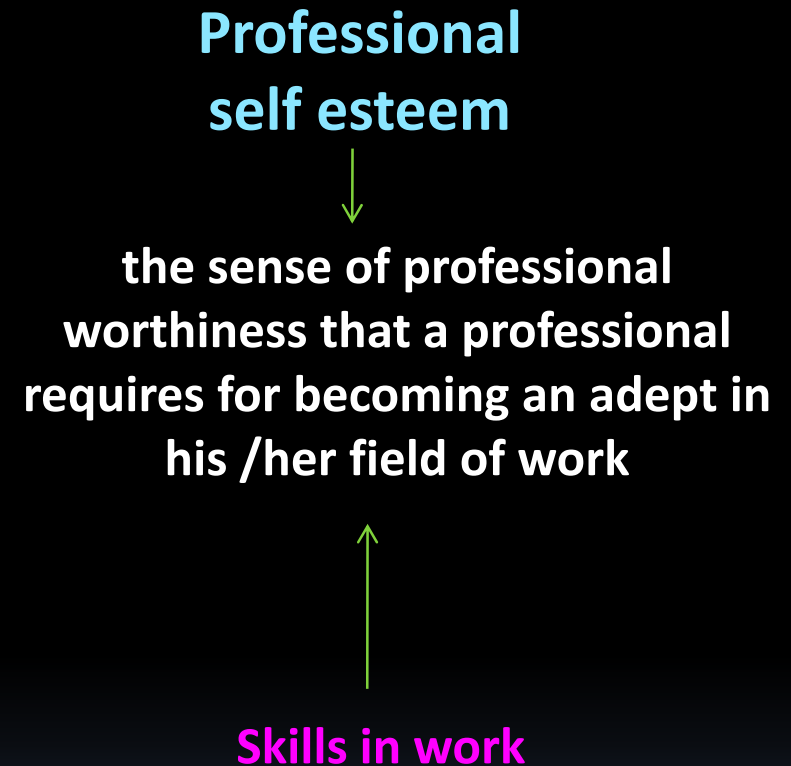
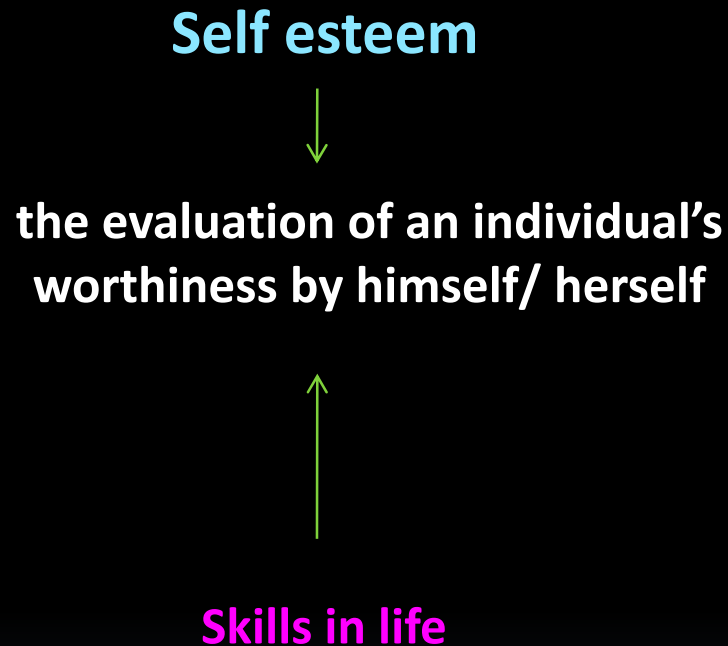
Wray & Stone (2005)

Doctors' self esteem

- Positive relationship with:
 - life satisfaction** (*Carnel 1997*)
 - work satisfaction** (*Carnel 1997, Bernstein 2000, Mohan & Bali 1988*)
 - meaning in life & professional growth** (*Taubman-Ben-Ari & Weintroub 2008*)
 - doctor-nurses collaboration** (*Baldwin et al 1987*)
- Negative relationship with:
 - burnout** (*Carnel 1997*)
 - Medical errors** (*Waterman et al. 2007*)
- Factors affecting doctors self-confidence/clinical confidence
 - training** (*Sterodimas et al 2009 , Dormael et al 2008, George et al 2008, Ringsted et al 2004*)
 - experience** (*Szatmary, Arora & Sevdalis 2010*)

