Assessment of Burnout and Personality Traits in Pharmacists Practicing at Health Systems with Pharmacy Residency Programs

Authors: Jason Williamson, PharmD, BCPS, CPPS; Rachel Guggemos, PharmD, MS; Zack Dumont, BSPharm, MS, ACP, DPLA; Marianne Ivey, PharmD, MPH, FASHP, FFIP

Affiliations: Ascension Genesys Hospital, Grand Blanc, MI; University of Cincinnati James L. Winkle College of Pharmacy, Cincinnati, OH

Background

- As recognized by AShP, the National Academy of Medicine (NAM), and the Institute of Healthcare Improvement (IHI), clinician burnout poses significant risks to patient safety and healthcare quality.

- Addressing burnout is especially critical to organizations which offer pharmacy residency training, and AShP residency program standards have been recently updated to have programs consider addressing burnout with incoming residents during the initial orientations; encourage education to residents on burnout syndrome, the risks, and mitigation strategies; and suggest the provision of education to all staff on burnout syndrome, the risks, and mitigation strategies.

- Prior studies in other disciplines of healthcare practice outside of pharmacy have identified that some personality traits may be protective against burnout, while others may increase susceptibility to burnout.1,2

- This research project seeks to:
  - Assess burnout in pharmacists practicing at health systems with pharmacy residency programs.
  - Evaluate the relationship between pharmacist personality traits and reported burnout rates for emotional exhaustion, depersonalization, and personal accomplishment.

Methods

Statistical Analysis

- Descriptive statistics such as means and standard deviations were used for the three burnout domains.

- Categorical data of the personality types were described using frequencies and percentages.

- Bivariate statistics included Student’s t-test.

- Bivariate statistics included personality group means were compared using one way ANOVA for quantitative variables.

- A p-value of less than 0.05 was used to determine statistical significance.

Results

Participant Demographics

- Of 96 participants invited, 52 (54.2%) completed all components of the survey.
  - 36 participants (69.2%) completed at least one year of residency training.
  - 29 participants (55.8%) indicated their time in practice was 10 years or less.
  - 32 participants (61.5%) indicated a role as a preceptor or preceptor-in-training.

Table 1: NIMH-BSI results for participants from all domains

<table>
<thead>
<tr>
<th>Burnout Domain</th>
<th>Low level of burnout (%)</th>
<th>Medium level of burnout (%)</th>
<th>High level of burnout (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional Exhaustion</td>
<td>32 (61.5%)</td>
<td>24 (46.2%)</td>
<td>0 (0.0%)</td>
</tr>
<tr>
<td>Depersonalization</td>
<td>31 (60.4%)</td>
<td>23 (44.2%)</td>
<td>1 (1.9%)</td>
</tr>
<tr>
<td>Personal Accomplishment</td>
<td>14 (26.9%)</td>
<td>20 (38.5%)</td>
<td>28 (53.6%)</td>
</tr>
</tbody>
</table>

Figure 1: participant primary practice area.

Methods (continued)

- Results (continued)

<table>
<thead>
<tr>
<th>Burnout Results by 16 Personality Trait Groupings</th>
<th>Group Compared, n (%)</th>
<th>Emotional Exhaustion Mean ± SD</th>
<th>Depersonalization Mean ± SD</th>
<th>Personal Accomplishment Mean ± SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extroverted (23; 34.9%)</td>
<td>31.6% ± 6.00</td>
<td>3.40 ± 0.40</td>
<td>3.50 ± 0.45</td>
<td>3.40 ± 0.46</td>
</tr>
<tr>
<td>Introverted (10; 21.2%)</td>
<td>25.9% ± 5.80</td>
<td>3.30 ± 0.40</td>
<td>3.50 ± 0.45</td>
<td>3.40 ± 0.46</td>
</tr>
<tr>
<td>Openness (23; 34.9%)</td>
<td>31.6% ± 6.00</td>
<td>3.40 ± 0.40</td>
<td>3.50 ± 0.45</td>
<td>3.40 ± 0.46</td>
</tr>
<tr>
<td>Agreeableness (23; 34.9%)</td>
<td>31.6% ± 6.00</td>
<td>3.40 ± 0.40</td>
<td>3.50 ± 0.45</td>
<td>3.40 ± 0.46</td>
</tr>
</tbody>
</table>

Discussion / Conclusions

- Despite communication of the survey during the COVID-19 pandemic, 54.2% of the pharmacists participating were lower than those reported previously.3

- Certain personality traits as depicted by 16 Personality Inventory test results predicted lower burnout scores than others, including introverted, observant, feeling, judging, and turbulent.

- While burnout results presented did not indicate a significant difference in burnout domain scores for groups further compared, study inclusion of a broader scope of participants is warranted to evaluate the relationship between personality traits and the three domains of burnout.

- Evaluation of demographic information collected and comparison of burnout scores between identified groups (e.g., time in practice, primary area practice, highest level of residency training) is planned.

References


