

# Burnout amongst clinical and counselling psychologist: The role of early maladaptive schemas and coping modes as vulnerability factors

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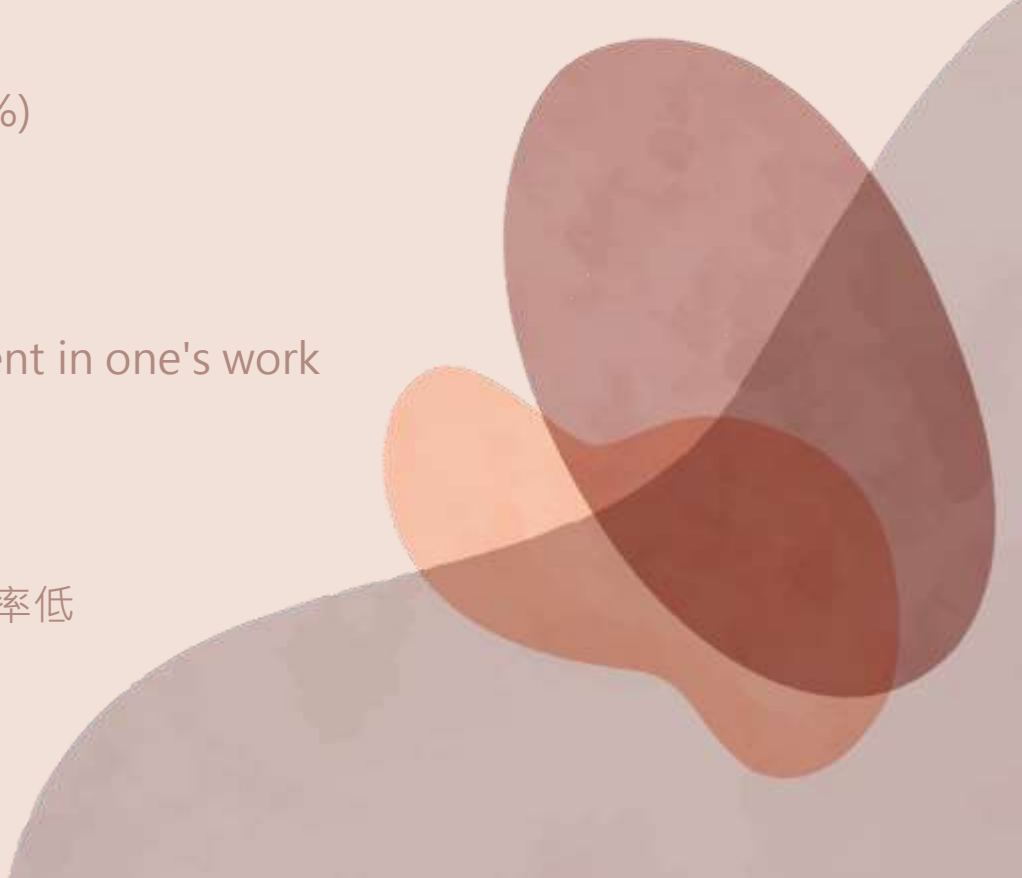


