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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

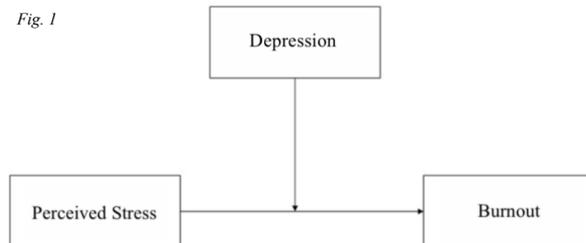
Aim 1 : To describe the relationship between Perceived Stress, Burnout, and Depression in the IECMH workforce

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

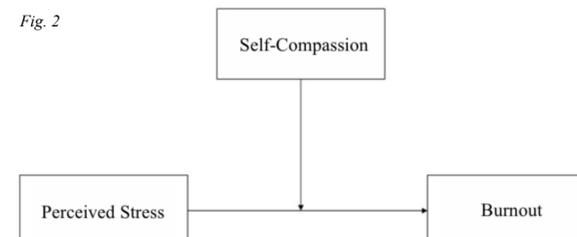
Table 2 – Correlations

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.

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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