NO study on the role of self esteem on medical decision making

Professional self esteem



Some studies correlating physicians professional self esteem with life satisfaction and work satisfaction
(Carmel, 1997)

NO study on the role of professional self esteem on medical decision making, or medical mistakes

Research Tools

Self Esteem Measurement

- **General Self Esteem**

Rosenberg Self-Esteem Scale (RSE) $\alpha = 0.799$

- **Professional Self Esteem** $\alpha = 0.684$

Research tools

Rosenberg Self-Esteem Scale

1.	On the whole, I am satisfied with myself.	SA	A	D	SD
2.*	At times, I think I am no good at all.	SA	A	D	SD
3.	I feel that I have a number of good qualities.	SA	A	D	SD
4.	I am able to do things as well as most other people.	SA	A	D	SD
5.*	I feel I do not have much to be proud of.	SA	A	D	SD
6.*	I certainly feel useless at times.	SA	A	D	SD
7.	I feel that I'm a person of worth, at least on an equal plane with others.	SA	A	D	SD
8.*	I wish I could have more respect for myself.	SA	A	D	SD
9.*	All in all, I am inclined to feel that I am a failure.	SA	A	D	SD
10.	I take a positive attitude toward myself.	SA	A	D	SD

Scoring: SA=3, A=2, D=1, SD=0. Items with an asterisk are reverse scored, that is, SA=0, A=1, D=2, SD=3. Sum the scores for the 10 items. The higher the score, the higher the self esteem.

Research Tools

Professional Self esteem Scale



1	Compared with other colleagues in the same specialty: ... my knowledge is	<div><div></div><div>Lessthe samemore</div></div>
2	... my communication with patients is	<div><div></div><div>worsethe samebetter</div></div>
3	... the way I manage difficult cases are	<div><div></div><div>worsethe samebetter</div></div>
4	... my ability to cope with a heavy workload is	<div><div></div><div>less the same greater</div></div>
5	I feel that as a doctor I worth a lot.	<div><div></div><div>disagreeagree</div></div>
6	I feel that my patients recognize me as a good doctor.	<div><div></div><div>disagreeagree</div></div>
7	I feel that my colleagues recognize me as a good doctor.	<div><div></div><div>disagreeagree</div></div>
8	I feel that as a doctor I could do a better job.	<div><div></div><div>disagreeagree</div></div>

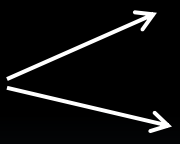
$\alpha = 0.727$

Outcome measures

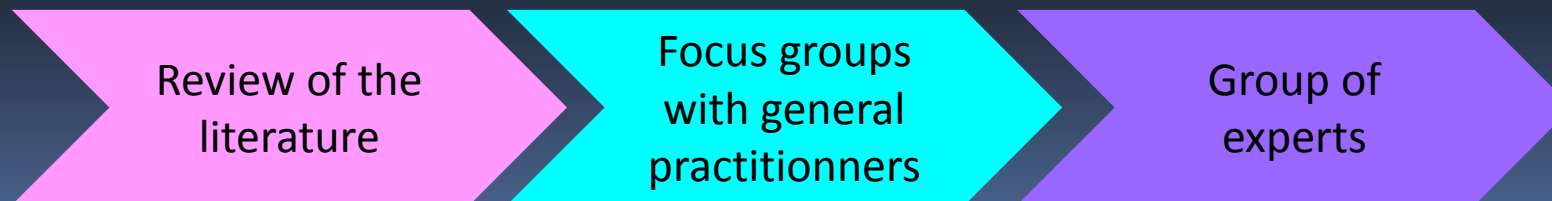
Decision: referral or not

20 Clinical Scenarios

Question: Would you refer this patient to the hospital or not?

