



# Factors Affecting Resident's Internal Motivation, Grit and Well-being of Resident

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## Background:

In competency-based medical education for postgraduate training, residents face many challenging situations, which some might compromise their well-being or lead them to exhaustion or burnout. Motivation is a crucial element for developing their self-determined behavior toward learning outcome achievement and overcome these daily challenging situations. Residents who are highly motivated internally are more likely to learn and achieve better than others and have a higher level of well-being life. Another important factor related to academic performance and well-being or burnout is grit. In conclusion, factors in self-determination theory and grit are important part for residents pursue to learning outcome achievement and good well-being.

## Objectives:

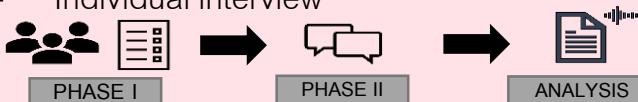
To explore the factors that affect resident's internal motivation, Grit and well-being in residency

## Study design:

A cross-sectional study, mixed method study

## Methods:

- Questionnaire (demographic data, work factor data, Self-determined behavior question, Grit question, WHO-5 Thai version)
- Individual interview



## Discussion:

The most significant variables that affected internal motivation, grit, and wellbeing were sex, family issues, exercise time, and sleep time.

## Results:

245 residents (51% major ward, 65% female)

In comparison, female residents score higher on autonomy and relatedness ( $p = 0.04, 0.01$ ), while residents with less family responsibility score higher on relatedness than other residents ( $p = 0.01$ ). Residents who get more sleep also score higher on autonomy, relatedness, and well-being.

Residents who don't exercise had lower scores for autonomy and relatedness than those who exercise one to five times per week ( $p = 0.04, 0.02$ ), and particularly those who exercise more than five times per week have higher scores for well-being than other residents ( $p < 0.01$ ).

There is a strong association between internal motivation, grit, and wellbeing.

## Take Home Message:

Faculty developmental programs should be concern about rest time for resident to promote residency

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