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# INTRODUCTION

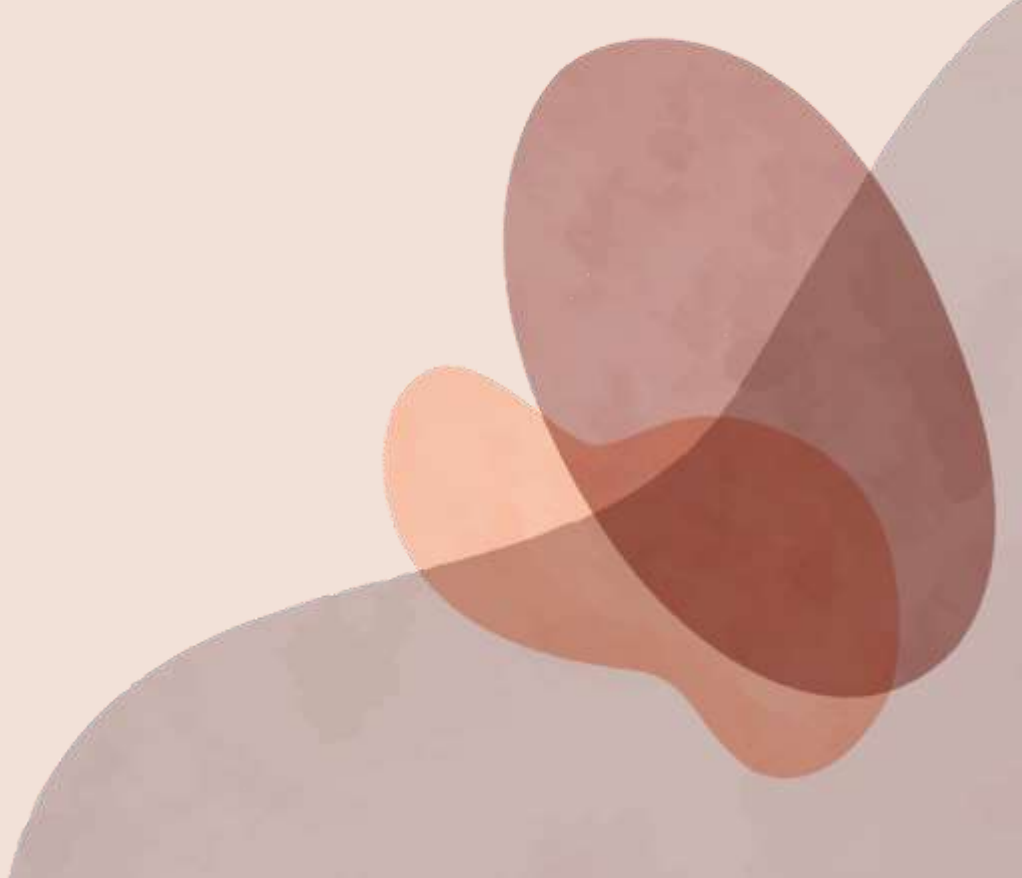
# Introduction

- 心理師是burnout高危險群(21%-67%)
- Burnout的定義(Maslach,2012)
  - 1.Emotional Exhaustion
  - 2.Depersonalization
  3. reduced personal accomplishment in one's work successes
- Burnout的負面影響：
  - 個體：身心健康
  - 組織：較高離職率、流動率，工作效率低
- Burnout對心理師的負面影響：
  - 專業表現下降



# Causes of burnout

- job demands-control model  
壓力來自無法滿足的要求  
control as buffer
- Job demands-resources model  
組織要求和資源的不平衡
- Work-life model
- 心理師可能容易burnout的原因：
  1. 暴露在高強度情緒經驗的環境
  2. 組織原因



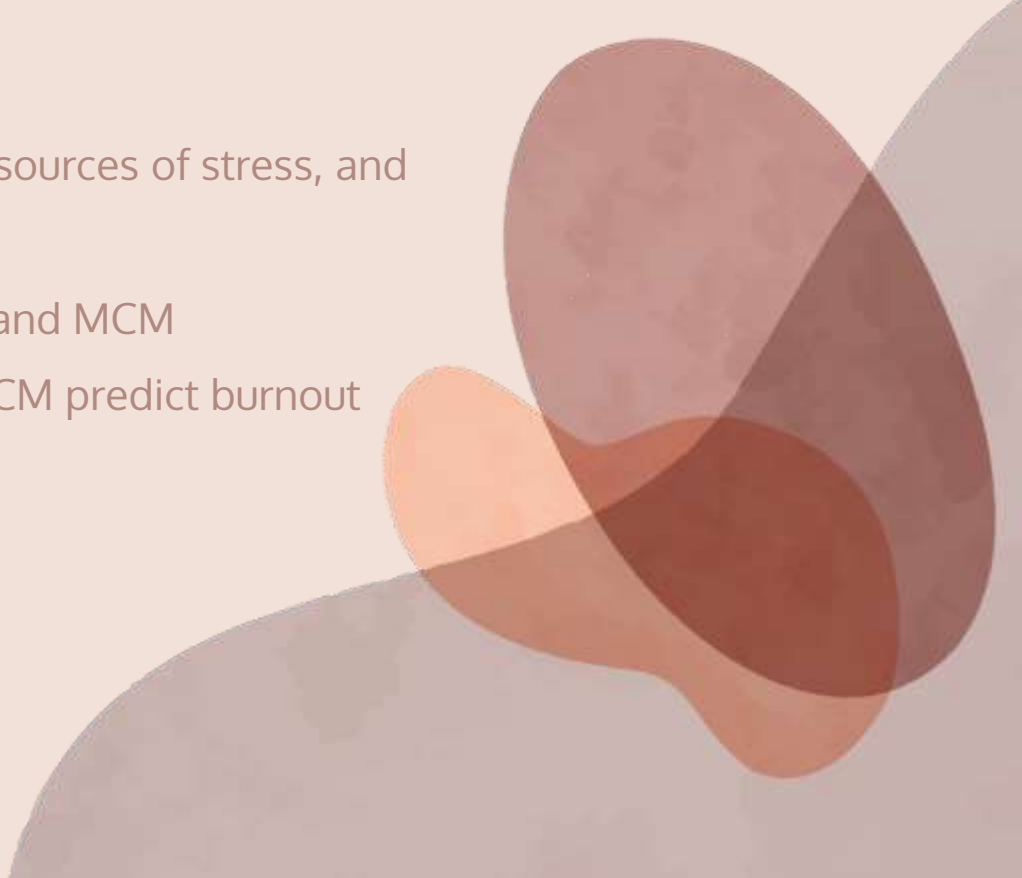
# Early maladaptive schemas(EMS) and coping

