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What medical students think about measurement of their well-being: cross-sectional survey and qualitative interviews

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ABSTRACT

Objectives To find out how medical students think well-being should be measured.

Design A mixed-methods study comprising a cross-sectional online survey (November 2020–March 2021) and semi-structured online interviews. Views on the frequency of availability for measurement, the format, type and purpose of measurement, and with whom well-being should be discussed were measured. When an outcome was scored 7–9 on a 9-point Likert scale of agreement by ≥75% of participants it was considered critical. Inductive thematic analysis was undertaken on the interview transcripts.

Setting All medicine programmes at University of Southampton.

Participants Medical students from all years took part in the survey (n=118) and interviews (n=16).

Results Most participants (94%) felt able to give 5 min to measure their well-being at least once per month. Research, governance and individual feedback were all considered critically important. Only subjective assessments undertaken by the individual in real-time were rated critically important (78.1%) measurement tools. Students selected that they would discuss their well-being with other medical students (n=87) nearly as often as they selected a member of the faculty (n=104). Five interview themes further explained these findings: (1) well-being is mental well-being; (2) exercise and support from friends and family are most important; (3) isolation and the design of the medicine programme are detrimental to well-being; (4) there are advantages to surveys, and conversations; (5) personal academic tutors and medical students in later years are the best to discuss well-being with.

Conclusions Medical students thought that measurement of their well-being was critically important for governance showing their support for quality assurance of well-being and peer support. They wanted to be able to choose surveys, or conversations, to measure their well-being, as well as the person they discussed well-being with. Four recommendations are discussed in light of these findings.

Strengths and limitations of this study

- This methodological study explored what medical students think about the measurement of their well-being for the first time.
- A mixed-methods approach allowed the reasons behind the survey answers to be captured in ensuing interviews.
- Using the ≥75% a priori cut-off for critical importance from Core Outcome Measures in Effectiveness Trials (COMET) and Grading of Recommendations, Assessment,Development and Evaluations (GRADE) allowed evidence-based recommendations for well-being measurement for medical students.
- It was not possible to recruit the number of students needed to make national inferences, and 50% (14/28) of participant demographic variables were statistically significantly different to national medical student demographics.
- Students more engaged in well-being may have been more likely to participate in the research, leaving those most in need under-represented.

INTRODUCTION

Mental health problems are the most commonly declared diagnoses on medical student provisional registration applications to the General Medical Council (GMC) in the UK.[1] This is not surprising as 75% of mental health diagnoses are established by the age of 24 years.[2] Addressing well-being at medical school could help reduce the significantly higher levels of depression and anxiety seen in doctors, when compared with the general UK population.[3–7] The GMC has recognised this in its promoting well-being guidance within 'Supporting medical students with mental health conditions'.[8] However, it does not recommend how educational strategies for well-being should be evaluated.

Medicine challenges student well-being more than most courses for several reasons. Recruitment policy inclusivity,[9] in the form of graduate entry and widening participation programmes, has not yet been matched by equally accessible, diverse and inclusive content and support. The transition from college to university[10 11] is harsh for often perfectionist medical students,[12] as they move from being the highest-achieving big fish in a small pond to an average fish in a large

shoal.[13] 'Imposter syndrome'[14] and the culture of competition, rather than collaboration, can detrimentally impact the well-being of medical students[15] and future team culture in the National Health Service (NHS) in the UK. The length of the course leads to more students facing financial stressors, especially in the context of widening participation, where students may come from lower-income families, and through graduate entry where students already have significant debt.[16] This places further pressure on educational achievement. Medicine has the highest total workload hours of all degree courses,[17] leaving less time for part-time work and well-being activities.

Medical students face a second transition from preclinical to clinical education.[18] Keeping students' clinical exposure at the desired level of difficulty[19] and not allowing it to tip into an unsafe experience for them, or patients, is challenging. The need to provide not only enabling services[20] that support students with learning difficulties and disabilities, but also occupational health,[21] which promotes and ensures fitness to work, for example, is unique to healthcare students. Generic university well-being support provisions are often not medicine assessment literate,[22] nor equipped to cope with issues that might occur on placements with NHS partners. The role models who teach clinically are typically not formally trained educators,[23] whereas formally trained university staff are often not doctors and may therefore lack insight into common clinical situations, such as exposure to traumatic events.

All students require a safe learning environment[19] that is open,[24] but these most basic needs have been hard to meet at medical school in the context of a pandemic. Necessary, abrupt, changes such as the move to online learning were shown to be anxiety-provoking[25] for practical content such as anatomy. There was uncertainty about the 'loading' of practical skills into periods when lockdowns were lifted, and concerns about whether online assessment would allow progression and graduation.[26] The loss of face to face interaction lead to a reduction in peer support on how to deal with uncertainty.[27] Final year medical students still needed to attend placements that brought them into direct contact with the COVID-19 virus.[28] In these ways the well-being of medical students was particularly impacted by the pandemic.

In medical education, it is not yet standard practice for well-being support to be evaluated and quality assured. The focus tends to be on pathology, when problems have already occurred, such as failed assessments, or mental health diagnoses,[29 30] but this inhibits evidence about which contexts allow students to thrive. There is no international consensus definition of well-being[31] and many different outcomes are measured to capture well-being in the general population with differing tools,[32] making it hard to compare studies, or know how to evaluate educational interventions for well-being. To address this gap in knowledge about how to measure medical student well-being and the impact of university well-being support, it is key to involve medical students in all aspects of the development of the measurement and evaluation process.[22] This study, therefore, aims to establish, through medical student survey and interview:

1. How often medical students could give time for well-being measurement?
2. What format medical students want their well-being measured in?
3. For what purposes should medical student well-being be measured?
4. What type of well-being data should be measured for medical students?
5. Who do medical students feel comfortable speaking to about their well-being?
6. What determinants of well-being should be measured for medical students?

METHODOLOGY

A mixed-methods study comprising a cross-sectional survey and subsequent semi-structured interviews.

