

PREVENTIVE STRATEGIES FOR MENTAL HEALTH RISK ASSESSMENT

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MIGUEL SERVET, Spanish philosopher and doctor

FIELDS OF RESEARCH

- 1.- New approaches to assess and treat burnout
- 2.- Relationship between job stress & fibromyalgia

CONCEPT OF BURNOUT (Maslach & Jackson, 1981)

- DEF: Experience of long-term exhaustion and diminished interest usually in the work context.
- FACETS:
 - 1.- Emotional exhaustion
 - 2.- Depersonalization
 - 3.- Reduced personal accomplishment

TYPES OF BURNOUT

(Farber BA. Psychotherapy in Private Practice 1990; 8: 35-44)

- 1.- **WORNOUT**: Gives up, feeling depleted in confronting stress
- 2.- **CLASSIC**: Works increasingly hard in the face of stress
- 3.- **UNDERCHALLENGED**: Faced with monotonous and unstimulating work conditions

IMPORTANCE OF THESE NEW CONCEPTS OF BURNOUT

- 1.- Some kinds of burnout are underdiagnosed
- 2.- Clinicians should tailor their treatment to the specific type of burnout

BURNOUT TYPE QUESTIONNAIRE

- Clinician-administered, 12 items (4 items for every 3 subtypes)
- Items assessed Likert-type scale (1 to 5)
- Content obtained through semantic analysis of definitions and experts agreement

SAMPLES OF ITEMS FOR EVERY SUBTYPE

■ WORNOUT:

- No.2: Obstacles at work tend to discourage me, rather than increase my motivation
- No 5: My lack of progress at work is discouraging

■ CLASSIC:

- No. 7: It is necessary to work hard to achieve success at work
- No. 10: I neglect my health and/or personallife in exchange for success at work

■ UNDERCHALLENGED:

- No.3: My work is challenging
- No. 12: Work is not gratifying and I find it monotonous

METHODS

- **DESIGN:** Validation study
- **SAMPLE:** 309 Spanish teachers from 17 public schools (randomly selected)
- **CHARACTERISTICS OF THE SAMPLE:** F 75%; Age: 30-40 years. 17% pre-school, 49% school and 34% high school. Time teaching: 10-20 years.
- **MEASURES:** MBI (golden-rule) with section of consequences, sociodemographic and clinical data

RESULTS (I)

COMPONENT	CRONBACH'S ALPHA	NUMBERS OF ITEMS	EXPLAINED VARIANCE
Underchallenged	0.75	6 (4)	26.94%
Classic/Frenetic	0.51	4 (4)	15.63%
Wornout	0.26	2 (4)	10.93%
Total	0.66	12	53.50%

RESULTS (II)

	UNDER- CHALLENGED	CLASSIC/ PHRENETIC	WORNOUT
Underchallenged		0.22**	0.24**
Classic/Frenetic	0.22**		- 0.04
Wornout	0.24**	- 0.04	

** significant $p < .01$

RESULTS (III)

	UNDER CHALLENGED	CLASSIC / FRENETIC	WORNOUT
Physical conseq	0.12	0.42**	0.0
Psychological conseq	0.56**	0.34**	0.17**
Social conseq	0.32**	0.41**	0.17**
Total conseq	0.39**	0.50**	0.12

** significant $p < .01$

CONCLUSIONS

- 1.- Underchallenged burnout is the type usually assessed by the MBI.
- 2.- The other two subtypes present a certain overlapping with underchallenged.
- 3.- The clinical consequences of each type are different.
- 4.- These types of burnout can be assessed by a questionnaire

