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Mindset Matters: Practitioner Resilience in The Helping Professions

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Citation Information

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MINDSET MATTERS!

Practitioner resilience in the helping professions

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Presentation Outline

- Overview
- Key Terms
- Research Questions
- Research Design
- Results
- Conclusions
- Application

Key Terms

- *Grit*: Passion and perseverance for long-term goals (Duckworth et al., 2007)

- *Mindset*: The view you adopt for yourself that intelligence (as well as other traits) is either fixed or malleable (Dweck, 2000)

- *Self-Efficacy:* Belief in one's ability to succeed in specific situations or accomplish a task (Bandura, 1977, 1982, 1986, 1988)

- *Counselor Self-Efficacy*: The belief that one has the ability to perform counseling in a way that will produce particular client outcomes (Melchert, Hays, Wiljanen, & Kolocek, 1996)

- *Burnout*: A prolonged response to chronic emotional and interpersonal stressors on the job comprised of three dimensions: emotional exhaustion, depersonalization, and reduced personal accomplishment (Maslach & Jackson, 1984)

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Grit

- An individual's effort and persistence in overcoming difficulties may lead to the promotion of a more positive mindset and greater self-efficacy (Federici & Skaalvik, 2012)

- Moderate, positive relationship between grit and growth mindset (Duckworth & Eskreis-Winkler, 2013)

- Developing a growth mindset could develop grit (Hochanadel & Finamore, 2015)

Grit

Angela Duckworth
University of Pennsylvania

« Why are some people more successfull than others? »

« Talent is the common answer »

« One characteristic emerged as a significant predictor of succces... It was GRIT »

« Many talented individuals do not follow through their commitments »

Mindset

- Implicit Theories – "The view you adopt for yourself"
  - Incremental theory (Growth)
  - Entity theory (Fixed)
- Two response patterns:
  - Mastery-oriented
  - Helpless
- Two types of goals:
  - Learning
  - Achievement   (Dweck, 2006)

Growth vs Fixed Mindset

John McEnroe

Michael Jordan

Self-Efficacy

- Perceptions of self-efficacy are not based solely on the amount of knowledge and skill of a particular how but includes **the expectations of how he or she will apply that knowledge** and skill in situations (Gündüz, 2012)

- Counselor self-efficacy:
  - Negatively correlated with burnout (Landrum et al., 2012)
  - Negatively correlated with anxiety (Lent, Hill, & Hoffman, 2003)
  - Positively associated with counselor performance (Larson & Daniels, 1998)
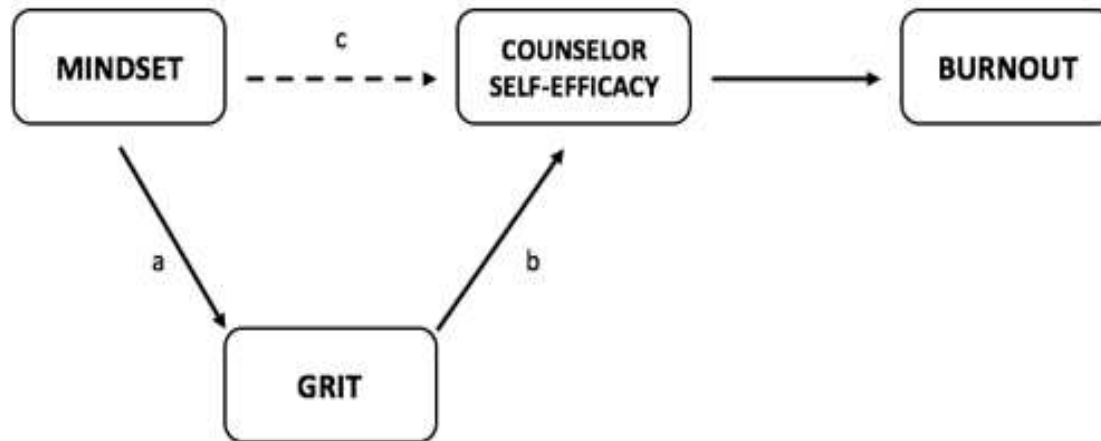 - Positively related to job satisfaction (Federici & Skaalvik, 2012)

Research Questions

1. To what extent does counselor self-efficacy predict reduced burnout?

2. Does mindset and grit affect counselor self-efficacy?

3. To what extent is the relationship between mindset and counselor self-efficacy mediated through grit?

Mediation Model

Proposed mediation process model of the relationships among mindset, grit, counselor self-efficacy, and burnout

