

Investigating differences in CMPCs' perceived stress, burnout, and occupational recovery

when grouped by services provided and years of experience

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INTRODUCTION

- Researchers in the general psychology and sport science literature have identified factors (e.g., burnout; Oglesby et al., 2020) that impact the health and performance of professionals working in sport and performance domains.
- Subsequently, researchers have also identified demographic variables that influence such factors (e.g., differences of burnout in athletic trainers grouped by years of experience; Singe et al., 2022).
- While researchers in sport psychology literature report similar factors impact the health and performance of sport and performance psychology professionals ([SPPs]; e.g., burnout; McCormack et al., 2015), they have yet to consider demographic variables (e.g., years of experience, services provided by the professional) that may influence such factors in SPPs.
- Consistent with efforts to enhance the health and performance of SPPs to maintain effective service provision (e.g., Quartirolì et al., 2022), research is needed to fill this gap and establish further evidence to support SPPs' self-regulation as performers (Poczwardowski, 2019).

PURPOSE

- The purpose of this study was to investigate differences in perceived stress, burnout, and occupational recovery of Certified Mental Performance Consultants (CMPCs) grouped by services provided (clinical mental health [CMH], mental performance [MPC]) and years of experience (0-10 years, 11+ years).

METHODS

Participants & Procedures

- A sample of 213 CMPCs (120 females, 91 males, 1 transman, 1 non-binary individual) completed an online survey (see Table 1 for additional demographics).

Table 1

Respondent Demographics

Characteristic	No. (%)
Services provided	
Clinical mental health (CMH)	114 (53.52)
Mental performance consulting (MPC)	99 (46.48)
Years of experience	
0-10 years	113 (53.05)
11+ years	100 (46.95)

- Measures included the 10-item Perceived Stress Scale (Cohen & Williamson, 1988), Maslach Burnout Inventory-Human Services Survey (Maslach et al., 1996), and Recovery Experiences Questionnaire (Sonnetag & Fritz, 2007).

Statistical Analysis

- A two-way analysis of variance (ANOVA) was used to determine the main effect of services provided and years of experience on perceived stress.
- A two-way multivariate analysis of variance (MANOVA) was used to determine the main effect of services provided and years of experience on burnout.
- A two-way MANOVA was used to determine the main effect of services provided and years of experience on occupational recovery.

RESULTS

Perceived Stress

- Perceived stress was significantly higher in CMPCs with 0-10 years of experience (mean = 13.58) than 11+ years of experience (mean = 10.96), $F(1,209) = 11.69, p < .001$, partial $\eta^2 = .05$.
- There were no significant differences in perceived stress when grouped by services provided, $F(1,209) = .885, p = .348$, partial $\eta^2 = .004$.

Burnout

- There was a significant main effect of years of experience on burnout, $\Lambda = 0.92, F(3,207) = 5.93, p < .001$, partial $\eta^2 = .08$.
 - Personal accomplishment was significantly higher in CMPCs with 11+ years of experience (mean = 43.16) than 0-10 years of experience (mean = 40.51), $F(1,207) = 17.64, p < .001$, partial $\eta^2 = .08$.
 - There were no significant differences in emotional exhaustion, $F(1,207) = 3.61, p = .059$, partial $\eta^2 = .017$, or depersonalization, $F(1,207) = 3.23, p = .074$, partial $\eta^2 = .015$, when grouped by years of experience.
- There was a significant main effect of services provided on burnout, $\Lambda = 0.96, F(3,207) = 3.07, p = .029$, partial $\eta^2 = .04$.
 - Personal accomplishment was significantly higher in CMPCs that provide CMH services (mean = 42.65) than MPC services (mean = 41.02), $F(1,207) = 6.703, p = .01$, partial $\eta^2 = .03$.
 - There were no significant differences in emotional exhaustion, $F(1,207) = .472, p = .493$, partial $\eta^2 = .002$, or depersonalization, $F(1,207) = .003, p = .956$, partial $\eta^2 = .000$, when grouped by services provided.

Occupational Recovery

- There was a significant main effect of years of experience on occupational recovery in CMPCs, $\Lambda = 0.94, F(4,206) = 3.54, p = .008$, partial $\eta^2 = .06$.
 - Mastery was significantly higher in CMPCs with 11+ years of experience (mean = 3.69) than 0-10 years of experience (mean = 3.29), $F(1,206) = 11.09, p = .001$, partial $\eta^2 = .05$.
 - There were no significant differences in psychological detachment, $F(1,206) = .261, p = .610$, partial $\eta^2 = .001$, relaxation, $F(1,206) = .117, p = .733$, partial $\eta^2 = .001$, or control, $F(1,206) = .273, p = .602$, partial $\eta^2 = .001$, when grouped by years of experience.
- There was not a significant main effect of services provided on occupational recovery, $\Lambda = 0.96, F(4,206) = 2.28, p = .062$, partial $\eta^2 = .042$.

DISCUSSION

Taken together, results of the current study suggest:

- Perceived stress was significantly higher in CMPCs with less experience.
- Personal accomplishment was significantly higher in CMPCs who provide CMH services, and CMPCs with more experience, indicating fewer symptoms of burnout in each group.
- The recovery experience of mastery was significantly higher in CMPCs with more experience, indicating higher levels of occupational recovery in this group.

Practical Applications

- CMPCs with 0-10 years of experience should work to engage with and learn from new experiences or challenges outside of work (i.e., the recovery experience of mastery; Magdaleno & Meyer, 2023) to manage any perceived stress and/or symptoms of burnout they may experience in the initial stages of their career.
- Experienced SPPs (i.e., 11+ years of experience) may consider sharing lessons learned throughout their career related to perceived stress, burnout, and occupational recovery with students and early career professionals under their supervision and/or mentorship.
- Organizations and institutions responsible for training SPPs should work to educate students and early career professionals on methods of self-care (e.g., occupational recovery; Magdaleno & Meyer, 2023) to manage the increased perceived stress and symptoms of burnout observed in the present results.

Future Directions

- Given our use of self-report measures in the current study, research employing more objective measures of CMPCs health and performance is needed.
- Continued research into personal (e.g., marginalized cultural identities; Blodgett et al., 2015) and professional (extended work availability; Dettmers et al., 2017) variables influencing factors that affect CMPCs' health and performance is needed.