

Appendix 1. Triangulation table of overarching findings

Finding	Meta-analysis¹	Hermeneutic review^{2,3}	Qualitative study⁴⁻⁶
Burnout is a multidimensional syndrome occurring when registrars are unable to fulfil their values or goals	Y	Y	Y
Burnout lies on a spectrum	Y		Y
Burnout must be interpreted within a context			Y
Burnout can be difficult to detect			Y
Burnout symptoms might initially manifest in registrars' personal domain			Y
Burnout symptoms differ between junior and senior registrars			Y
Wellbeing comprises personal and professional domains that are fuelled by an engagement reservoir		Y	Y
Trainees' wellbeing is influenced by multiple, interrelated factors		Y	Y
Wellbeing definitions should be contextualised		Y	Y
Burnout is caused by unfulfilment of registrars' values and goals. Such unfulfilment can be caused by:			Y
Conflicts		Y	Y
Deficiencies in resources		Y	Y
High overall load		Y	Y
Medical culture		Y	Y
Self and others' expectations and perceptions		Y	Y
Individual and situational factors influence the realisation of burnout triggers		Y	Y
Certain individual and situational characteristics might place these registrars at greater risk of experiencing burnout	Y	Y	Y
Individual and situational contextual factors determine stressors		Y	Y
Establishing a sustainable ratio between personal and professional domains might prevent burnout			Y
Establishing and maintaining adequate relational supports might prevent, and help reduce, burnout		Y	Y
Establishing boundaries between personal and professional domains prevents, and helps to overcome, burnout		Y	Y
Prioritising replenishing activities might prevent, and help to overcome, burnout		Y	Y
Having a contingency plan might assist registrars experiencing burnout to enact recovery strategies			Y
Having a physically healthy lifestyle might help to prevent, and overcome, burnout		Y	Y
Registrars can use various psychological strategies to help manage stressors		Y	

Table continued on the next page.

Appendix 1. Triangulation table of overarching findings (Cont'd)

Finding	Meta-analysis ¹	Hermeneutic review ^{2,3}	Qualitative study ⁴⁻⁶
In addition to the above, registrars experiencing burnout need to:			
Acknowledge their burnout			Y
Troubleshoot the causes of their burnout			Y
Reduce the pressures they face			Y
Seek help from others			Y
Interventions must target individual and organisational factors		Y	Y
Interventions require contextualising and stakeholder engagement	Y	Y	
Interventions should seek to prevent burnout and promote wellbeing		Y	
There are multiple reasons for organisations to promote their trainees' wellbeing		Y	
Findings concerning individualised interventions			
Interventions should aim to build registrars' resilience and their resources to do this themselves		Y	Y
Interventions should aim to improve registrars' self-care skills		Y	
Integrating interventions into training increases their acceptability		Y	Y
Interventions are most acceptable when they have a flexible structure		Y	
Interventional effectiveness is increased by delivering interventions in a non-judgemental, trusting environment		Y	
Findings regarding organisational/practice-based interventions			
Continually improving educational quality improves registrars' competence, which enhances their wellbeing		Y	Y
Modelling, discussing and teaching wellbeing will increase registrars' understanding of wellbeing and how to be well		Y	Y
Organisations should be flexible and supportive of registrars, especially when they are experiencing difficulties		Y	Y
Reducing registrars' work and training demands where possible and providing support for them to manage their demands will prevent and reduce registrar burnout		Y	Y
Registrars' wellbeing should be monitored		Y	Y
Transforming the adjustment to general practice into a transition might reduce junior registrar burnout		Y	Y
Ingraining wellness into daily life will ensure it is not forgotten		Y	Y
Leadership commitment to wellbeing enhances interventional quality		Y	
Empowering registrars might prevent and reduce registrar burnout		Y	Y
Reducing uncertainty will prevent and reduce registrar burnout		Y	Y
Findings regarding culture			
Destigmatising poor wellbeing will enhance registrars' wellbeing		Y	Y
Normalisation of professional insecurities among registrars and their educators might reduce burnout		Y	Y
There needs to be greater awareness of, and support for, doctors' wellbeing		Y	Y

References

1. Prentice S, Dorstyn D, Benson J, Elliott T. Burnout levels and patterns in postgraduate medical trainees: A systematic review and meta-analysis. *Acad Med* 2020;95(9):1444–54. doi: 10.1097/ACM.0000000000003379.
2. Prentice S, Benson J, Dorstyn D, Elliott T. Wellbeing conceptualizations in family medicine trainees: A hermeneutic review. *Teach Learn Med* 2022;34(1):60–68. doi: 10.1080/10401334.2021.1919519.
3. Prentice S, Benson J, Dorstyn D, Elliott T. Promoting wellbeing among family medicine trainees: A hermeneutic review of intervention mechanisms of change and their delivery methods. *Teach Learn Med* 2022:1–12. doi: 10.1080/10401334.2022.2048833.
4. Prentice, S, Elliott, T, Dorstyn, D, Benson, J. Burnout, wellbeing and how they relate: A qualitative study in general practice trainees. *Med Educ* 2022;1–13. doi:10.1111/medu.14931
5. Prentice S, Elliott T, Dorstyn D, Benson J. A qualitative exploration of burnout prevention and reduction strategies for general practice registrars. *Aust J Gen Pract* 2022;51(11):895–901. doi: 10.31128/AJGP-12-21-6267.