Cross-sectional surveys

Reported using the Strengthening the Reporting of Observational Studies in Epidemiology guidelines.[33] Survey questions were adapted from cross-sectional surveys undertaken in doctors nationally in the UK as part of the development of a Core Outcome Set for well-being (ISRCTN20867558 https://doi.org/10.1186/ISRCTN20867558). The full survey can be found in online supplemental information.

Sample

Medical students attending the University of Southampton (UOS) were recruited between November 2020 and March 2021. Students enrolled on any medical degree programme in any year were eligible to participate (n=1245).

Data collection

Students were recruited using social media posts (Twitter, Instagram and Facebook), and 'shout outs' prior to the start of lectures. Students were provided with a link to the survey hosted on the online survey platform 'I-survey'.[34]

Outcomes

- Frequency of availability to spend 5 min measuring well-being.
- Format of well-being measurement (eg, survey, conversation).
- Purpose of well-being measurement (eg, research, governance).
- Type of well-being measurement (eg, evaluative, experienced, subjective, objective, quantitative or qualitative).
- Who to talk with about well-being at a 30 min conversation.
- Determinants of well-being that should be measured

Measurement

Office for National Statistics 2011 census questions were used for eliciting personal demographic characteristics, (age, sex, ethnicity, religion) and educational

demographics about year and programme were sought. Increasing increments of time were offered as response options, and one answer allowed for frequency of measurement. To assess agreement about the format, purpose and type of well-being measurement, Likert scales were used. On a 9-point Likert scale the boundaries were categorised as follows: limited importance=1–3; important=4–6; critically important=7–9. Different roles and services were offered, and students were able to select as many as they liked, when asked about who they would feel comfortable talking to. A list of 47 determinants of well-being was offered, and multiple answers were allowed, students being asked to consider the survey burden. No assumptions were made about student preferences, so free text answer options were available for all questions.

Bias

Selection bias was mitigated as students were recruited through digital and non-digital routes. A definition of well-being was deliberately not provided, to allow individual interpretation and prevent bias.

Study size

The split of opinion among 37 500 medical students nationally[35] on the questions asked is unknown, so to account for anything between a 50/50 split to an 80/20 split, with a 95% CI and ±5% sample error, between 245 and 381 surveys needed to be completed to allow national inferences.[36]

Quantitative variables

Where a 9-point Likert scale was used, and an outcome was scored 7–9 by 75% of participants it was considered critical. This was based on the use of ≥75%, as an acceptable cut-off by a number of published studies looking to reach a consensus on outcome measurement,[37–40] and accords with Core Outcome Measures in Effectivenes Trials (COMET)[41 42] and Grading of Recommendations, Assessment, Development and Evaluations (GRADE)[43] processes for rating recommendations.

Statistical methods

The difference between the demographics of this sample and the closest available national comparable population was assessed for significance, through calculating the SE and CIs for the difference. To account for where data were missing the n was reported for each question individually. The numbers of participants that selected an option are reported as percentages of those that responded to the question, where a single answer was permitted.

Semi-structured interviews

Reported using Standards for Reporting Qualitative Research recommendations.[44]

Qualitative approach

Constructivist epistemology, based on the concept that knowledge is built from experiences and social interactions was used in this project. Constructivism does not require knowledge to be deduced using one method, and several methods may be used to demonstrate something is 'true'. Constructivism allows for more than just measurable evidence, as required in positivism, to represent external reality, and therefore allows the use of interviews[45] and thematic analysis that values triangulation and discussion of personal engagement with the latent themes, rather than treating it as noise to be eliminated.[46]

Researcher characteristics

A fourth year MMedSci student was trained to conduct the semi-structured interviews. As their relationship with participants was that of a peer, rather than senior, a greater level of trust was anticipated.

Context

The interviews took place online in line with Public Health England guidance in the COVID-19 pandemic. During this period, students in the final year attended clinical placements, while all other years had a period in which all training was delivered online only.

Sampling strategy

Any participants that consented to be invited to interview in the online survey were approached. Sampling was stopped when thematic and meaning saturation were reached. Saturation was defined as when no new themes, or meanings, were identified, only repeated and further interviews would represent research waste.[47]

Data collection methods

The interviewer followed a semi-structured interview schedule. The interviews were recorded on 'Microsoft Teams',[48] transcribed using 'Microsoft Stream'[49] and time-stamps cleaned with 'VTT Cleaner'.[50]

Data processing

Interview recordings were stored in a limited access folder on the secure university network, available only to the research team. Transcripts were labelled with a participant number and any personal identifiers were removed.

Data analysis

Inductive constant comparison analysis was used to allow the participants to generate the themes rather than impose an existing framework. As part of this 'open coding' technique,[51] where possible, participants' own words were for code names and the themes and meanings were constructed after all the data was collected using 'convergent thematic analysis'.[52]

Techniques to enhance trustworthiness

Themes were identified independently by two researchers (GS, RE)[53] using 'NVivo'[54] qualitative analysis software. Triangulation of themes and meanings between reviewers, with the survey data and existing literature was undertaken.[55 56] Quote selection was influenced by whether the quote strongly reflected the theme, whether the reader could accurately infer the meaning, how succinct the

quote was and that quotes were distributed across participants, as described in a review of quotation use in qualitative research.[57]

Patient and public involvement

The research questions, study design and recruitment processes were designed with a medical student. Patient and public involvement is at the heart of this study as its aim is to find out when, how, why, what and by who, medical students think well-being should be measured. Dissemination of the results was undertaken collaboratively with a medical student.

RESULTS

Surveys

A total of 118 medical students participated and were included, a 9.5% response rate from the total medical student population (n=1245). All survey data is available from the UOS data repository.[58] The demographics of the 118 participants are shown in table 1 alongside national UK medical and dental student, or general student demographics, to show the level of representation of the sample.

When asked how often they could give 5 min to measure their well-being, 49.1% of answering participants (n=116) chose an option that was at least once a day, 78.4% an option that was at least once a week and 94% an option that was at least once a month. This left 14.7% of participants who could not give 5 min more often than once a month.

No format of measurement was rated as critically important (n=116). Surveys as downloaded apps, or online, were the only two formats with <15% rating them of limited importance. Some core outcome set studies use ≥15% ratings of limited importance as a cut-off to exclude options.[59] Using this method face-to-face, phone or video call conversations, as well as paper surveys, would have been excluded as formats for well-being measurement.

