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The Effect of a Six-Week Online Coaching Protocol on Burnout in General Practice Trainees

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OVERVIEW

- Doctors experience more anxiety, depression, and burnout than the general population
- Stigma stops them seeking psychological support
- Very little research has shown what works
- Online coaching is novel and has no stigma

OBJECTIVE

To measure if online coaching will improve mental health and reduce reported experiences of burnout

RESEARCH METHODS

Online coaching intervention focusing on facilitating emotional awareness, value-based goal setting, and positive action generation

Pilot methods used:

1. 2013 Medical Students at University of Queensland (UQ) RCT of face-to-face coaching vs tutorial group support
 - Showed significant improvements in Depression, Anxiety, and Stress Scores (DASS21)
2. 2016 UQ Medical students RCT of online coaching intervention compared to sham coaching control

PARTICIPANTS

Pilot: General practice registrars and trainees of General Practice Training Queensland.

The next cohort will be recruited from general practice trainees throughout Australia

WHAT IS COACHING?

A coach empowers someone to achieve personal growth and improved performance by providing training and guidance

THE COACHING EQUATION

The coaching protocol is based on a thought-framework equation that each participant can use to:

- **Recognise** how they are feeling
- **Reflect** on how well they are managing their well-being
- **Take action** in a positive and healthy manner

The components of the equation have been identified in the literature as factors that influence psychological well-being and incorporate elements of:



EXERCISE



PLAY



GOAL SETTING



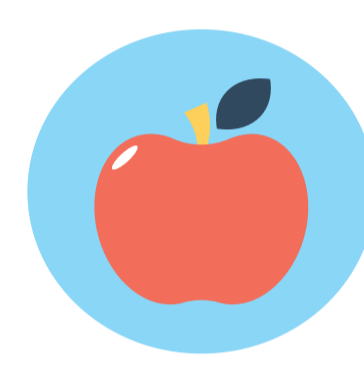
POSITIVE COPING STRATEGIES



MINDFULNESS



REFLECTION



NUTRITION



SELF CARE/REST

At the beginning of the study, participants were invited to complete with a 20 minute training video explaining the thought-framework equation followed by 6 weeks of daily surveys.

The daily survey is sent by email and collects:

1. How they were feeling (Likert 1-10 scale)
2. Brief reflection on how they can apply the equation components
3. Their next intended action (implementing any component) to improve their well-being

Maslach Burnout Index (MBI) scores are collected:

- At the beginning of the study
- At 6 weeks (completion of intervention)
- At 12 weeks (6 weeks after completing the intervention)

THE COACHING EQUATION

$$\text{Pleasure Capacity} = \text{Perspective} \left(\frac{\text{Purpose} + \text{Physiology} + \text{Play}}{\text{Pain}} \right)$$

For the purpose of this study we defined the components of the equation as follows:

- Pleasure Capacity:** how overall well one is feeling at any given moment, expressed as 1-10 on a Likert scale
- Perspective:** Characterised as being either positive or negative, a powerful factor in psychological well-being.
- Purpose:** "sense of purpose" ability to make value-based personal goals.
- Physiology:** Self-care such as diet, exercise, and sleep
- Play:** Any activity that one does for fun
- Pain:** Pain is the denominator, because it reduces one's capacity for pleasure

EXPECTED OUTCOMES

This work is expected to make a methodological contribution to the physician well-being literature. From an end-user perspective, potential benefits of this research include:

- Increased engagement
- Decreased sick leave/attrition
- Improved patient outcomes
- Ideas for future wellbeing program development.

WE NEED YOU FOR THE NEXT COHORT!

10 Participants who complete the study will be drawn to receive \$500!

IF YOU ARE A GENERAL PRACTICE TRAINEE AND ARE INTERESTED

PLEASE SCAN THE QR CODE

OR

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