The Role of Personal Accomplishment in General Surgery Resident Wellbeing

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BACKGROUND

- The Maslach Burnout Inventory (MBI) is the most commonly used tool to measure burnout
- It consists of three subscales: emotional exhaustion (EE), depersonalization (DP), and personal accomplishment (PA)
- Most studies focus on the emotional exhaustion (EE) and depersonalization (DP) subscales, neglecting personal accomplishment (PA).

OBJECTIVES

1. To investigate the association of PA with the other subscales (EE and DP)
2. To assess the association of PA with resident outcomes
3. To evaluate predictors of PA by resident level

METHODS

- General surgery residents were surveyed following the 2019 American Board of Surgery In-Training Examination regarding aspects of wellness and the learning environment. The survey included the abbreviated MBI.
- The subscales of the MBI were dichotomized into weekly feelings vs. less than weekly (i.e. weekly feelings of PA, EE, or DP)
- Pearson correlations of PA with EE and DP were assessed
- Multivariable logistic regression models assessed the association of PA with attrition, job satisfaction, and suicidality
- Multivariable logistic regression models also used to identify factors associated with PA by postgraduate year (PGY; 1, 2/3, 4/5).

RESULTS

- Residents from 301 programs were surveyed (85.6% response rate, N=6,956)
- Overall 89.4% reported PA, which varied by PGY-level (PGY1: 91.0%, PGY2/3: 87.7%, PGY4/5: 90.2%; p=0.02)
- PA was not significantly correlated with EE (r=0.13) or DP (r=0.06).
- After adjusting for EE and DP, PA was associated with attrition (OR 0.60, 95%CI 0.46-0.78) and job satisfaction (OR 3.04, 95%CI 2.45-3.76) but not suicidality (OR 0.72, 95%CI 0.48-1.09)
- Factors associated with higher reported PA differed by PGY-level (Figure):
  - PGY1: resident cooperation
  - PGY2/3: time in OR, clinical autonomy
  - PGY4/5: time for patient care, residents appreciate work, residents cooperate, mentorship
  - For all levels, a sense of favoritism in the program was negatively associated with PA

CONCLUSIONS

- PA is a distinct metric of resident well-being
- PA is associated with job satisfaction and attrition
- Drivers of PA differ by PGY level and may be targets for intervention to promote resident wellness and engagement

LIMITATIONS

- Dichotomization of a continuous score (PA) may result in loss of granularity
- Cross-sectional survey, no causal relationships can be inferred