When asked who they would feel comfortable discussing their well-being with at a 30 min conversation, 42 participants of those that responded (n=95) selected that they would prefer to use a website or an app, with 6 participants saying they would not want to discuss well-being at all. Students could select more than one option and selected an individual chosen by them (n=55), personal academic tutors (PAT) (n=50) and other medical students (n=87): more than generic university services (n=33), clinical supervisors (n=32) and the British Medical Association (the UK doctor trade union) (n=27).

Research, governance and individual feedback all reached the ≥75% threshold for the purpose of well-being measurement being considered critically important (table 2). Only subjective measures taken by the individual in real-time, such as the 12-item General Health Questionnaire were rated critically important (78.1%) as a feasible, valid and reliable type of measure of well-being (table 3).

The top four determinants of well-being that should be measured which were chosen by participants (n=95) were: energy and fatigue (94.7%); the ability to do activities of daily living (92.6%); negative feelings (84.2%); and sleep and rest (81.1%).

Interviews

Fifty-five participants provided consent to be contacted, and 16 interviews were undertaken.

These identified the following themes and meanings.

Well-being is mental well-being

Everyone thought of mental well-being, when asked to define well-being, with fewer thinking of physical, social or financial aspects, even in the context of a global pandemic.

> So, when people talk about wellbeing, I guess the first thing that I think about is mental wellbeing. (Participant 2)

> I mean we're at uni and people love spouting on about mental health because it's obviously a big issue. The mental health comes into mind for me, probably because I've always been healthy, like I've never had any serious illness. (Participant 13)

Exercise and support from friends and family are most important for well-being

When asked about what positively impacted well-being the top two themes were exercise, particularly outside, and support from friends and family.

> You know, I'm a believer, like, the world is your kind of gym, so I like going to the Common when working out. (Participant 5)

> So, talking to my friends and my boyfriend helps with my wellbeing quite a lot and just like checking in with my family. (Participant 9)

Isolation and the design of the medicine programme are detrimental to well-being

Students could not access their usual support networks during lockdown periods, including the 2020 summer and winter holidays if they were international students. Due to clinical placements, students were afraid of infecting others even where social interactions were allowed.

> Normally, living alone is fine because I see my friends, but … I didn't want to have a support bubble because again, cross contamination. So, I spent the majority of my final year alone. In hospital, you know, you shouldn't be like seeing friends. You shouldn't be eating lunch together. So, I spent the majority of the year completely by myself. (Participant 3)

Structural aspects of the medicine degree (such as examination timetabling, revision timetabling, who can 'sign off' clinical skills, competitive assessment, the length

Table 1 Demographics of the medical students in this survey compared with national comparators

Demographics	This survey	National comparator	Significant difference
Gender			
n	118	70 370 *	
Male (%)	18.6	39.4	p=0.000† (CI 13.7 to 27.8)
Female (%)	79.7	60.6	p=0.000† (CI −11.8 to 26.4)
Prefer not to say (%)	1.7	0	p=0.000† (CI −0.63 to 4.03)
Age			
n	118	70 370 *	
18–20 (%)	24.6	31	p=0.13 (CI −1.3 to 14.1)
21–24 (%)	63.6	37.6	p=0.000† (CI 17.3 to 34.7)
25–29 (%)	11.8	15.4	p=0.31 (CI −2.2 to 9.4)
30 and over (%)	0	16	p=0.000† (CI 15.7 to 16.3)
Ethnicity			
n	118	43 605 ‡	
White/other white background (%)	61.9	56.9	p=0.27 (CI −3.8 to 13.8)
Mixed/multiple ethnic groups (%)	5.9	5.2	p=0.76 (CI −3.5 to 4.9)
Asian/Asian British Indian (%)	5.1	11.9	p=0.001† (CI 2.8 to 10.8)
Asian/Asian British Pakistani (%)	3.4	7.7	p=0.08 (CI 1.0 to 7.6)
Asian or Asian British Bangladeshi (%)	0.8	2.1	p=0.37 (CI −0.31 to 2.91)
Chinese (%)	2.5	2.2	p=0.84 (CI −2.5 to 3.1)
Other Asian background (%)	11.9	5.4	p=0.001† (CI 0.65 to 12.3)
Black or black British-African (%)	6.8	4.6	p=0.27 (CI −2.3 to 6.7)
Black or black British-Caribbean (%)	0	0.4	p=0.5 (CI 0.34 to 0.46)
Other black background (%)	0	0.1	p=0.76 (CI 0.07 to 0.13)
Other ethnic groups (%)	0	3.4	p=0.04† (CI 3.2 to 3.6)
Did not state (%)	1.7	0	p=0.001† (CI −0.6 to 4.0)
Religion			
n	118	2 532 385 ‡	
No religion (%)	39	49	p=0.03† (CI 1.2 to 18.8)
Buddhist (%)	0.8	1	p=0.84 (CI −1.4 to 1.8)
Christian (%)	30.5	32	p=0.76 (CI −6.8 to 9.8)
Hindu (%)	7.6	3	p=0.01† (CI −0.2 to 9.4)
Jewish (%)	0.8	0	p=0.000† (CI −0.8 to 2.4)
Muslim (%)	10.2	10	p=0.92 (CI −5.3 to 5.7)
Shinto (%)	0.8	0	p=0.000† (CI −0.8 to 2.4)
Sikh (%)	1.7	1	p=0.48 (CI −1.6 to 3.0)
Prefer not to say/not known (%)	8.5	4	p=0.012† (CI −0.5 to 9.5)

CI for the difference between the demographic for this study and the national comparator.
*National data set from the Higher Education Statistics Agency, Medicine and Dentistry 2019/2020 enrolment.[79]
†Denotes a p value that would suggest the percentages with a demographic in the sample and the national comparator are statistically significantly different (p<0.05).
‡National data set from the Higher Education Statistics Agency, all students enrolled 2019/2020.[79]

of the course) were all cited by participants as things that negatively impacted their well-being.