- EMS：不適應的信念與行為模式
- 心理師可能更容易同理他人，同時也更容易受傷
- 心理師常見EMS
  1. unrelenting standard嚴苛的標準
  2. self-sacrifice自我犧牲
- EE可能是試著因應EMS的結果
- maladaptive coping modes (MCM)
- MCM可能降低工作表現



# Current study

1. Examining the work setting, main sources of stress, and prevalence of burnout
2. Identifying the predominant EMS and MCM
3. Investigating whether EMS and MCM predict burnout above job demand





O2

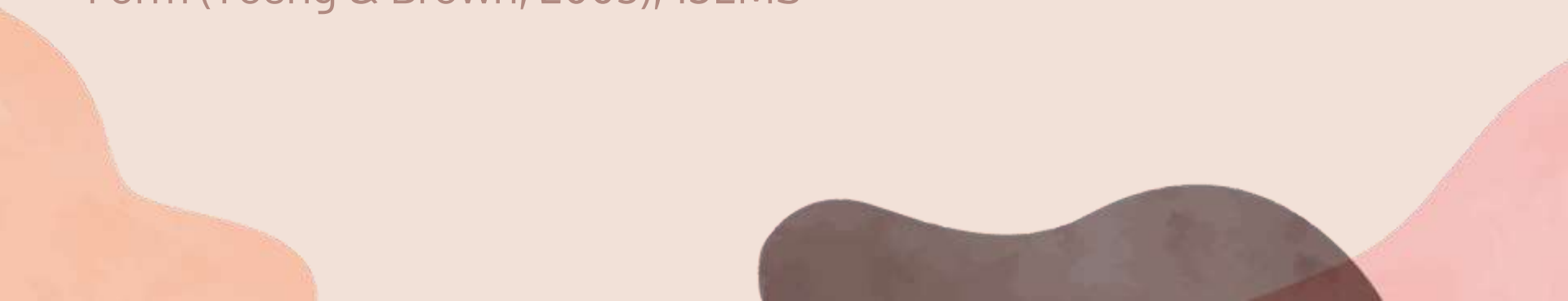
METHOD



# DESIGN, PARTICIPANTS & PROCEDURES

- This study used an independent subjects cross-sectional design. Quantitative, self-report data were collected via an online questionnaire.
- Inclusion criteria:
  1. fully registered clinical or counselling psychologist from any country
  2. native English speaker, or having a good command of the English language
- Participants were recruited via email, social media, professional websites, and snowballing.  
Consenting participants completed all questionnaires online (via Qualtrics).