Answer:  10 (right answer: referral yes)
10 (right answer: referral no)

three-step process



Statistical Analysis

- **TOTAL REFERRALS** (Total score: 0-20)

The highest score the more referrals

- **WRONG YES** (scale 0-10)

The highest score the more wrong referrals —————→ **OVERCONSERVATIVE?**

- **WRONG NO** (scale 0-10)

The highest score the more wrong decisions not to refer —————→ **OVERISKY?**

Controlling for: clinical experience
work sector
gender



Sample selection

- On line survey

Sample Characteristics

- N=135 GPs
- 66 men (48.9%)
- 69 women (51.1%)
- Mean working experience: 11.01 years in practice (SD: 8.25)
- Mean age: 44.35 years (SD: 7.73)

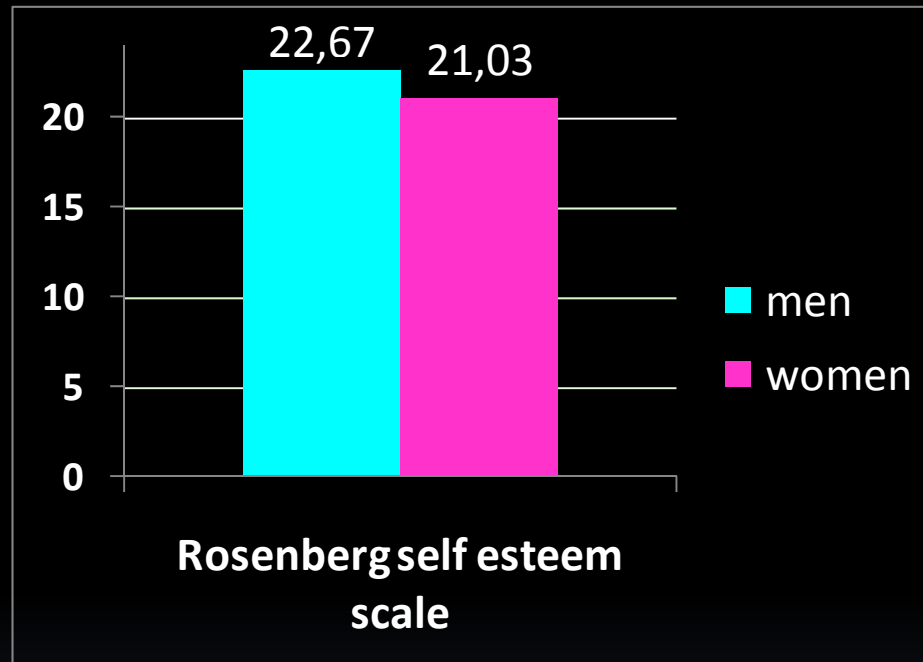
Results

Correlations

Self esteem vs. professional self esteem

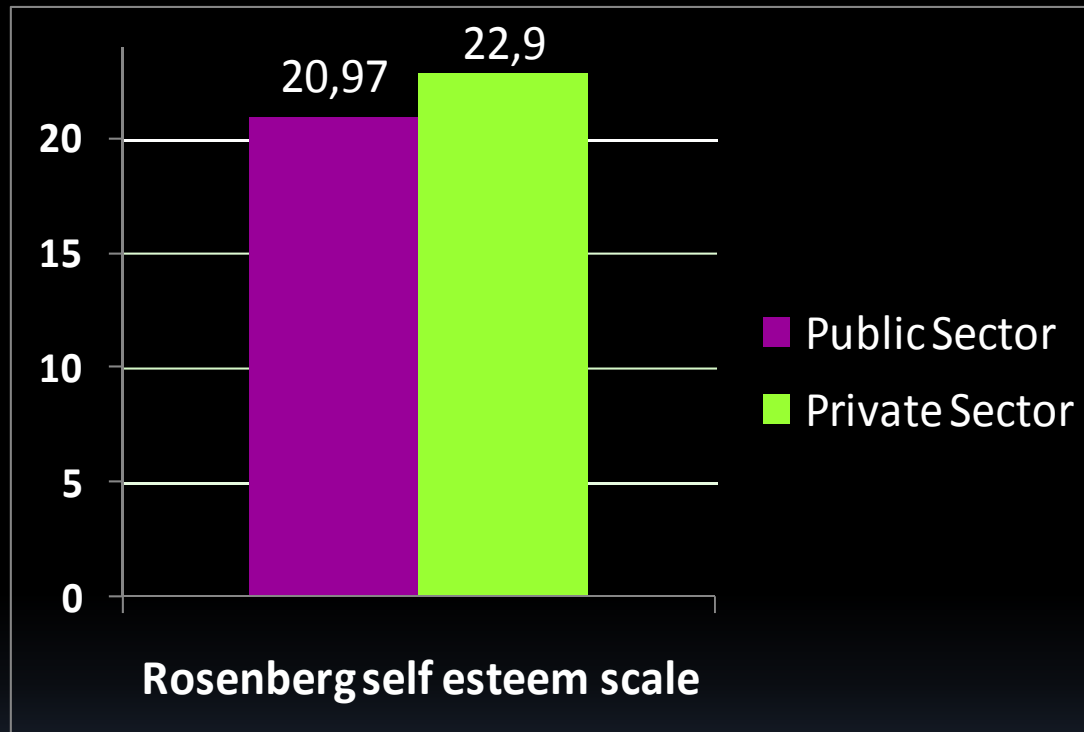
		PROFESSIONAL SELF-ESTEEM
SELF ESTEEM	Pearson	0,374*
	Sig. (2-tailed)	0,000
	N	112