> I guess, like, the course being so long makes you feel like you've invested so much of your life into this, that you just actually have to pass like. (Participant 15)

Students reported having to stop the exercise they found so positive for their well-being for deadlines and exams.

> I stopped exercising to help revise for finals (Participant 1)

There are advantages to surveys, and conversations to measure well-being

Surveys were perceived as quicker but less pressured, allowing reflection and flexibility around when they are undertaken. Conversations were valued for the empathy

Table 2 Medical student ratings for the purpose of well-being measurement in medical students

Purpose	Limited importance (%)	Important (%)	Critically important (%)
Research (n=101)	0	13.9	86.1
Governance nationally (n=101)	3	7.9	89.1
Governance locally (n=101)	3	3.9	93.1
Individual feedback (n=100)	0	16	84
Patient safety (n=101)	30.7	28.7	40.6
Introduction to exploring well-being (n=99)	1	27.3	72.7

On the 9-point Likert scale the boundaries were categorised as follows: limited importance=1–3; important=4–6; critically important=7–9.

the other person might show, the opportunity for the other person to pick up on non-verbal cues and ask more.

> A survey, I can do it anytime and I could choose to do it like waiting for the bus … If they were talking to me, they would probably get more information out of me than if I was to do a survey (Participant 1)

PAT and medical students in later years are best to discuss well-being with

Participants valued the rapport established with PAT and where there was rapport, felt comfortable discussing their well-being with them. Some participants had to change PAT to achieve this.

> Me personally, I've had the same personal academic tutor since year one. We get on really well. I, surprisingly, I'm very open about my wellbeing issues with him. I feel like there's no like hierarchy between us. He's been very, like, non-judgmental, and open and kind and generous with me … And, and, I feel comfortable speaking to him. (Participant 3)

Participants valued the fact that students in later years would have recently experienced the same things but were concerned that medical students might not be equipped to discuss well-being.

> Just someone on a similar level to me, or in a higher year and has gotten through it. I just think I'd value their advice because I've just got that knowledge that they're going through a similar experience that I'm going through. (Participant 8)

DISCUSSION

The results of the cross-sectional survey and interviews have been synthesised, using a solution-focused approach, underpinned by educational theory and policy, into four recommendations. These recommendations take into account the problems experienced in engaging students in well-being research and activities.

Table 3 Medical student ratings of whether the types of measure of well-being might be feasible, valid and reliable in medical students

Type of measurement (n=96)	Limited importance (%)	Important (%)	Critically important (%)
A biomarker (eg, hair cortisol levels)	36.5	35.4	28.1
A measure taken by someone else (eg, sickness absence days)	37.5	37.5	24
A measure taken by you (eg, public health surveillance well-being scale)	5.2	24	70.8
A descriptive measure taken by you (eg, reflective writing about your well-being over the last 12 months)	16.8	30.6	52.6
A measure taken by someone else in real-time (joined a teams teaching session that day)	25	36.5	38.5
A measure taken by you in real-time* (eg, 12 item General Health Questionnaire GHQ12)	5.2	16.7	78.1
A descriptive measure taken by you in real-time (eg, a daily blog)	10.4	29.2	60.4

On the 9-point Likert scale the boundaries were categorised as follows: limited importance=1–3; important=4–6; critically important=7–9.

Self-care needs to be integrated into the curriculum and assessed

The GMC 'Outcomes for graduates 2018' recommends that curriculums include how to 'self-monitor, self-care and seek appropriate advice and support'.[60] The finding that 14.7% students reported they could not give 5 min to record their well-being any more frequently than once a month and that the top determinants of well-being picked were basic needs according to Maslow's hierarchy[61] would suggest self-care needs to be taught.

Exercise was the most common activity used to help mental well-being in a national study of medical students during the pandemic[62] and the same was found in interviews in this study. It has been shown to reduce stress, anxiety and depression in medical students.[63] However, the students interviewed reported stopping exercise ahead of exams and deadlines, as reported in another UK survey of medical students.[64] To meet WHO recommendations for physical activity and reduce symptoms of anxiety and depression and improve cognitive health and sleep,[65] students need to be taught that they will have deadlines and pressures throughout their careers and how to prioritise self-care, to allow them to work into their 70s.[66]

A connected programme design[67] that introduces and builds on self-care using a constructivist approach and spiral learning[68] could be employed. This model allows interleaving and spacing, which assists learners in differentiating new, difficult concepts[69] such as 'moral injury'.[70] Teaching based on cases created by students, would allow reverse mentoring, through staff being made aware of the new challenges which students face. For strategic learners like medical students, assessment would not only drive effort,[22 71 72] but is diagnostic and dialogical allowing 'correct as you go' feedback[73] and dynamic tailoring of programme design in response to what students say in their assessments.[11] This could prevent the negative impact of programme design on well-being reported in the interviews.

Suggested self care assessment

Objective Structured Clinical Examinations that allow medical students to be the person running a Health Education England recommended well-being check-in,[74] or attending one, with learning outcomes around communication skills, signposting and boundary setting, or self-monitoring and self-care, respectively. These would facilitate the culture of peer support students found in this study, as well as meet the UK recommendation for 'well-being check-ins' 2 weeks into every placement.[74] These could be undertaken with other health and social care students.

Well-being support should be quality assured by students for students

Participants wanted to pick who they interacted with about their subjective real-time well-being (table 3) and no single format to do this was critically important, suggesting the need for choice. Participants felt it was critically important for well-being to be measured for governance as well as research and individual feedback (table 2). Well-being support has not traditionally been subject to governance, but with the emphasis on quality assurance in education[22] this seems like an oversight. This need not be work intensive or behaviourist,[68] as the responsibility for establishing, measuring and upholding the expected standards for pastoral support could lie with students. Reflection on their self-care, interaction with PATs, and other services, and feedback on those interactions could form part of the previously suggested self-care assessments. Collation and analysis of this feedback could be part of an andragogic process,[75] an annual student research project.[67] This would allow a process model in which the students have choice about how well-being support is delivered[76] and an influence over content to ensure it is inclusive.[77]

Medical student peer support should be formalised and quality assured

Participants selected another medical student to discuss their well-being with more than PATs, generic university services, or national well-being services. Interviews revealed that isolation negatively impacted well-being, but students did have concerns about how equipped other students would be to deal with well-being discussions, raising the need for quality assured peer support, with clear boundaries. The GMC recommends that 'where medical schools want to put a formal peer support programme in place, they must make sure that those who provide the service are properly trained for and supported in this role'.[8] It should be noted that there is an appetite among a group of the students at the UOS to deliver a peer support programme, with recruitment and training underway.