# MEASURS

- Demographics: age, gender, country of residence, relationship status, ethnic background, work setting, and work-related stress factors
  - Job demands: The five-item job demands subscale of the Job Content Questionnaire (Karasek, 1985)
  - Early maladaptive schemas: the Young Schema Questionnaire—Short Form (Young & Brown, 2003), 15EMS
- 

# MEASURS

- Schema coping modes: The Schema Mode Inventory Version 1 (SMI-1; Young et al., 2007)  
Coping mode: compliant surrenderer (seven items), detached self-soother (four items), detached protector (nine items), bully and attack (nine items), and self-aggrandizer (10 items).
- Burnout: The EE subscale of the Maslach Burnout Inventory (Maslach & Jackson, 1996; Maslach, Jackson, & Leiter, 1996)  
the symptoms of exhaustion and the experience of being emotionally overextended by job demands

# Data input and analyses

- IBM SPSS 24.0
- The contribution of study variables to predicting burnout was tested via hierarchical linear regression with four blocks:
  - (a) demographics (age, gender, and English-speaking country, yes/no)
  - (b) job demands
  - (c) EMS
  - (d) MCM

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# O3 RESULTS & DISCUSSION

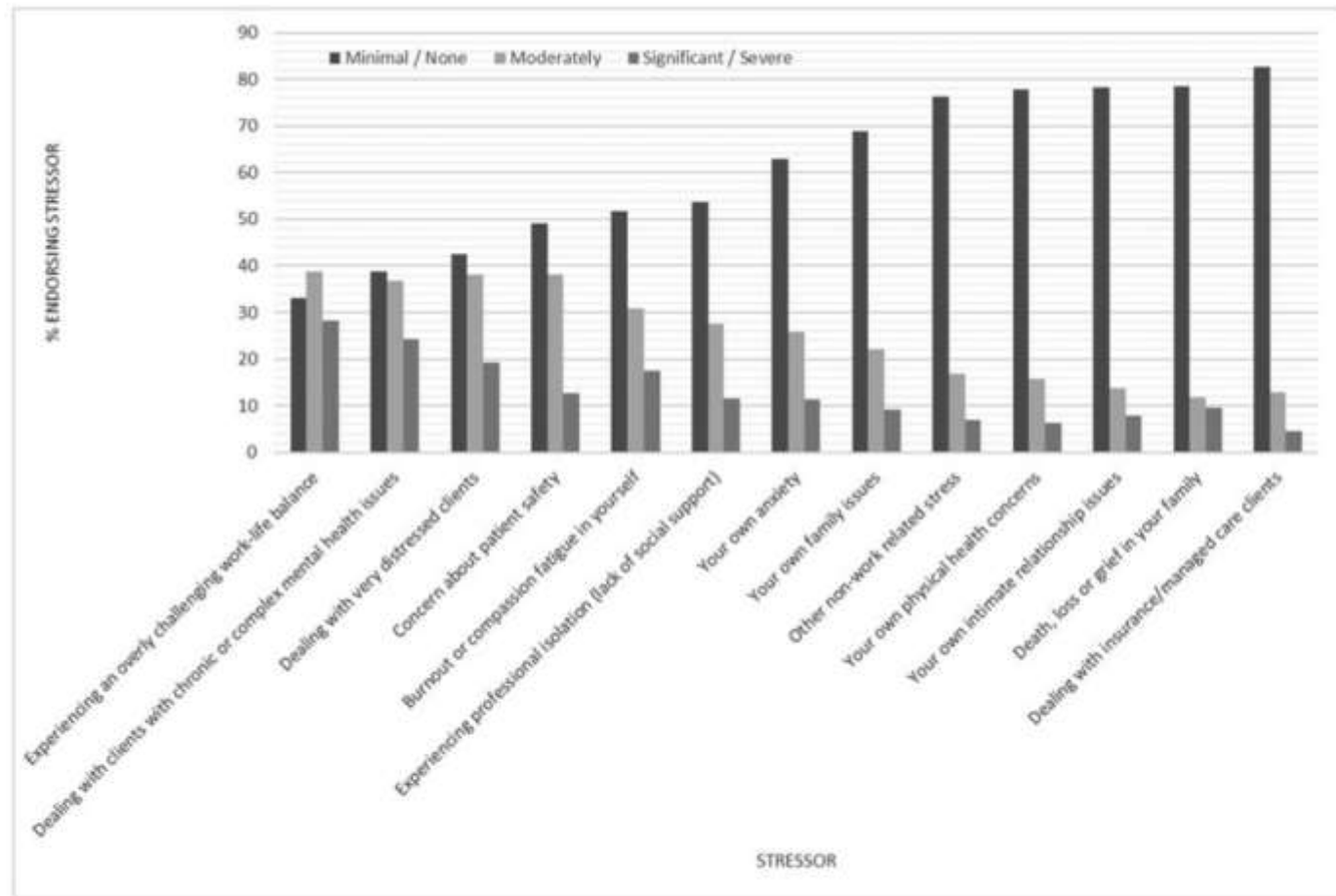
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**TABLE 1** Participant demographic information