Results



Scale	Sex	N	Mean	SD	p-value
Rosenberg Self Esteem Scale	Men	66	22,67	4,15	0,020
	Women	68	21,03	3,91	

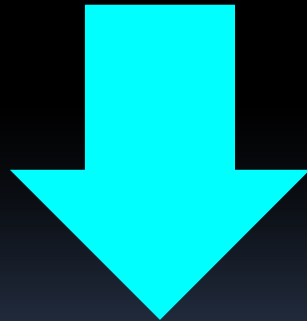
Results



Scale	Working Sector	N	Mean	SD	p-value
Rosenberg Self Esteem Scale	Public Sector	71	20,97	3,81	0,007
	Private Sector	61	22,90	4,20	

Results-Total Referrals

General Self
Esteem



$R_{\text{Pearson}}: -0.258$
 $p: 0.008$



TOTAL
REFERRALS



Results-Wrong Decisions



General Self
Esteem



$R_{\text{Pearson}}: -0.259$
 $p: 0.005$



**WRONG YES
REFERAL**



Over-conservative

Results

- No effect of professional self esteem on GPs' Decisions for referral

Conclusions



- Male GPs' scored higher for general self esteem than female doctors ($p < 0.05$)
- No other study on gender differences on physicians self esteem.
- A meta-analysis indicated that men score higher in on standard measures of general self esteem than female but difference is small.

Kling, Hyde, Showers & Buswell 1999

Conclusions

- GPs working in the private sector had higher levels of general self esteem comparing to physicians working in the public sector ($p < 0.01$).
- **Adverse role conditions** (e.g., role ambiguity), anticipated organizational change, job insecurity, discrimination and harassment were found to have a negative relationship with Self esteem.
- Doctors working in the public sector during the current economic crisis feel more job insecurity than ever before
- **Organization size** has a negative correlation with employees' self esteem.



Pierce & Gardner 2003

Conclusions

- In GP's General self esteem is different from professional self esteem
- Even if medical training is focused on building better professional skills and higher professional self esteem, this is not enough to protect physicians from making mistakes since general self esteem plays a different role in medical decision making.
- Interventions on physicians feeling about them selves

Conclusions



Physicians with lower self esteem referred more patients to the hospital, even when referral was not necessary.



Defensive medicine

OR

Physicians with higher self esteem did not adopt an overprotective behavior in order to protect them selves by making mistake.



Defensive medicine

Furthermore

Defensive medicine is directly associated with more health care costs *Garrant et al 2012*
Physicians with high self esteem are more cost effective for the health care system

- Physicians Self esteem – Safer decisions

????

I
love
myself!





2nd International Meeting on Well-Being and Performance in Clinical Practice



18-22 May 2016
Chalkidiki, Greece

<http://wellmed.gr/>

Abstract submission deadline:
October 15th 2015