Demographics beyond gender and ethnicity must be captured

Demographic variables should be captured to understand the population that will be accessing the pastoral support. For example, being aware that 50% of participants had religious beliefs makes signposting students to placement partner chaplaincy services very relevant. Not only because they provide safe spaces for prayer and reflection for all, but also because they are very experienced in offering counselling, spiritual and religious care after traumatic clinical and personal life events and are free.[78] This might help mitigate the increased risk of burnout seen with an increasing number of negative life events in medical students.[29]

In future studies disability data should also be captured, as nationally in the UK 11.8% of medical students declare a disability on entry[79] and this has implications for workforce and service planning. Widening participation data should also be captured in future work using the Higher Education Statistics Agency questions to plan adequate provision of enablement and financial services.[79]

Limitations

The response rate for the survey was low (9.5%), reflecting the level of engagement seen with a well-being workshop (4%), offered during the UK's second lockdown, to the same population and response rates of <10% which are commonly seen for online surveys.[80] The lack of engagement in well-being research introduces the risk of selection bias, with those students more engaged in well-being activities perhaps being more likely to respond, leaving those more in need under-represented. The study was undertaken at a single medical school and lacked the power to enable national inferences, although the demographic characteristics of this sample were representative of 50% of the national medical student demographic variables. As in most survey research fewer participants identifying as male responded,[81] again highlighting the need for assessment to engage male medical students in well-being measurement.

In a systematic review of interview studies (n=53) the mean number of interviews in studies published in the *British Journal of Health Psychology* was 18.[46] A methodological interview study that used inductive and deductive coding in a randomised order found 9 interviews were required to achieve thematic saturation and 16 to achieve meaning saturation.[47] Therefore, the number of interviews required to meet theme and meaning saturation was in line with formerly published work.

Unique contribution and future research

Future studies will need to be multi-centre, use purposive sampling and financial incentives, to ensure adequately powered and nationally representative samples. Unlike other investigations of medical student well-being before,[21] and during[64] the pandemic, this study made no assumptions about how well-being should be measured, allowing student preference to be captured. This study provides evidence to inform a Core Outcome Set for medical student well-being, an agreed minimum sets of outcomes that will allow research study results to be compared and synthesised.[82] This study ensured that what stakeholders value was captured[42 83] a key part of Core Outcome Set development.

CONCLUSIONS

Medical students thought that measurement of their well-being was critically important for research, governance and individual feedback, showing their support for quality assurance of well-being and peer support. They wanted to be able to choose surveys, or conversations, to measure their well-being, as well as the person with whom they discussed their well-being. The type of measurement viewed as critically important was subjective, experienced, quantitative questionnaires, supporting their comfort with frequent well-being measurement. The determinants of well-being rated the most important, and the insights from interviews, together highlight the need for self-care to be an integrated and assessed part of the medical curriculum. Solutions to deliver this have been recommended that are medical student-centred and make use of existing resources. This work may be transferable across health and social care degree programmes.

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Ethics approval This study involves human participants and was approved by Ethics Research Governance Office University of Southampton (study number 55730). All participants accessed a Participant Information Sheet and gave consent prior to taking part in the survey, and interviews. It was identified as a risk that students might be distressed by thinking about their well-being, and to mitigate this risk participants were given details of the BMA 24/7 confidential counselling and peer support service, the Samaritans, and advised to contact their GP if they were concerned about their mental health. Following the interview, a £10 voucher was emailed to each participant to compensate them for their time.

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Data availability statement Data are available in a public, open access repository. All data supporting this study are openly available from the University of Southampton repository at https://doi.org/10.5258/SOTON/D1933 after thesis submission in May 2022, as the work forms part of a PhD.

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Section 1. Participant Information and Consent

Study Title: Thriving, not just surviving: a Core Outcome Set to measure wellbeing in medical students in a post-Covid 19 era. Online Survey.

Researchers: Dr Gemma Simons and Mr Raymond Effah

ERGO number: 55730

You are being invited to take part in the above study. To help you decide whether you would like to take part or not, it is important that you understand why the research is being done and what it will involve. Please read the information below carefully and ask questions if anything is not clear or you would like more information before you decide to take part in this research. If you are happy to participate you will need to select "*Yes*" in response to the question "*Do you give your consent to take part in this survey?"*.

What is the research about?

This research is part of a portfolio of work from the Centre for Workforce Wellbeing, a collaboration between Health Education England and the University of Southampton. The research also forms part of PhD and MMedSci research projects. Being a medical student is demanding and has just become even more so with the risk of exposure to Covid 19, change in how your programme is delivered and potential moral injury from things you experience, or hear about on placement. A Core Outcome Set of wellbeing measures for medical students is being developed so that when interventions for your wellbeing are researched and evaluated we can compare like with like and share things that really work.

Why have I been asked to participate?

Because you are a Medical Student.

What will happen to me if I take part?

After you have read this information sheet, you will be asked to give consent, so that we know you understand the study and want to participate.

You are being asked to take part in an anonymous survey. This involves considering and answering questions on how you think wellbeing should be measured, and your own wellbeing, for a maximum of 30 minutes.

You can also choose whether to be invited to take part in a Delphi study to reach a consensus on how medical student wellbeing should be measured. This will involve receiving an email with further information asking if you would like to take part, and one reminder email, if you have not responded. This will only happen if you consent to that question in the consent form. Your participation in the Delphi Study is optional and is not a prerequisite to participating in this online survey.

Are there any benefits in my taking part?

There are no direct benefits to taking part in this study. The study aims to improve the way we measure medical students' wellbeing, to make medical students' pastoral care and experience of medical school better.

Are there any risks involved?

