



Bombeiros, fatores psicossociais e coping: como estes profissionais reagem? PPGPSI

FPTPROSAUDE

I. C. Eder Leonardo de Vitte Horn, Dra. Silvana Regina Ampessan Marcon

INTRODUÇÃO / OBJETIVO

O ambiente laboral dos bombeiros é reconhecido na literatura como sendo permeado por situações estressantes, exposição a eventos traumáticos e a constante necessidade de estar pronto às possíveis emergências (Barger et al., 2009; Benedek, Fullerton & Ursano, 2007; Lusa et al., 2002), o que pode levar estes profissionais ao adoecimento, dependendo da forma de interação mantida entre o indivíduo e a organização. Nesse sentido, essa relação estabelecida entre o sujeito e o seu ambiente laboral é o que constitui, de acordo com a Organização Internacional do Trabalho (OIT), os fatores psicossociais, que podem ser classificados como protetivos, quando o resultado da interação é benéfico ao bem-estar do indivíduo, e de risco, quando há resultados negativos a saúde do trabalhador (Zanelli & Kanan, 2019). Além dos aspectos psicossociais, os trabalhadores reagem a estes estímulos ambientais de maneira avaliativa, no qual um fator externo é identificado como danoso ou não a partir da avaliação feita pelo indivíduo, resultando no emprego de uma estratégia de enfrentamento, ou coping, feita pelo sujeito (Dias & Pais-Ribeiro, 2019).

Objetivo: analisar as estratégias de coping utilizadas por bombeiros frente a fatores de risco psicossocial.

MÉTODO

Revisão da literatura realizada nas bases de dados SCOPUS e Biblioteca Virtual em Saúde (BVS), com artigos publicados entre 2018 a 2023. Foram utilizados os descritores “psychosocial factors”, coping e firefighters, com a inclusão apenas de artigos em língua inglesa. Como resultado, 74 artigos foram identificados, e após a análise apenas 44 destes foram utilizados, por estarem relacionados ao objetivo deste estudo.

Casas e Benuto (2022)		Estratégias adaptativas: participar de grupos de suporte, usar mindfulness ou estratégias de grounding, procurar suporte social e obter ajuda de profissionais da saúde mental. Estratégias mal-adaptativas: uso de substâncias e álcool, abuso de substâncias prescritas, comer demais, auto-mutilação, ideação e tentativa de suicídio e retraimento social
Huang, An & Li (2022)	Burnout	Estratégias positivas: solução de problemas, busca por suporte social e evitação
Vagni et al. (2022)	Burnout	Estratégias positivas: foco no problema e manejo de pensamentos e emoções negativas
Chen et al. (2022)	Sintomas de TEPT e Burnout	Estratégia positiva: suporte social. Estratégia negativa: evitação
DeMoulin et al. (2022)		Estratégia positiva: busca por suporte social
Llorens et al. (2022)	Burnout	Estratégia positiva: coping proativo
Henson, Truchot & Canevello (2022)		Religião
Tjin et al. (2022)		Estratégias negativas: hipermasculinidade, evitação, retraimento, compartimentalização, crenças incapacitantes e abuso de substâncias
Miloslavich et al. (2023)	Raiva	Uso de álcool

Além dos resultados já apresentados, outros estudos encontrados na busca realizada enfatizam o papel da organização no bem-estar dos bombeiros. A partir de uma revisão sistemática da literatura, Bevan et al. (2022) concluíram que o contexto laboral dos profissionais de emergência é por si só um ambiente composto por fatores de risco psicossocial. O suporte organizacional e a resiliência psicológica são fatores que, quando promovidos pela organização, beneficiam os profissionais (Miller & Unruh, 2019; West et al., 2020; Jeong & Jeon, 2020). Destacando os fatores individuais, Khan et al. (2018) identificaram que a motivação dos bombeiros estudados foi diretamente afetada pela estratégia de coping utilizada por eles. O resultado encontrado contrasta com o estudo de Tomaka e Magoc (2021), que destacam a personalidade como sendo parte dos processos de interpretação feitos frente a situações motivacionalmente relevantes.

RESULTADOS

Os resultados serão apresentados na Tabela 1.

Tabela 1 - Artigos selecionados.