Research Design

- Quantitative, online survey method (57 questions)

- 164 surveys started, 148 surveys completed

- 12 included significant missing data and were removed

- N=136 (some analyses N=132 due to missing data)

Instruments

- Demographic Data Questionnaire

- Theory of Intelligence Measure (Mindset)
  - Note: Adapted to reflect counseling skill

- Counselor Activity Self-Efficacy Scale (CASES)

- Professional Quality of Life (ProQOL)
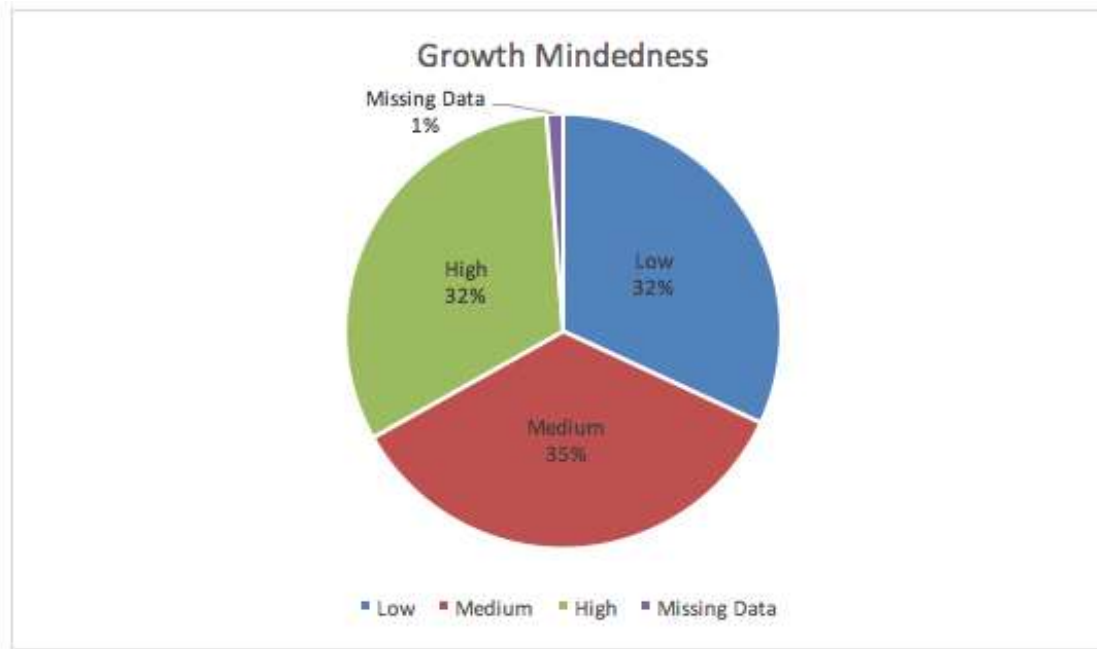 - Note: Burnout Subscale Only

- Grit-S

Descriptives

Distribution of Response Patterns

- Mindset – Extremely positively skewed
    - 5/132 participants were identified as having a fixed mindset

- Assumption of normality –

    New scores reflect levels of growth mindset
    - 1 – 1.25 = "3" High growth mindset
    - 1.5 – 2.25 = "2" Medium growth mindset
    - 2.5 – 6 = "1" Low Growth Mindset

Growth Mindedness

Distribution of re-categorized levels of growth mindset

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Does counselor self-efficacy predict reduced burnout?

After controlling for years of experience, the relationship between counselor self-efficacy and burnout is a moderate-to-strong negative relationship ($r(132) = -.42$, $p < .001$), indicating that higher self-efficacy is fairly strongly associated with lower burnout scores

COUNSELOR SELF-EFFICACY → -.42 → BURNOUT
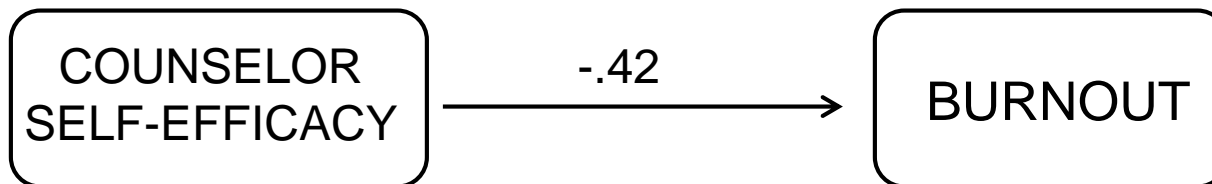
Does mindset and grit affect counselor self-efficacy?