The tools selected are not diagnostic, but screening tools and no harm has been demonstrated in asking about psychological symptoms. The BMA offer a 24/7 confidential counselling and peer support service (0330 123 1245) for all medical students and the Samaritans offer a 24/7 free support line on 116 123 to all. The University of Southampton Student Life Team can be contacted 24/7 on 02380 598180 or via email studentlife@soton.ac.uk. You should contact your GP if you are concerned about your mental health, or call 111 out of hours.

What data will be collected?

You will be asked your programme, year and some personal information about your age, gender, ethnicity and religion before answering the wellbeing questions, so we can ensure all medical student groups are represented. The number of people that answered each question and the percentage that gave each answer will be recorded; results of individuals will not be displayed and your name will not be linked to any of your answers.

Will my participation be confidential?

Yes. For the online survey you do not have to provide your name and email address unless you would like to take part in the Delphi Study. If you do provide them your participation and the information we collect about you during the course of the research will be kept strictly confidential. Your consent form and a decryption file will be the only place that your personal information (your name and email address) is listed. This will be password protected, stored on the secure University network and only accessed by Dr Simons. The Investigators involved with this study will not disclose, or use for any purpose other than performance of the study, any confidential information disclosed.

Members of the University of Southampton may be given access to data for monitoring purposes and/or to carry out an audit of the study to ensure that the research is complying with applicable regulations. Individuals from regulatory authorities (people who check that we are carrying out the study correctly) may require access to data. All of these people have a duty to keep information, as a research participant, strictly confidential.

Do I have to take part?

No. It is entirely up to you to decide whether to take part.

What happens if I change my mind?

You have the right to change your mind and withdraw at any time without giving a reason and without your participant rights being affected. In the case of online surveys once participants submit their anonymous answers, they are no longer able to withdraw their data.

What will happen to the results of the research?

Research findings made available in any reports or publications will not include information that can directly identify you without your specific consent.

Where can I get more information?

Dr Gemma Simons (Clinical Research Fellow).

Email: c4ww@soton.ac.uk

Tel: 02382 310776

Centre for Workforce Wellbeing, Academic Centre, College Keep, 4-12 Terminus Road, Southampton, Hampshire, SO14 3DT.

What happens if there is a problem?

If you have a concern about any aspect of this study, you should speak to the researchers who will do their best to answer your questions.

If you remain unhappy or have a complaint about any aspect of this study, please contact the University of Southampton Research Integrity and Governance Manager (023 8059 5058, rgoinfo@soton.ac.uk).

Thank you for taking the time to read the information sheet and for considering taking part in the research.

University of Southampton Data Protection Privacy Notice

The University of Southampton conducts research to the highest standards of research integrity. As a publicly-funded organisation, the University has to ensure that it is in the public interest when we use personally-identifiable information about people who have agreed to take part in research. This means that when you agree to take part in a research study, we will use information about you in the ways needed, and for the purposes specified, to conduct and complete the research project. Under data protection law, 'Personal data' means any information that relates to and is capable of identifying a living individual. The University's data protection policy governing the use of personal data by the University can be found on its website (https://www.southampton.ac.uk/legalservices/what-we-do/data-protection-and-foi.page).

This Participant Information Sheet tells you what data will be collected for this project and whether this includes any personal data. Please ask the research team if you have any questions or are unclear what data is being collected about you.

Our privacy notice for research participants provides more information on how the University of Southampton collects and uses your personal data when you take part in one of our research projects and can be found at http://www.southampton.ac.uk/assets/sharepoint/intranet/ls/Public/Research%20and%20Integrity%20Privacy%20Notice/Privacy%20Notice%20for%20Research%2(

Any personal data we collect in this study will be used only for the purposes of carrying out our research and will be handled according to the University's policies in line with data protection law. If any personal data is used from which you can be identified directly, it will not be disclosed to anyone else without your consent unless the University of Southampton is required by law to disclose it.

Data protection law requires us to have a valid legal reason ('lawful basis') to process and use your Personal data. The lawful basis for processing personal information in this research study is for the performance of a task carried out in the public interest. Personal data collected for research will not be used for any other purpose.

For the purposes of data protection law, the University of Southampton is the 'Data Controller' for this study, which means that we are responsible for looking after your information and using it properly. The University of Southampton will keep identifiable information about you for 15 years after the study has finished after which time any link between you and your information will be removed.

To safeguard your rights, we will use the minimum personal data necessary to achieve our research study objectives. Your data protection rights – such as to access, change, or transfer such information - may be limited, however, in order for the research output to be reliable and accurate. The University will not do anything with your personal data that you would not reasonably expect.

If you have any questions about how your personal data is used, or wish to exercise any of your rights, please consult the University's data protection webpage (https://www.southampton.ac.uk/legalservices/what-we-do/data-protection-and-foi.page) where you can make a request using our online form. If you need further assistance, please contact the University's Data Protection Officer (data.protection@soton.ac.uk).

Question 1.1

Do you give your consent to take part in this survey?

- ○ Yes. I have read and understood the information page and have had the opportunity to ask questions about the study. I agree to take part in this research project and agree for my data to be used for the purpose of this study. I understand my participation is voluntary and I may withdraw at any time for any reason without my participation rights being affected. I understand that if I withdraw from the study that it will not be possible to remove the data once my personal information is no longer linked

to the data. In the case of this online survey once participants submit their anonymous answers, they are no longer able to withdraw their data.

Question 1.2

Do you agree to be contacted by the researcher to consider taking part in further surveys?

- ○ Yes. I agree to be contacted about taking part in further surveys in this study (optional)
- ○ No

Question 1.3

What is your name? (optional)

Section 2. Case Report Form

Question 2.1

Are you a Medical Student?

- ○ Yes
- ○ No

Question 2.2

What is your email address? (needed to invite you to future surveys, if you consented to this)

Section 3. Demographics

Question 3.1

What BM Programme are you on?

- ○ BM4
- ○ BM5
- ○ BM6
- ○ BMEU
- ○ BMIT

Question 3.2

What year are you in?

- ○ 1
- ○ 2
- ○ 3
- ○ 4
- ○ 5
- ○ 6

Question 3.3

How old are you (years)?