Autores	Fatores de risco psicossocial	Estratégia de coping
Smith et al. (2018)	Nível do distúrbio do sono	Uso de álcool
Witt, Stelcer & Czamecka-Iwańczuk (2018)	Estresse	Evitação
Tran & North (2018)	Sintomas de Transtorno de Estresse Pós-Traumático (TEPT)	Evitação
Köhler et al. (2018)	Sintomas de TEPT	Relutância em falar
Zegel, Tran & Vujanovic (2019)	Baixa tolerância ao sofrimento e sintomas de TEPT	Uso de álcool
Yang & Ha (2019)		Estratégias positivas: coping ativo, reinterpretação positiva e estabelecimento de planos
Wadell et al. (2020)	Sintomas de TEPT	Estratégia positiva: busca por suporte social
Thelertitis et al. (2020)	Sintomas de TEPT	Evitação
Maiorano et al. (2020)	Estresse	Evitação
Rogers et al. (2020)	Ansiedade relacionada a dor	Uso de álcool
Lebeaut, Tran & Vujanovic (2020)	Sintomas de TEPT	Uso de álcool
Mat Salleh, Ismail & Mohd Yusoff (2020)	Sintomas de TEPT	Coping passivo, coping focado no problema e na emoção, coping de desengajamento e coping de auto-culpa
Angehrn, Krakauer & Carleton (2020)	Situações incertas no trabalho	Estratégias positiva: manejo da situação
Kamena & Galvez (2020)		Estratégia positiva: busca por suporte social
Piñar-Navarro et al. (2020)	Fatores emocionais	Estratégia positiva: coping ativo
Jitarin et al. (2021)	Situações estressantes: resgatar vítimas, recuperar corpos, apagar incêndios, situações com potencial de causar acidentes e morte	Uso de tabaco
Di nota et al. (2021)		Approach coping: estratégias positivas (compartmento e habilidades adaptativas) empregadas que melhoram a saúde psicológica. Avoidant coping: estratégias negativas (culpar-se, negação e auto-distração) e comportamentos mal-adaptativos (retraimento, evitação e desengajamento)
McElheran & Stelnicki (2021)	Pensamentos intrusivos	Esquiva
Jeung & Chang (2021)	Burnout	Retraimento social
Kyron et al. (2021)	Sintomas de TEPT	Ruminação em torno de eventos estressantes
Soravia et al. (2021)	Sintomas de TEPT e lembranças traumáticas	Uso de substâncias (álcool), evitação e auto-distração
Huang, Li & An (2021)	Sintomas de TEPT	Evitação
Jakubowski & Sitko-Dominik (2021)	Comportamento masculino estereotipado	Não expressar sentimentos
Chen et al. (2021)	Sintomas de TEPT	Estratégia positiva: mindfulness
Dangermond et al. (2022)	Situações estressantes	Humor
Dangermond et al. (2022)	Ambiente de trabalho	Busca por suporte informal de pares
Ras & Leach (2022)	Situações estressantes	Uso de álcool
Karnick et al. (2022)	Sintomas de TEPT, estressores ocupacionais e eventos traumáticos	Uso de álcool
Price et al. (2022)		Estratégia positiva: respiração táctica

CONSIDERAÇÕES FINAIS

Os resultados encontrados indicam que a evitação e o uso de álcool foram as estratégias mais recorrentes na literatura analisada. Além disso, o TEPT foi o transtorno que mais apresentou relação com as estratégias de coping baseadas em evitação e abuso de álcool/substâncias. Essa interação pode estar relacionada com a tentativa desses profissionais em evitarem os sintomas do TEPT, como as lembranças traumáticas. A busca por suporte social foi a estratégia positiva mais recorrente na literatura analisada. Com isso, é importante pensar em intervenções que considerem as estratégias de coping empregadas pelos bombeiros, podendo estas serem o alvo da intervenção, caso ocorra abuso de substâncias ou outras formas de coping prejudiciais, ou alvo de reforçamento, no caso das estratégias positivas como a busca por suporte social.

REFERÊNCIAS BIBLIOGRÁFICAS

Aguiar, A., Krakauer, R. L., & Carleton, R. N. (2021). The Impact of Incivility on Uncertainty and Anxiety Sensitivity on Mental Health Among Public Safety Personnel. *Journal of Interpersonal Violence*, 36(1), 119-132. <https://doi.org/10.1177/0886260520951242>

Barger, J. K., & Ursano, H. J. (2009). Shiftwork, circadian rhythms, and mental health. *Current Directions in Psychological Science*, 18(1), 1-6. <https://doi.org/10.1177/0963426908320242>

Benedek, S., Fullerton, M. J., & Ursano, H. J. (2007). Shiftwork, circadian rhythms, and mental health. *Current Directions in Psychological Science*, 16(1), 1-6. <https://doi.org/10.1177/0963426906292422>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022). Organizational Drivers of Burnout and Work Engagement: A Multilevel Study in Portuguese Firefighter Brigades. *International Journal of Environmental Research and Public Health*, 19(1), 1-13. <https://doi.org/10.3390/ijerph19010001>

Bevan, S., Salovey, M., Charbel, M. J., Serrano, P., & Angulo, R. P. (2022).