

The relationships between coping, job stress and burnout

A three-year prospective study after a counselling intervention for help-seeking physicians

Karin Isaksson Rø, MD, PhD



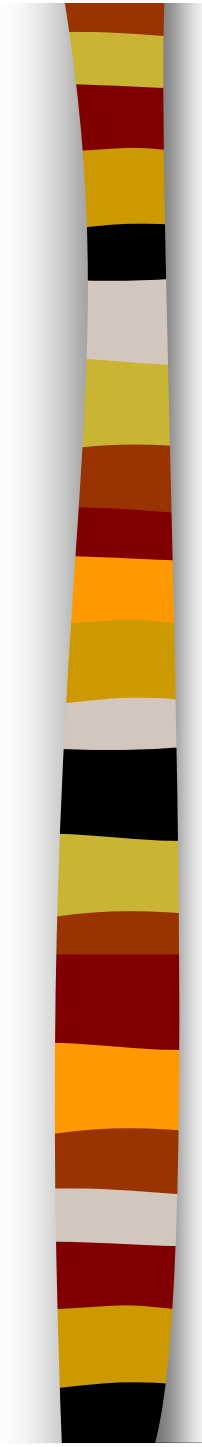
Reidar Tyssen, MD, prof.
Asle Hoffart, prof.
Harold Sexton, MD; PhD
Olaf G Aasland, MD, prof
Tore Gude, MD, prof



The Research Institute

THE NORWEGIAN MEDICAL ASSOCIATION





"I feel completely empty. I have to actively decide to do everything; put one foot out of bed, then the other, to eat breakfast, to go to work..."

"I seem to have a bad conscience and feelings of guilt all the time – at work as well as at home."



As we know...

- Physicians have relatively high levels of:
 - depressive symptoms (18-30%)
 - burnout – emotional exhaustion (27-77%)
 - suicide (relative rates: men 1.4, women 2.3)

(Deckard 1994, Lindeman 1996, Aasland 1997, Firth-Cozens 1997a, Wall 1997, Falkum 2000, Tøyry 2000, Grassi 2000, Shanafelt 2002, Schernhammer 2004, Goitein 2005, Hem 2005, Tyssen 2007)

- Physicians often hesitate to seek help in the established health care system

(Rosvold 2001, Kivimäki 2001)

- Physicians' functioning is of importance for patient treatment

(Firth-Cozens 1997b, Shanafelt 2002, West 2006, Fahrenkopf 2008)



Background

Burnout - "the person or the job?"

■ The person? - Individual factors

- **Neuroticism**
- Self-criticism
- Wishful thinking / **coping** strategies

(Clark 1984; Firth-Cozens 1987; McCranie 1988; Tyssen 2000,2001; McManus 2004)

■ The job? - Organizational factors

- Work load
 - Work – home interface
 - Role
 - Sleep-deprivation
- } **Job stress**

(Reuben 1985; Firth-Cozens 1987; Getz 1997; Baldwin 1997; Williams 1997; Hainer 1998; Tyssen 2000, 2001; Peiro 2001; Arnetz 2002; Taylor 2005; Langballe 2010)



Aim

To study the relationships between changes in coping, job stress and burnout after a counselling intervention for help-seeking physicians.





Burnout - Emotional exhaustion

- One dimension of burnout

"I feel that work drains me emotionally"

"I feel I work too hard in this job"



Job stress (Cooper)

- Emotional
- Social (time pressure, work-home interface)
- Fear of litigation



Coping strategies (Vitaliano)

- Active
 - Seeking social support
 - Problem-focused coping
 - instrumental, action-oriented
 - accomodative reflection

- Emotion-focused
 - Self-blame
 - Avoidance
 - Wishful thinking



Resource centre for health personell, Villa Sana, Modum Bad

- The present study –
- **individual counseling (6-7 hrs)**
 - **participants and methods**
 - **course over a week (8 participants)**
 - **can bring partner**

