**What is self-efficacy?** Self-efficacy is your personal belief in your ability that you can garner the resources to achieve a task or challenge set before you. Self-efficacy has powerful effects on learning, motivation and performance. Self-efficacy contains three dimensions: *magnitude*, the level of task difficulty a person believes she/he can attain; *strength*, the conviction regarding magnitude as strong or weak; and *generality*, the degree to which the expectation is generalized across situations.

**Why is self-efficacy important?**
- Self-efficacy aims to evoke human strengths such as optimism, perseverance, and interpersonal skills.
- Self-efficacy influences how individuals approach goals and how individuals respond to failure.
- Self-efficacy can predict coping strategies as well as individual ability to manage external factors.
- High self-efficacy has been linked with higher professional and academic achievements.

**How can you build your level of self-efficacy?** Fortunately, self-efficacy is a ‘plastic’ personality trait that can be developed through intentional activities. There are four primary sources that we receive self-efficacy from; when you focus on these sources you can build your self-efficacy.

1. **Mastery Experiences**: repeated, deliberate practice of a task or behaviour will build your personal self-efficacy. Setting stretch goals just beyond your ability is a fundamental component.
2. **Vicarious Experience**: having a role model or observing someone who is proficient at the task or behaviour you aspire to develop in addition seeing others succeed, boosts your personal self-efficacy.
3. **Verbal Persuasion**: having others cheer you on and commend you for your efforts amplifies your personal self-efficacy. Surround yourself with individuals who support your cause and encourage you to keep striving.
4. **Emotional Cues**: the expectation we have of our performance lead to emotional cues that correspondingly influence our performance. If we expect and hope to succeed, we evoke positive emotions which lead to positive performance. Conversely, if we have low expectation of success with little hope, we generate negative emotions which lead to poor performance.

**Where to Start?**
The first step is to complete the self-efficacy scale, there are a few to choose from.

1. The General Self-Efficacy Scale
2. The Coping Self-Efficacy Scale
3. The New General Self-Efficacy Scale

Residency is a challenging time in the lives of physicians, particularly in residents. In addition to the inherent importance of physicians' well-being, research has found that burnout and psychological well-being in a sample of surgical residents were negatively associated with self-efficacy, threat appraisals, and general psychological well-being.

**Method**

A mixed-methods approach was used. The main study was a cross-sectional survey examining correlations between self-efficacy and these variables. A follow-up qualitative study provided additional insights. The survey included the General Self-Efficacy Scale (GSF), which measures confidence in one's ability to handle tasks and situations. The scale consists of 10 items, each rated on a 1 (totally disagree) to 10 (totally agree) scale.

**Results**

The results indicated a significant negative correlation between self-efficacy and burnout, with higher self-efficacy associated with lower burnout. Additionally, self-efficacy was positively correlated with general psychological well-being, indicating that higher self-efficacy was linked to better psychological health.

**Discussion**

The findings suggest that self-efficacy might be a protective factor against burnout and poor psychological well-being. Interventions that improve self-efficacy could potentially reduce burnout and enhance psychological well-being among surgical residents.

**Conclusion**

Self-efficacy is a crucial concept in understanding and managing burnout and psychological well-being in surgical residents. Further research is needed to explore the mechanisms underlying these relationships and to develop effective interventions to enhance self-efficacy.
1. One thing that I can start doing to increase my self-efficacy is:

____________________________________________________________________

2. Someone I know that is similar to I am that is proficient at particular skills I’d like to get better at is: ________________________________. I can observe their behaviour and model my actions from this individual.

3. Another individual I can model my behaviour and actions from is: ________________________________.

4. One thing I would like to get better at is: ________________________________.

5. These individuals support my journey in medicine and give me pep talks and words of encouragement when I need them:

____________________________________________________________________

____________________________________________________________________

6. An emotional cue that can help me in my performance in the future is:

____________________________________________________________________

7. Obstacles and behaviours that influence my personal self-efficacy include:

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8. Positive behaviours and enablers of my personal self-efficacy include:

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