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2022 ASRF Schedule

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Apr 7th, 9:00 AM - 12:00 PM

### An Exploratory Analysis of Stress, Burnout, and Depression in the IECMH Workforce

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## Introduction

## Aims & Hypotheses

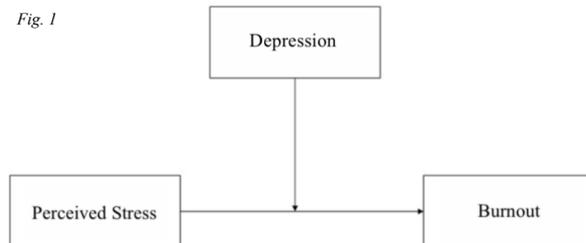
Aim 1 : To describe the relationship between Perceived Stress, Burnout, and Depression in the IECMH workforce

Aim 2 : To investigate the contribution of Depression on the relationship between Perceived Stress and Burnout.

H1 : The Perceived Stress, Burnout, and Depression variables will correlate significantly

H2 : The correlations between Perceived Stress, Burnout, and Depression will correlate in the positive direction

H3 : A moderation analysis (figure 1) will yield a significant effect, and will produce a significant interaction term



## Results

Table 1 - Descriptives

Construct	Scoring ranges	M	SD
Perceived Stress	0 - 40	16.83*	6.56
Burnout	10 - 50	21.23	5.62
Depression	0 - 60	10.77	6.14

\* Indicates score within 'moderate' range

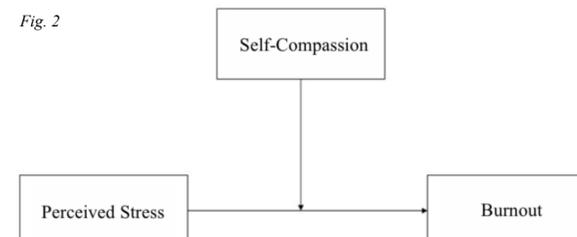
Table 2 – Correlations

Correlation	1	2	3
(1) Perceived Stress	—	.70**	.80**
(2) Burnout	.70**	—	.59**
(3) Depression	.80**	.59**	—

\*\* Correlations significant at the  $p < .01$  level

- Participants of the study scored below thresholds of significance on measurements on Burnout and Depression, but scored within a moderate range on measures of Perceived Stress
- The study variables correlated in their expected directions, and a high thresholds of significance ( $p < .01$ ) (table 2)
- Due to high colinearity, the originally proposed moderation analysis of Depression on Perceived Stress x Burnout could not be justified.
- An exploratory moderation (figure 2) was performed instead, and the overall model was significant ( $F(3, 99) = 65.08, R^2 = .66, p < .001$ ), the interaction term of Self-Compassion was also significant ( $R^2$  change = .04,  $p = .001$ ).

Fig. 2



## Discussion

- In our sample, participants scored within “low” parameters on both Depression and Burnout metrics, however, Perceived Stress scores were within “moderate” parameters.
- Perceived Stress, Depression, and Burnout were all found to be significantly related highly predictive of each other
- A moderation analysis between Depression and Perceived Stress could not be performed due to high colinearity
- Instead, an exploratory moderation analysis found that Self-Compassion exhibited a strong influence on the relationship between Perceived Stress and Burnout
- Specifically, the relationship between stress (x) and burnout (y) remained significant across all levels of self-compassion, but the strength of the relationship between x and y was strongest when self-compassion was low and weakest when self-compassion was high
- This finding suggests that, in this sample, Self-Compassion acted as a buffer (protective factor) against the effect of Burnout resulting from Perceived Stress
- Future research should investigate if this finding replicates in other samples, and to what magnitude.

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## Methods

### Measures

Construct	Measure	Items
Stress	Perceived Stress Scale (PSS)	10
Occupational Burnout	Professional Quality of Life Scale – Burnout subscale (ProQOL)	30
Depression	Center for Epidemiological Studies Depression Scale (CESD)	20
Self-compassion	Self-Compassion Scale–Short Form (SCS–SF)	12

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