

Perceived Burnout and Creative self-Efficacy: A qualitative inquiry among mental health professionals.

Diane Camenzuli

Margaret Mangion

Edward de Bono Institute for Creative Thinking and Innovation

University of Malta

Mental healthcare professionals face unique stressors inherent to the psychiatric field, potentially heightening their vulnerability to perceived burnout. An expanding body of literature examines the integration of creativity and well-being in various contexts, including healthcare. This study delves into the relationship between perceived burnout and creative self-efficacy, investigating factors that influence this dynamic among mental health professionals in a clinical setting.

Utilizing a case study design, this research involved a purposive sample of 12 mental health professionals from a state-run mental health institution in Malta (EU). Data were collected through semi-structured, in-depth interviews and analysed using thematic analysis. Findings suggest that perceived burnout negatively affects creative self-efficacy across several dimensions, including perception, self-beliefs, motivation, negativity, and openness to experience.

Organizational factors, such as the work environment, managerial practices, and team dynamics, along with individual characteristics, emerged as critical in shaping the complex relationship between perceived burnout and creative self-efficacy. These findings offer deeper insights into the challenges faced by mental health services in Malta (EU) and have implications for future research and practice.

**Keywords:** Burnout, Creative Self-Efficacy, Mental Health Professionals, Self-Perception