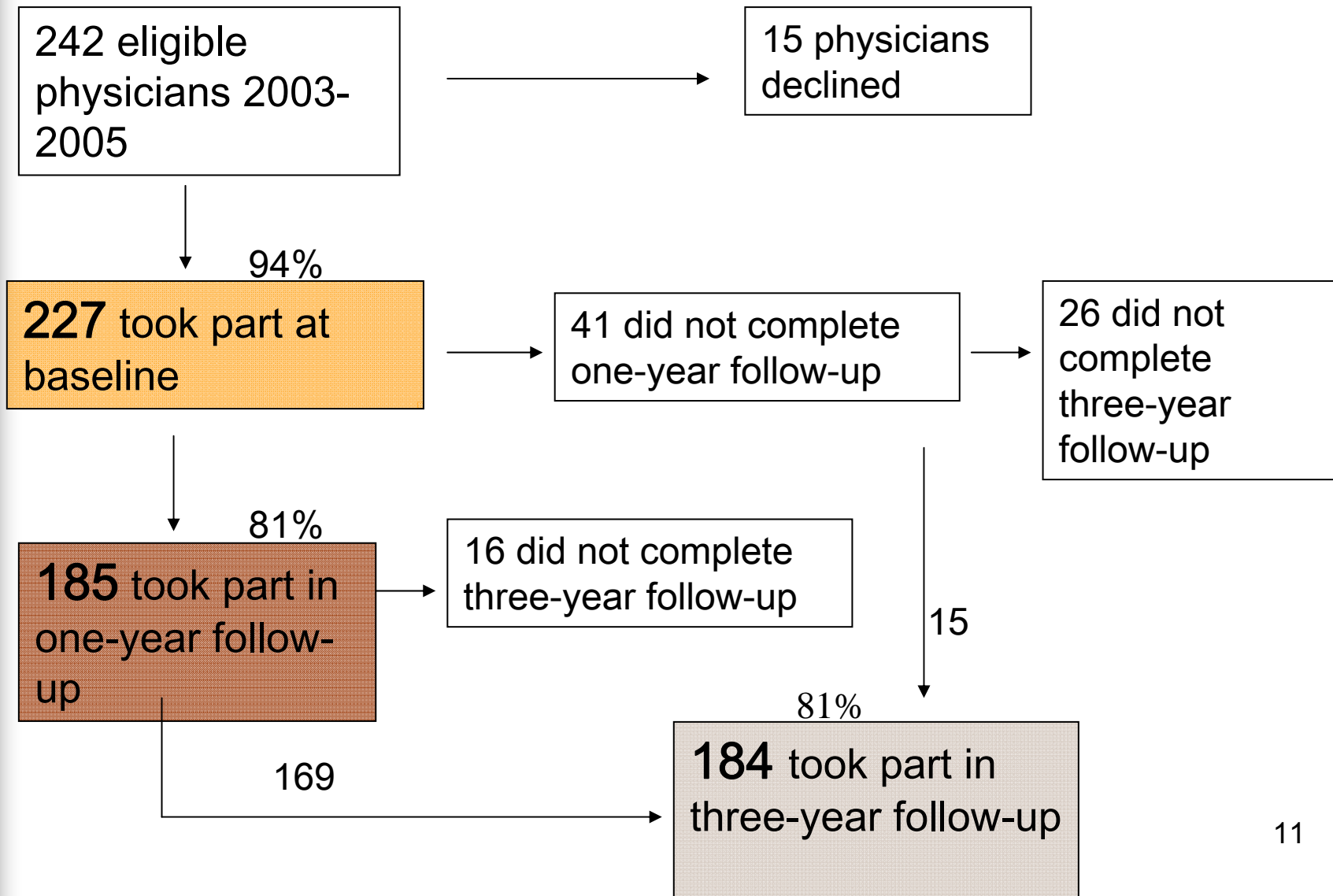
Financed by the Norwegian Medical Association



