BACKGROUND

- Early career pediatric hospitalists (ECPH) seek career development support & clearer visions
- A yearlong cohort-based curriculum, Steppingstones, was designed with self-determination theory in mind to improve self-efficacy, professional fulfillment, and connectivity of ECPH
- Steppingstones covered values clarification, career planning, promotions, mentorship, & networking
- The program was launched in 2021 with 9 ECPH

OBJECTIVE

To assess the effect of Steppingstones on professional fulfillment, autonomy, competence, and relatedness of ECPH

METHODS

- Case-control study with 9 cohort subjects & 9 controls
- Pre- and post-intervention surveys (Fall 2021 & 2022) assessing demographics, Stanford Professional Fulfillment Index (PFI) & Basic Psychologic Need Satisfaction Work Scale (BPNs)
- Fisher’s Exact test used to compare demographics
- t-tests used to compare pre- and post-curriculum for all 6 scales accounting for unequal variances
- Random-effect models to assess influence of curriculum on post-scores

RESULTS

- 17 of 18 participants completed all survey components (BPNs missing for 1 control)
- Demographics across both groups were similar (Table 1)
- No significant differences were found between groups for PFI or BPNs scales, pre- or post-curriculum (Table 1)
- All participants showed highly varied score trajectories (Figure 1)
- Random-effects model confirmed that Steppingstones did not have a statistically significant effect on post-curriculum scores
- Higher pre-curriculum scores significantly increased post-curriculum scores for all PFI sub-scales

CONCLUSIONS

- Steppingstones participation did not significantly impact professional fulfillment or satisfaction of basic psychologic needs as measured by the indices
- However, score trajectories were generally more positive for participants
- Limitations include: Indices ask for general reflections, not those specific to Steppingstones
- Small sample size
- Curriculum coincided with COVID-19 pandemic & likely confounded results
- To better understand the unique impact of Steppingstones, we have initiated a qualitative study

REFERENCES

2. Trott K, Bolman B, Leslie E, Herris MS, Wiel D, Roberts L, Shanafelt T. A brief instrument to assess both burnout and professional fulfillment in physicians: reliability and validity, including correlation with well-reported medical errors, in a sample of resident and practicing physicians. Academic Psychiatry. 2018; 42:11-24