Question 3.4

How would you describe your gender?

- ○ Female
- ○ Male
- ○ Other
- ○ Prefer not to say

Question 3.5

If you selected other, please describe:

Question 3.6

What is your ethnicity? Chose the option that best describes your ethnic group or background

a) White
- ○ Welsh/English/Scottish/Northern Irish/British
- ○ Irish
- ○ Gypsy or Irish Traveller

d) Black/African/Caribbean/Black British
- ○ African
- ○ Caribbean
- ○ Any other Black/African/Caribbean background

e) Other ethnic group

○ Any other White background
b) Mixed/Multiple ethnic groups
○ White and Black Caribbean
○ White and Black African
○ White and Asian
○ Any other Mixed/Multiple ethnic background
c) Asian/Asian British
○ Indian
○ Pakistani
○ Bangladeshi
○ Chinese
○ Any other Asian background
○ Arab
○ Any other ethnic group, please describe
○ Do not state

Question 3.7

If you selected other, please describe:

Question 3.8

What is your religion?

- ○ No religion
- ○ Christian (including Church of England Catholic Protestant and all other Christian denominations)
- ○ Buddhist
- ○ Hindu
- ○ Jewish
- ○ Muslim
- ○ Sikh
- ○ Other
- ○ Prefer not to say

Question 3.9

If you selected other, please describe:

Section 4. How often could you give 5 minutes to measure your wellbeing?

Question 4.1

How often roughly could you give 5 minutes to measure your wellbeing?

- ○ Every hour
- ○ Every 2 hours
- ○ Every 4 hours
- ○ Every 6 hours
- ○ Every 12 hours
- ○ Every 24 hours
- ○ Every other day
- ○ Every four days
- ○ Every week
- ○ Every 2 weeks
- ○ Every month
- ○ Every 2 months
- ○ Every 4 months
- ○ Every 6 months
- ○ Every year

Section 5. What format would be best for you generally, for the measurement of wellbeing?

Question 5.1

What format of measurement of your wellbeing would be best for you?

	Strongly disagree	Disagree	Moderately disagree	Mildly disagree	Neutral	Mildly agree	Moderately agree	Agree	Strongly agree
Conversation, face to face	○	○	○	○	○	○	○	○	○
Conversation, voice only call	○	○	○	○	○	○	○	○	○
Conversation, video call	○	○	○	○	○	○	○	○	○
Survey, paper	○	○	○	○	○	○	○	○	○
Survey, downloaded app	○	○	○	○	○	○	○	○	○
Survey, online	○	○	○	○	○	○	○	○	○

Question 5.2

Do you have any other completely new formats to suggest (optional)?

Question 5.3

If you put a free text answer above: Would this format of measuring wellbeing, work for you generally (optional)?

	Strongly disagree	Disagree	Moderately disagree	Mildly disagree	Neutral	Mildly agree	Moderately agree	Agree	Strongly agree	N/A
Other (described in your free text answer to the question at the start of this section)?	○	○	○	○	○	○	○	○	○	○

Section 6. What should the measurement of wellbeing in medical students be used for?

Question 6.1

Should the measurement of wellbeing in medical students be used for the following:

	Strongly disagree	Disagree	Moderately disagree	Mildly disagree	Neutral	Mildly agree	Moderately agree	Agree	Strongly agree
Research?	○	○	○	○	○	○	○	○	○
Governance nationally (General Medical Council)?	○	○	○	○	○	○	○	○	○
Governance locally (university audit/evaluation of interventions)?	○	○	○	○	○	○	○	○	○
Individual feedback (person reflected their own wellbeing)?	○	○	○	○	○	○	○	○	○
Patient safety (data about an individual for fitness to practice)?	○	○	○	○	○	○	○	○	○
An introduction to exploring wellbeing?	○	○	○	○	○	○	○	○	○

Question 6.2

Are there any other completely new categories (optional)?

Question 6.3

If you put a free text answer: Should the measurement of wellbeing in medical students be used for your answer (optional)?

	Strongly disagree	Disagree	Moderately disagree	Mildly disagree	Neutral	Mildly agree	Moderately agree	Agree	Strongly agree	N/A
Other (described in your free text answer to the question at the start of this section)?	○	○	○	○	○	○	○	○	○	○

Section 7. How should we measure wellbeing in medical students?

Question 7.1

Do you think the following type of measure of wellbeing in medical students might be feasible, valid and reliable and used in general:

	Strongly disagree	Disagree	Moderately disagree	Mildly disagree	Neutral	Mildly agree	Moderately agree	Agree	Strongly agree
A biomarker (e.g. hair cortisol levels)?	○	○	○	○	○	○	○	○	○
A measure taken by someone else (e.g. sickness absence days)?	○	○	○	○	○	○	○	○	○
A measure taken by you (e.g. Public health	○	○	○	○	○	○	○	○	○

surveillance wellbeing scale)?

A descriptive measure taken by you (e.g. reflective writing about your wellbeing over the last 12 months)?	○	○	○	○	○	○	○	○	○
A measure taken by someone else in real-time (joined a Teams teaching session that day)?	○	○	○	○	○	○	○	○	○
A measure taken by you in real-time (e.g. 12 Item General Health Questionnaire (GHQ12))?	○	○	○	○	○	○	○	○	○
A descriptive measure taken by you in real-time (e.g. a daily blog)?	○	○	○	○	○	○	○	○	○

Question 7.2

Do you have any other completely new categories of types of measure to suggest, in addition to those listed above?

Question 7.3

Which determinants of wellbeing should be measured, bearing in mind the burden of the number asked about?