Villa Sana – part of a process

- Present situation – job/private
- Identity, self-esteem, coping
- Needs – short and long perspective
- Acknowledge the needs
- Discuss work-related and private priorities

Participants





Methods

- Inclusion autumn 2003 – summer 2005
- Self-report:
at baseline, one and three years:
 - demographics, help-seeking, work hours, sick leave
 - burnout (Maslach Burnout Inventory)
 - job stress (Cooper`s Job Stress Questionnaire)
 - coping strategies (Vitaliano`s Ways of Coping Check List)
- Comparison with Norwegian physicians

Participants

(compared to norwegian physicians 2004/2005, NMA)

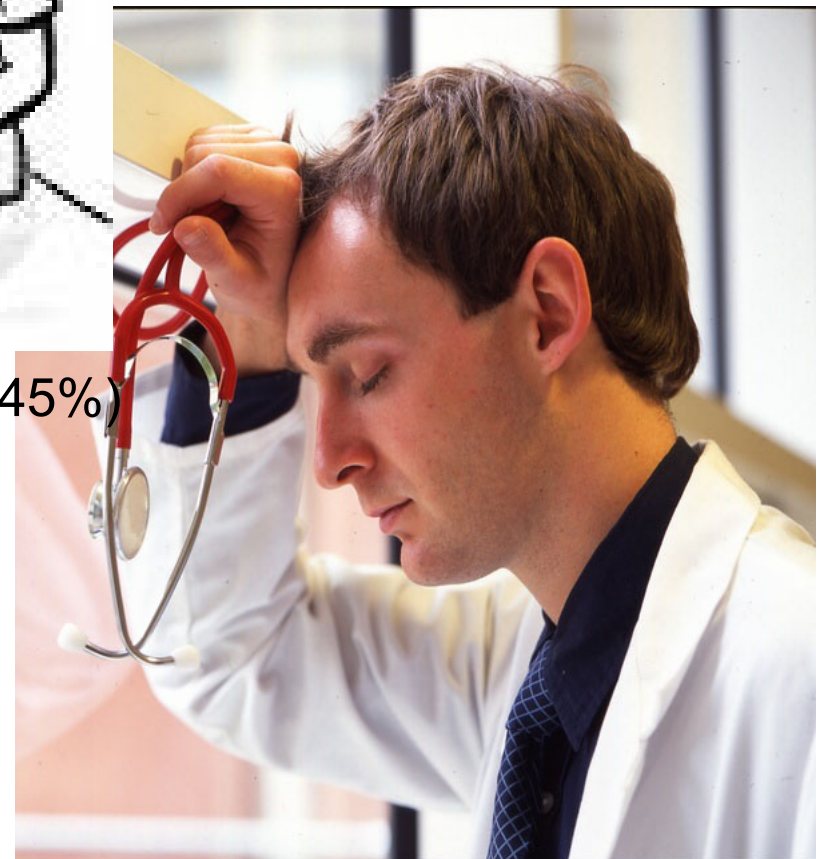


Non-specialists 30% (45%)
GPs 22% (13%)

Age: 47(45)

52% (36%)