		n (%)
Gender	Female	356 (80.4%)
	Male	87 (19.6%)
Relationship status	Single	65 (14.7%)
	Married	234 (52.8%)
	De facto	99 (22.3%)
	Divorced	23 (5.2%)
	Widowed	5 (1.1%)
	Other	17 (3.8%)
Highest qualification	PhD	40 (20.51%)
	Clinical doctorate	53 (27.18%)
	Master's degree	89 (45.64%)
	Honours degree	8 (4.10%)
	Other/unspecified	5 (2.56%)
Ethnicity	Caucasian	416 (93.9%)
	Asian	12 (2.7%)
	Latino/Hispanic	4 (0.9%)
	African American	2 (0.5%)
	Other/unspecified	9 (2.0%)
Country of residence	Australia	230 (51.9%)
	New Zealand	51 (11.5%)
	Scotland	50 (11.3%)
	The Netherlands	29 (6.5%)
	England	27 (6.1%)
	United States	24 (5.4%)
	Canada	6 (1.5%)
	Other	26 (5.9%)
Work setting <sup>a</sup>	Urban	319 (72.0%)
	Rural	62 (14.0%)
	Both urban and rural	62 (14.0%)
	Private practice: Outpatient	202 (45.7%)
	Public health: Outpatient	176 (39.7%)
	Inpatient	85 (19.2%)
	Academia	75 (17%)
	School settings	5 (1.1%)
	Other	62 (14%)
Work hours	Full-time	283 (63.9%)
	Part-time	143 (32.3%)
	Other/did not specify	15 (3.4%)

<sup>a</sup>N.B. Many participants worked in more than one setting.

- Gender: female(80.4%)
- Relationship status: married(52.8%)
- Highest qualifications: master's degree(45.64%)
- Ethnicity: Caucasian(93.9%)
- Country of residence: Australia(51.9%)
- Work setting: Urban(72.0%)  
Many participants worked in more than one setting.
- Work hours: Full-time(63.9%)



**FIGURE 1** Work stressors endorsed by clinical and counselling psychologists

# RESULTS

- Burnout amongst psychologists: **18.3% were experiencing high levels of EE**, with 29.6% in the moderate range and 51% in the low range.
- Prevalence of EMS amongst psychologists:  
unrelenting standards and self-sacrifice
- Prevalence of coping modes amongst psychologists  
detached self-soother: 22.6%大於平均值一個標準差  
detached protector :24.7%大於平均值一個標準差



# RESULTS

- All EMS and MCM were significantly positively correlated with EE ( $r = 0.14-0.49, p < 0.01$ ).
- EMS and EE: disconnection and rejection domain abandonment [ $r = 0.34, p < 0.001$ ], mistrust [ $r = 0.36, p < 0.001$ ], emotional deprivation [ $r = 0.26, p < 0.001$ ], social isolation [ $r = 0.34, p < 0.001$ ]
- MCM and EE: detached protector ( $r = 0.49, p < 0.001$ )

**TABLE 2** Gender differences in mean scores on burnout and its predictors and proportion with clinically significant early maladaptive schemas

