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## Self-Care Management and Burnout Strategies for OT Fieldwork Students

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# **SELF-CARE MANAGEMENT AND BURNOUT STRATEGIES FOR OT FIELDWORK STUDENTS**

Genica Po, OTD/S

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Faculty Mentor: Dr. Rajvinder Bains, OTD, OTR/L



# BACKGROUND

- Burnout is described as a psychological syndrome emerging as a prolonged response to chronic interpersonal stressors on the job
- Occupational therapists is one of the healthcare providers that experience the highest rates of burnout amongst SWs and SLPs
- By proxy, OT students entering fieldwork experience burnout due to
  - Limited self-management skills
  - Lack of respect and autonomy
  - Conflict with clinical instructors



# PROJECT PURPOSE

- Self-directed research working under the guidance of Dr. Wise
- Burnout is not a problem that has solutions; it is a dilemma that requires strategies and constant management (De Hert, 2020)
- Created a scoping review and utilized the information found in the literature to create a handbook on coping and burnout reduction strategies that can be used to mitigate burnout before, during, and after fieldwork
- **Project Aim:** To educate occupational therapy students in fieldwork learn and utilize self-management strategies and coping strategies to improve engagement and participation in fieldwork and in daily activities



# GUIDING THEORIES

# DEMANDS - RESOURCES THEORY

- Burnout occurs when there is an imbalance between demands and resources from work
  - Job demands: job factors requiring sustained physical and mental effort (IE. subjective fatigue, reduced focus of attention, and task requirements)
  - Work demands: work overload, emotional labor, time pressure/interpersonal conflicts
- If demands exceeds resources over prolonged amount of time, chronic fatigue turns to burnout
- Job demands has direct and positive relationship with emotional exhaustion while job resources inversely influences cynicism by reducing its use as coping strategy

# GUIDING THEORIES

# SOCIAL COGNITIVE THEORY

- Individual is given the central role to individual variables
  - Self-efficacy, self-confidence, and self-concept
- Burnout is triggered when individual harbors doubts of one's own effectiveness in achieving professional goals

Efficacy  
crisis

Low  
personal  
realization

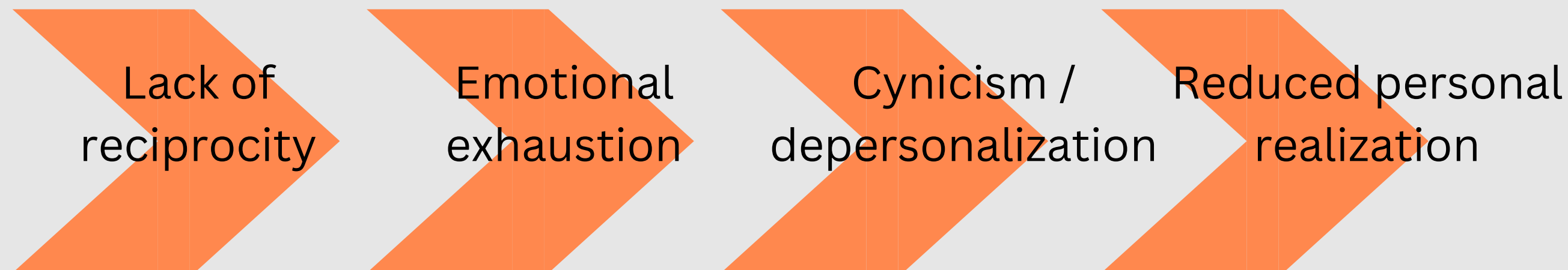
Emotional  
exhaustion

Cynicism/  
depersonalization

# GUIDING THEORIES

# SOCIAL EXCHANGE THEORY

- Burnout occurs when individual perceives lack of equity between efforts, contributions made, and results obtained from work
- Emotional exhaustion becomes chronic when lack of reciprocity consumes emotional resources
- Burnout may be triggered by significant interpersonal demands involving high emotional and emotional consuming situations





# LITERATURE REVIEW/NEEDS ASSESSMENT

## Findings and Themes:

- Stress management and self-efficacy
- Sense of self and resilience
- Supportive pedagogy

## Needs Assessment

There are limited resources and strategies presented to students, especially occupational therapy students, to assist the resiliency against burnout







# OUTCOMES

- Limitation: Currently limited research on the occupational therapy population as a whole and continued research would benefit future cohorts
- Strengths:
  - Provide causes of burnout and personal and professional outcomes for occupational therapy students
  - Summarizes intrinsic psychological and cognitive resources and identify strategies to increase engagement at work and well-being
  - Recognize extrinsic work factors contributing to burnout and identify coping strategies to maximize work performance and satisfaction



- Creation of scoping review bridges the gap of both evidence-based literature and providing coping strategies
- Results from scoping review provide opportunity for further research and increase in confidence and resource utilization

## **DISCUSSION**



# IMPACT

- Improved fieldwork experiences through education and implementation of coping strategies
  - Stress reduction
  - Improved mental health
  - Enhanced academic performance
- Long term well-being as future occupational therapists
- Recognizing that burnout is not an individual problem and should be assessed as a systemic, institutional or policy-based issue





# ACKNOWLEDGEMENTS



**Dr. Wise**



**Dr. Bains**



**Darren**





**THANK YOU**

**For further inquiries, please  
kindly contact me.**

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