BMC Public Health 2007, 7:36
Isaksson Rø K, Gude T, Aasland OG





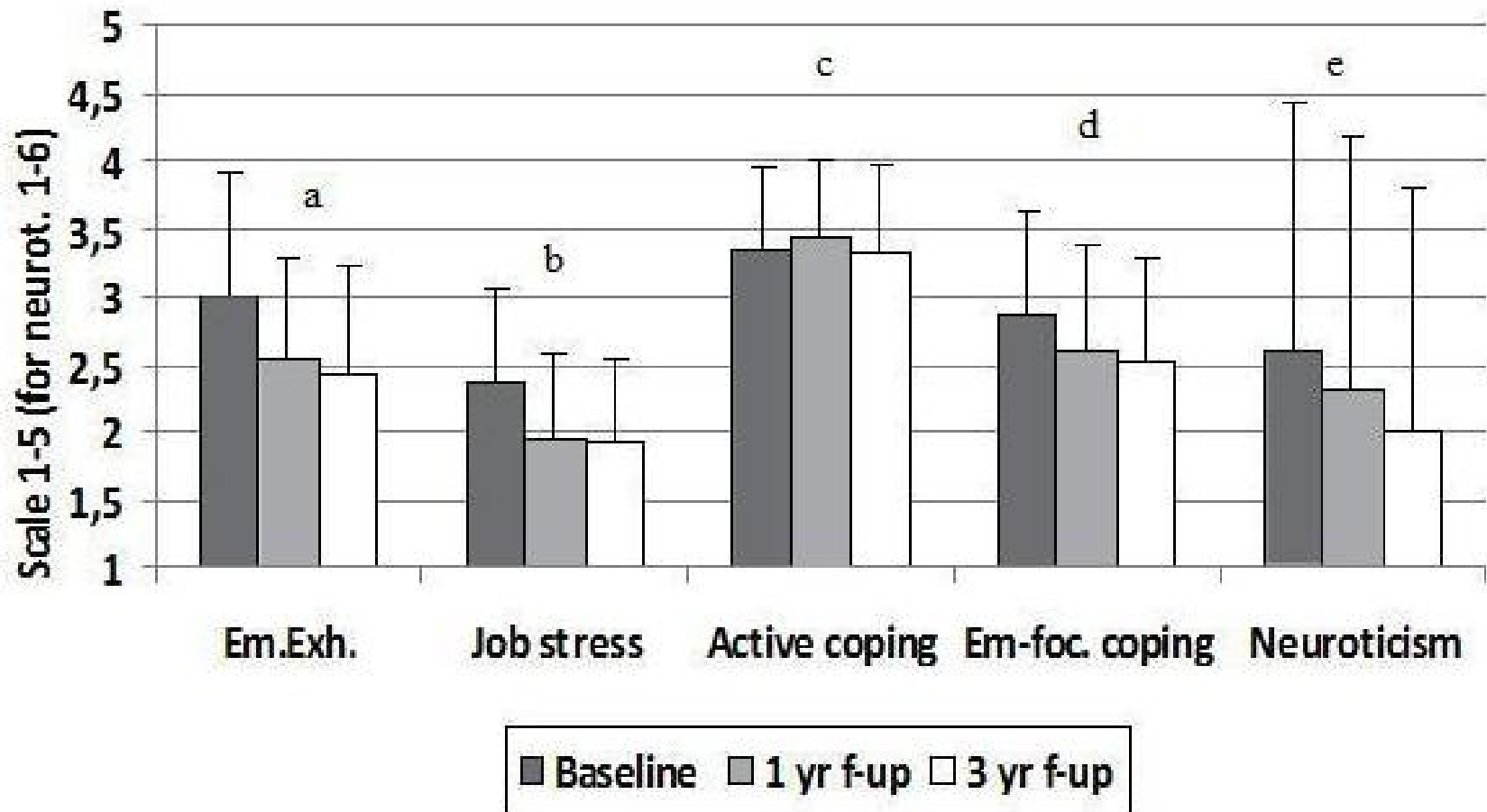
Results

A three-year cohort study of the relationships between coping, job stress and burnout after a counselling intervention for help-seeking physicians.

BMC Public Health 2010, 10:213

KE Isaksson Rø, R Tyssen, A Hoffart, H Sexton, OG Aasland, T Gude

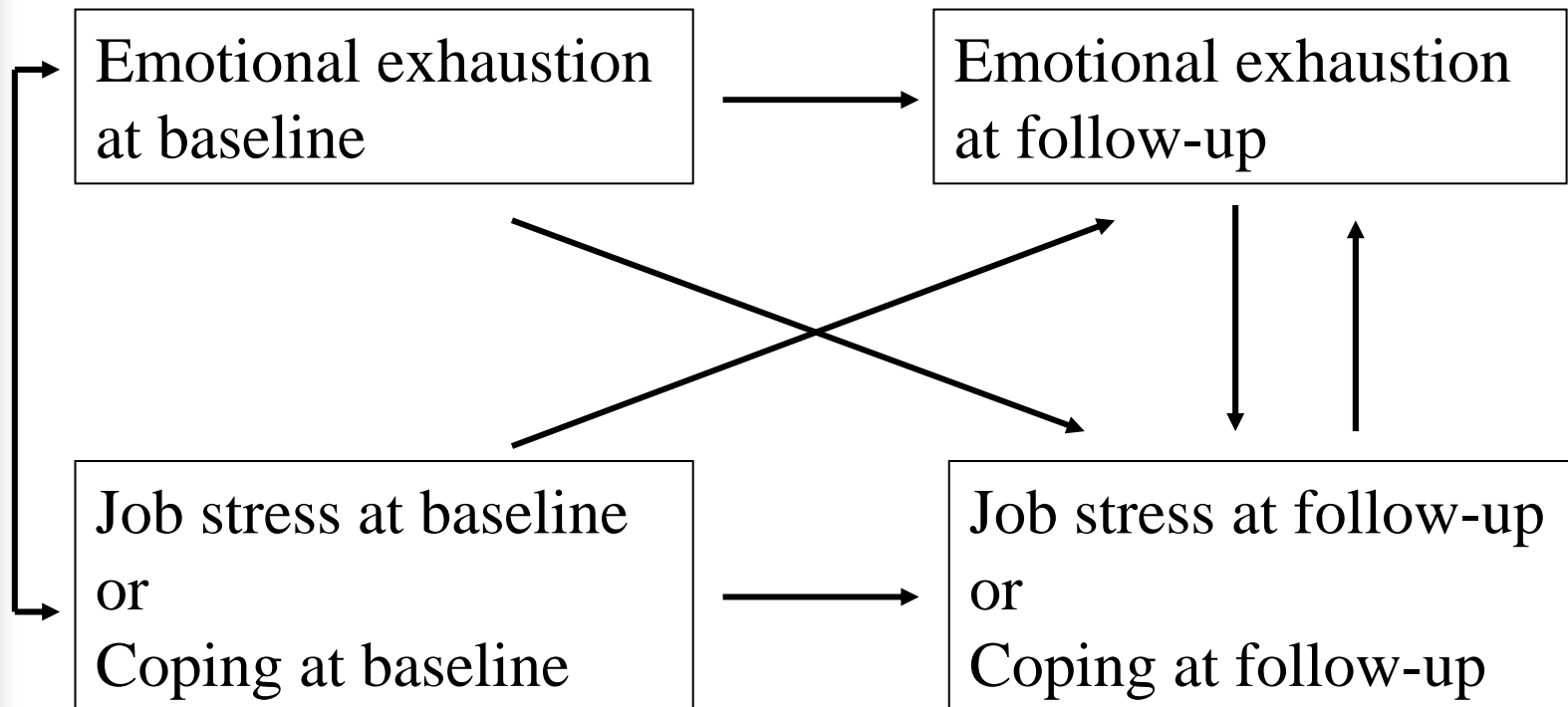
Levels at baseline, one-year and three-year follow-up