	Internal consistency $\alpha$	M (SD)		Above clinical cut-off (%)	
		Male	Female	Male	Female
Job demands	0.82	13.87 (2.6)	13.96 (2.8)	-	-
Burnout	0.91	17.81 (10.5)	17.76 (9.9)	-	-
Early maladaptive schemas					
Emotional deprivation	0.91	2.15 (1.08)	2.12 (1.10)	28.7	28.6
Abandonment	0.88	1.50 (0.62)	1.56 (0.60)	10.3	10.8
Mistrust/abuse	0.89	1.79 (0.68)	1.64 (0.62)	17.4	10.5
Social isolation	0.92	2.20 (0.93)**	1.90 (0.85)	34.9	19.9
Defectiveness/shame	0.94	1.37 (0.44)	1.36 (0.49)	13.8	19.9
Failure	0.93	1.56 (0.61)**	1.76 (0.76)	9.2	18.2
Dependence/incompetence	0.80	1.34 (0.39)	1.32 (0.41)	0	0
Vulnerability to harm	0.81	1.47 (0.54)*	1.60 (0.66)	7.0	11.7
Enmeshment	0.89	1.13 (0.30)**	1.29 (0.62)	1.1	4.8
Subjugation	0.86	1.75 (0.62)	1.78 (0.73)	11.5	17.4
Self-sacrifice	0.86	2.91 (1.07)	3.05 (1.05)	47.1	51.6
Emotional inhibition	0.87	1.90 (0.77)**	1.65 (0.68)	21.8	13.3
Unrelenting standards	0.87	3.06 (1.27)*	3.37 (1.15)	59.8	61.3
Entitlement	0.79	2.09 (0.84)**	1.83 (0.70)	27.9	16.3
Insufficient self-control/self-discipline	0.87	2.07 (0.77)	1.96 (0.78)	22.1	21.4
Maladaptive coping modes					
Compliant surrenderer	0.81	2.68 (0.68)*	2.46 (0.68)	-	-
Detached protector	0.89	2.02 (0.73)*	1.80 (0.66)	-	-
Detached self-soother	0.78	2.17 (0.75)	2.23 (0.83)	-	-
Bully and attack	0.71	1.79 (0.48)**	1.60 (0.39)	-	-
Self-aggrandizer	0.78	2.32 (0.60)	2.24 (0.53)	-	-

Note. "-" indicates not applicable (no clinical cut-offs).

\* $p < 0.05$ .

\*\* $p < 0.01$ .

\*\*\* $p < 0.001$ .

**TABLE 3** Prediction of burnout from demographics, job demands, early maladaptive schemas, and maladaptive coping modes

Predictor	Adjusted $R^2$	F change	B (SE)	$\beta$	p
Step 1	0.04	$F(3, 352) = 6.03, p = 0.001$			
Constant			29.07 (3.07)	-	***
Age			-0.15 (0.05)	-0.17	**
English-speaking country (1 = yes; 2 = no)			-5.06 (1.7)	-0.15	**
Step 2	0.14	$F(1, 351) = 43.15, p < 0.001$			
Age			-0.10 (0.05)	-0.11	*
English-speaking country (1 = yes; 2 = no)			-4.90 (1.62)	-0.15	**
Job demands			1.20 (0.18)	0.33	***
Step 3	0.32	$F(15, 336) = 7.10, p < 0.001$			
English-speaking country (1 = yes; 2 = no)			-4.87 (1.49)	-0.15	**
Job demands			1.11 (0.18)	0.30	***
Abandonment			2.39 (1.09)	0.14	*
Mistrust/abuse			2.37 (0.97)	0.14	*
Defectiveness/shame			3.77 (1.38)	0.17	**
Step 4	0.38	$F(5, 331) = 7.65, p < 0.001$			
English-speaking country (1 = yes; 2 = no)			-4.30 (1.46)	-0.13	**
Job demands			1.06 (0.17)	0.29	***
Abandonment			2.67 (1.05)	0.15	*
Mistrust/abuse			2.08 (0.95)	0.13	*
Emotional inhibition			-1.73 (0.83)	-0.12	*
Detached protector			5.48 (1.04)	0.36	***
Final model					
		$F(24, 331) = 10.13, p < 0.001$			

\* $p < 0.05$ .\*\* $p < 0.01$ .\*\*\* $p < 0.001$ .