*Correlation between **mindset and counselor self-efficacy** is a small-to-moderate positive relationship (r(132) = .25, p = .005)*

*Correlation between the **grit and counselor self-efficacy** also indicate a small-to-moderate positive relationship (r(132) = .22, p = .012)*

To what extent is the relationship between mindset and counselor self-efficacy mediated through grit?

Partial correlation between mindset and counselor self-efficacy (while controlling for grit and years of experience) was conducted
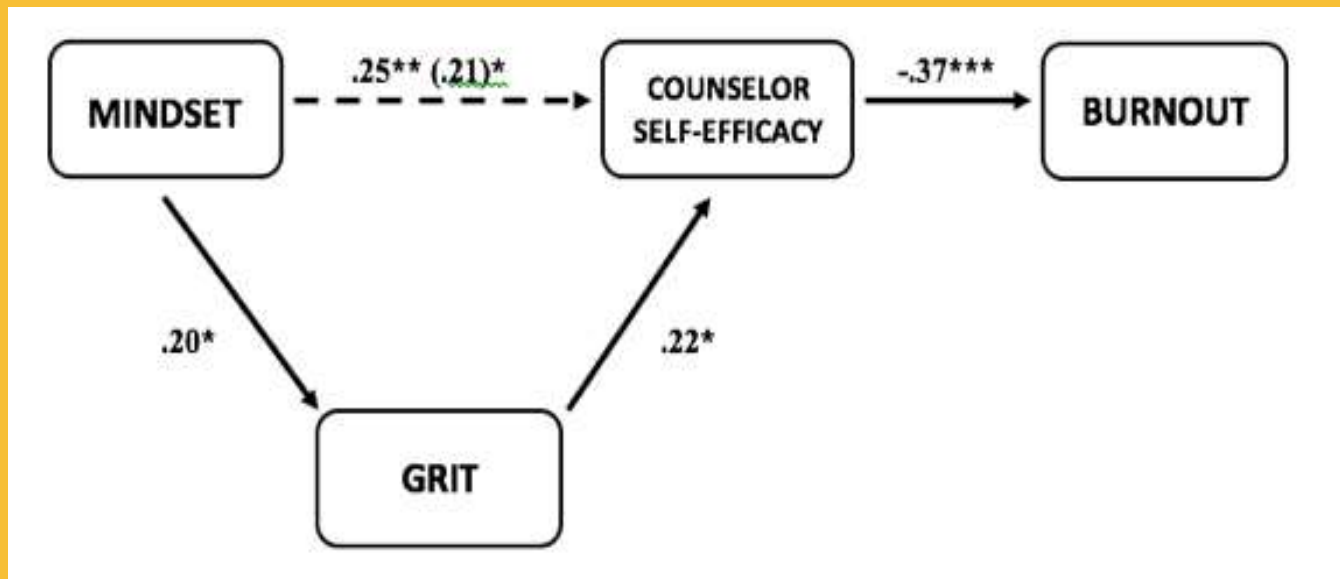
Correlation was modestly reduced but still significant ($r(132) = .21$, $p = .016$)

Sobel Test - ($z' = 1.57$, $p = 0.117$) NS

Summary of Results

Full Model

Conclusions

- Vast majority of counselors have a growth-oriented mindset

- Relationship between counselor self-efficacy and burnout supports previous literature

- There is a relationship present between mindset, grit, and counselor self-efficacy

Resilience

- Individual resilience is the ability to withstand, adapt to, and recover from adversity and stress

U.S. Department of Health and Human Services (2015)

8 Components of Resilience

- **Optimism**
- **Altruism**
- **Moral Compass**
- **Humor**

- **Social Supports**
- **Facing Fear**
- **Purpose in Life**
- **Training**

(Staroverky, 2012)

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Lack of Resilience

- Anger
- Sadness or Depression
- Guilt
- Anxiety or Fear
- Embarrassment

These emotions indicate a lack of resilience if they are disproportionate to the event or if the same event triggers the same emotion repeatedly

Reivich & Shatté (2002)

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Increase Resilience

Dispositional optimism

an expectation that more good and desirable things will happen than bad things will happen to us in the future (Scheier and Carver, 1985)

Personal & Social Competence

Social & Emotional Support

Structure

Friborg et al. (2003)

Got Brain Space?

- **Zeigarnik effect**
  - people remember uncompleted or interrupted tasks better than completed tasks
  - Gestalt: Figure & Ground

Self-Assessment

- GRIT Scale

- Mindset Measure

- Self-Efficacy

- