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Title: Burnout and Psychological Growth Affects Wellness in Physicians

Abstract

The prevalence of physician burnout has received increased attention in the past decade. Studies have shown that 25-70% of physicians experience emotional exhaustion or depersonalization. Our study (Taku, 2014) indicates that physicians with burnout also experience psychological growth as a result of their work. Our study also revealed that perceived growth had a moderating effect on burnout; physicians were less likely to feel emotionally drained if they experienced psychological growth. However, little is known about the role of psychological growth and burnout in the overall wellness among physicians. This presentation will provide an overview of the relationships among burnout, psychological growth, and wellness. By presenting the data obtained from physicians in the US, including the Physician Wellness Inventory (Eckleberry-Hunt et al., 2012), Maslach Burnout Inventory (Maslach et al., 1996), and short form of the Posttraumatic Growth Inventory (Cann et al., 2010), we will discuss how the effects of burnout and perceived growth on wellness varied among the wellness domains. Specifically, perceived growth did not affect distress, one domain of physician wellness, and only burnout affected distress, supporting the hypothetical relationships. However, both burnout and perceived growth affected career purpose and cognitive flexibility, two domains of physician wellness, suggesting that it may be a key to support a sense of personal growth for physician to strengthen their satisfaction with career choice and to improve a well-balanced cognitive flexibility. In conclusion, we will offer the implications for future research and discuss the possible reasons why these three constructs (burnout, perceived growth, and wellness) among physicians should be considered separately.