Job demands: 10%

EMS:18%

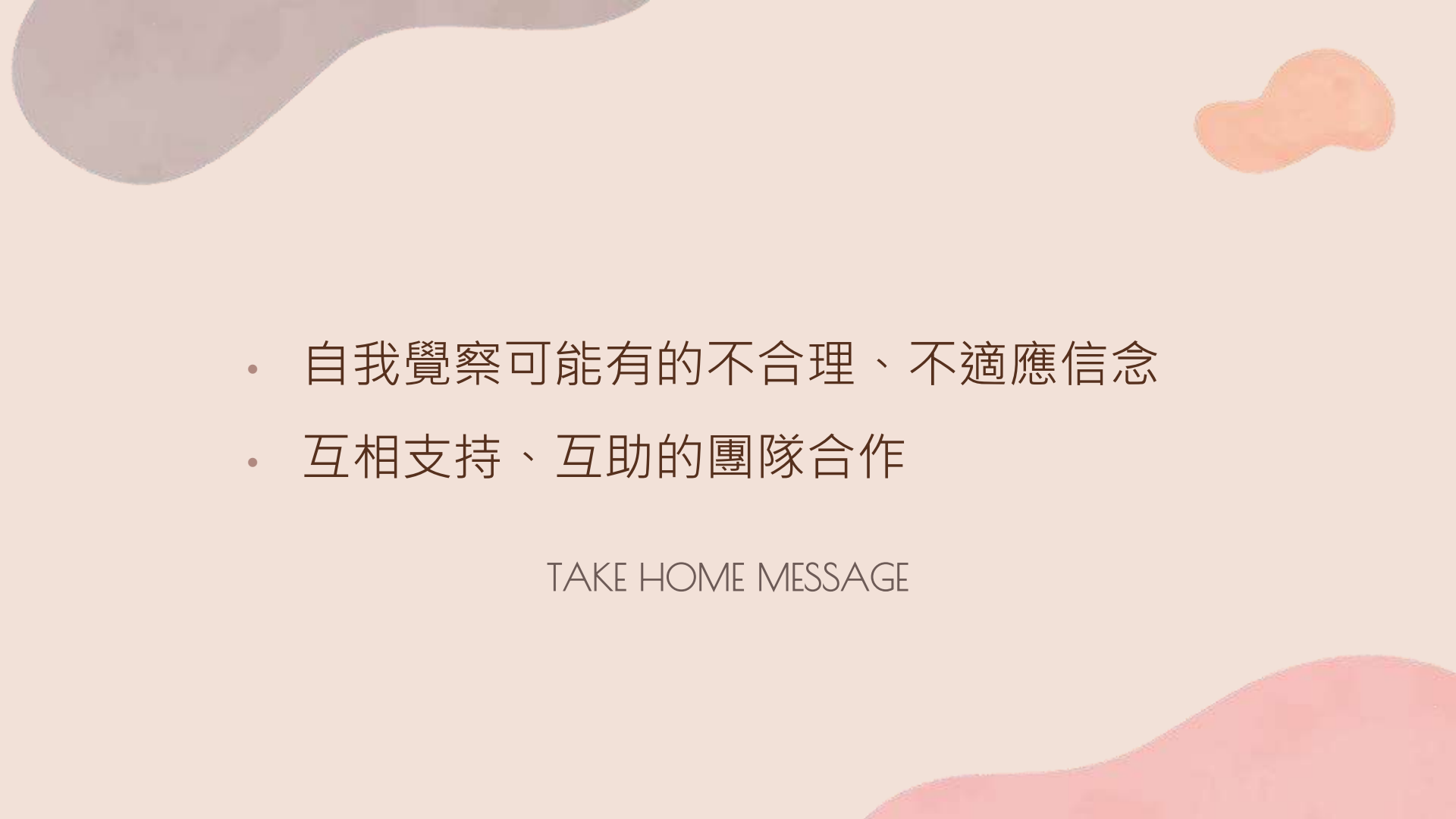
MCM:6%

# DESCUTION

- EMS與EE的關係：支持過往研究。
- 證實MCM與EE的關聯性
- 最能預測EE的EMS：disconnection–rejection domain(abandonment, mistrust/abuse, and emotional inhibition)  
更難與他人建立連結、向他人求助，容易認為他人是具威脅性的
- 最能預測EE的MCM：Detached protector  
可能與depersonalization相關  
降低心理師的專業表現

# LIMITATION & IMPLICATION

- Measure of MCM: less pathology-focused measure  
除了自陳量表以外的測量方式  
難以被測量到的因應模式，可能才是關鍵
- 確定在心理師族群中，EMS為burnout的脆弱因子
- 建立更好的組織文化：互助、鼓勵、支持性、降低孤立
- 如果心理師可以辨識自己有的EMS，可以更好的自我照顧，也進而降低burnout的可能性

- 
- 自我覺察可能有的不合理、不適應信念
  - 互相支持、互助的團隊合作

TAKE HOME MESSAGE

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