- ☐ Ability to do activities of daily living
- ☐ Alcohol and substance use
- ☐ Autonomy
- ☐ Available Technology and Communications
- ☐ Awe and wonder
- ☐ Belonging
- ☐ Body image and attractiveness
- ☐ Bullying and harassment
- ☐ Civility
- ☐ Competence
- ☐ Dependence on medication/treatment
- ☐ Energy and fatigue
- ☐ Faith
- ☐ Financial Resources (inc need for student/hardship loans)
- ☐ Flexible studying (duration, intensity, pattern, location, tasks)
- ☐ Health and Social care available to you
- ☐ Health and Social care available to patients you see
- ☐ Home Environment
- ☐ Hope and optimism
- ☐ Influence on policy (national and university)
- ☐ Inner peace
- ☐ Meaning in life
- ☐ Mobility
- ☐ Negative feelings
- ☐ Other students' support
- ☐ Pain and discomfort
- ☐ Personal relationships
- ☐ Physical environment (green space)
- ☐ Physical environment at University/Clinically (office, changing, parking, rest facilities)
- ☐ Physical safety and security (inc PPE provision, violence at work)
- ☐ Positive feelings
- ☐ Practical social support (inc care of dependents)
- ☐ Purpose in life
- ☐ Recreation and leisure
- ☐ Respect
- ☐ Self esteem
- ☐ Sex life
- ☐ Sleep and rest
- ☐ Student to university/clinical staff member ratio
- ☐ Thinking, learning, memory and concentration

Transport

- ☐
- ☐ University administration
- ☐ University pastoral support
- ☐ University study Skill Support
- ☐ Wholeness and integration
- ☐ Work ability
- ☐ Workload
- ☐ Other

Question 7.3b

If other, please describe:

Section 8. Who would you feel comfortable discussing your wellbeing with?

Question 8.1

At a 30 minute conversation, I would feel comfortable discussing measurement of my wellbeing with...

(Tick any that apply)

- ☐ No one, I would not want to discuss it
- ☐ No one, I would rather use a website
- ☐ No one, I would rather use an app
- ☐ An individual identified by me
- ☐ A medical student in the same year
- ☐ A medical student in a higher year
- ☐ Personal Academic Tutor
- ☐ Pastoral Tutor
- ☐ University Student Life Service
- ☐ BMA wellbeing support services
- ☐ Clinical Supervisor
- ☐ Other

Question 8.1b

If other, please describe:

Section 9. Warwick Edinburgh Mental Wellbeing Scale (WEMWBS)

Question 9.1

Below are some statements about feelings and thoughts.

Please choose the button that best describes your experience of each over the **last 2 weeks**.

	None of the time	Rarely	Some of the time	Often	All of the time
I've been feeling optimistic about the future	○	○	○	○	○
I've been feeling useful	○	○	○	○	○
I've been feeling relaxed	○	○	○	○	○
I've been feeling interested in other people	○	○	○	○	○
I've had energy to spare	○	○	○	○	○
I've been dealing with problems well	○	○	○	○	○
I've been thinking clearly	○	○	○	○	○
I've been feeling good about myself	○	○	○	○	○
I've been feeling close to other people	○	○	○	○	○
I've been feeling confident	○	○	○	○	○
I've been able to make up my own mind about things	○	○	○	○	○
I've been feeling loved	○	○	○	○	○
I've been interested in new things	○	○	○	○	○
I've been feeling cheerful	○	○	○	○	○

Section 10. Generalised Anxiety Disorder 7 Questionnaire

Question 10.1

Over the **last 2 weeks**, how often have you been bothered by the following problems?

	Not at all	Several days	More than half the days	Nearly everyday
Feeling nervous, anxious or on edge	○	○	○	○
Not being able to stop or control worrying	○	○	○	○
Worrying too much about different things	○	○	○	○
Trouble relaxing	○	○	○	○
Being so restless that it is hard to sit still	○	○	○	○
Becoming easily annoyed or irritable	○	○	○	○
Feeling afraid as if something awful might happen	○	○	○	○

Section 11. Patient Health Questionnaire 9

Question 11.1

Over the **last 2 weeks** have you been bothered by any of the following problems?

	Not at all	Several days	More than half the days	Nearly every day
Little interest or pleasure in doing things	○	○	○	○
Feeling down, depressed or hopeless	○	○	○	○
Trouble falling or staying asleep, or sleeping too much	○	○	○	○
Feeling or having little energy	○	○	○	○
Poor appetite or over eating	○	○	○	○
Feeling bad about yourself - or that you are a failure or have let yourself or your family down	○	○	○	○
Trouble concentrating on things, such as reading the newspaper or watching television	○	○	○	○
Moving or speaking so slowly that other people could have noticed? Or the opposite — being so fidgety or restless that you have been moving around a lot more than usual	○	○	○	○
Thoughts that you would be better off dead or of hurting yourself in some way	○	○	○	○

Section 12. Oldenburg Burnout Inventory

Question 12.1

In answering these questions consider "work" to be any activity related to studying medicine and not paid, or voluntary, work outside of this.

	Totally disagree	Disagree	Agree	Totally agree
I always find new and interesting aspects of my work	○	○	○	○
There are days when I feel tired before work	○	○	○	○
It happens more and more often that I talk about my work in a negative way	○	○	○	○
After work, I tend to need more time than in the past in order to relax and feel better	○	○	○	○
I can tolerate the pressure of my work well	○	○	○	○
Lately, I tend to think less while studying and do it automatically	○	○	○	○
I find my work to be a positive challenge	○	○	○	○
During work, I often feel emotionally drained	○	○	○	○
Over time, one can become disconnected from this type of work	○	○	○	○
After work, I have enough time for my leisure activities	○	○	○	○
Sometimes I feel sickened by my work tasks	○	○	○	○
After my work, I usually feel worn out and weary	○	○	○	○

This is the only type of work I can imagine myself doing	○	○	○	○
Usually, I can manage the amount of my work well	○	○	○	○
I feel more and more engaged in my work	○	○	○	○
When I work, I usually feel energised	○	○	○	○

Thank you so much for taking part in this survey.

Please note the following resources are available to you:
· Your GP for any health concerns, or 111 out of hours.
· The Samaritans offer a 24/7 support line for all on 116 123.
· The BMA offer a 24/7 confidential counselling and peer support service on 0330 123 1245 for all doctors and medical students.
· The University of Southampton Student Life Team can be contacted 24/7 on 02380 598180, or via email studentlife@soton.ac.uk, by all students.

Best wishes

The Centre for Workforce Wellbeing Team
E-mail: c4ww@soton.ac.uk