One-year : BMJ 2008; 337:a2004

Isaksson Rø KE, Gude T, Tyssen R, Aasland OG

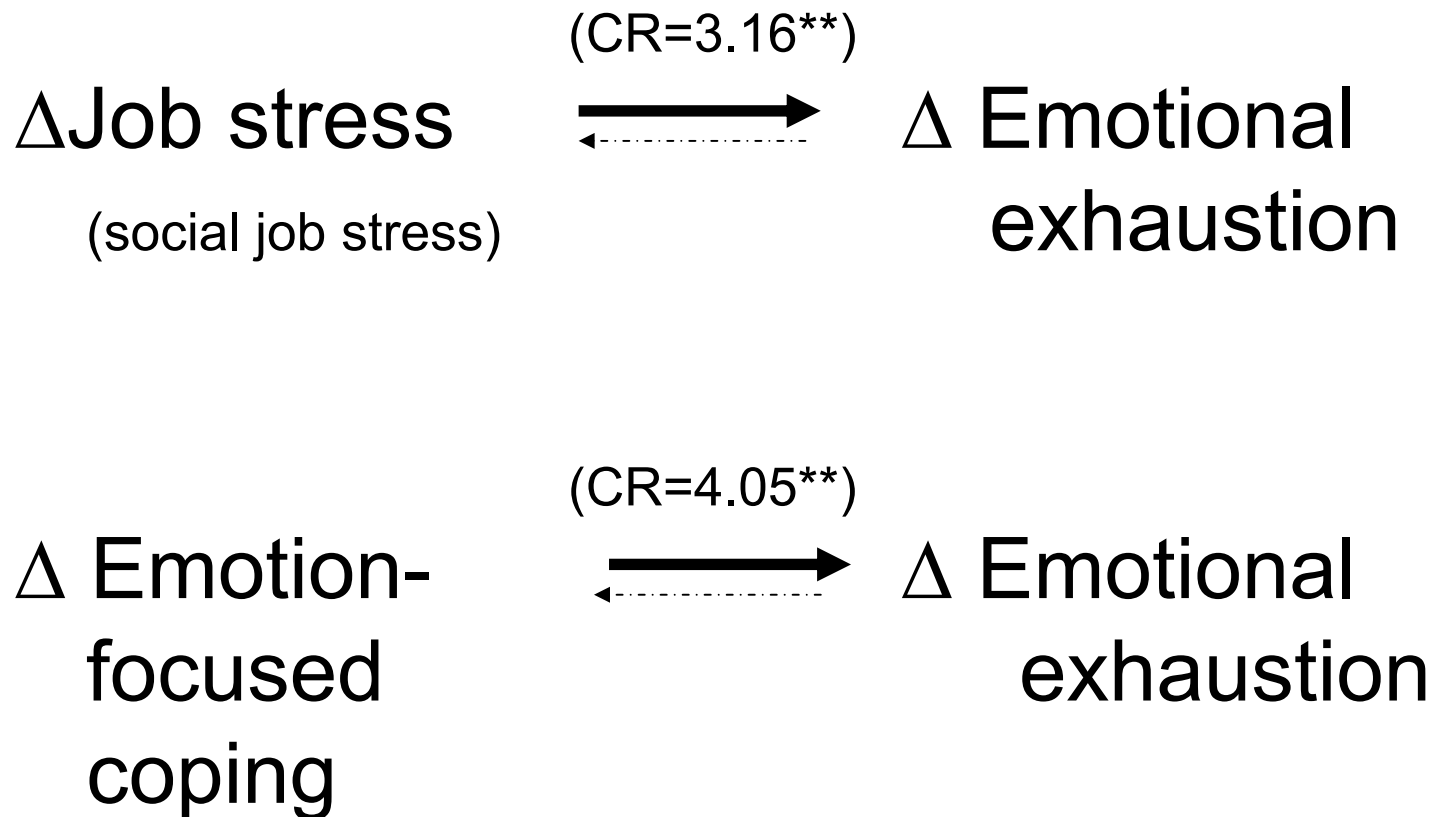
Structural modelling



Cross-lagged path model
Synchronous path model



Relationships between changes





”Got more faith in myself, have implemented changes at my workplace ”.

”Better insight into my own situation and better ability to enforce limits.”

Conclusion

↓ Job stress

↓ Emotion-focused coping strategies

↓ Emotional exhaustion

Both work-related factors and individual factors can be targeted in interventions for reduction of burnout

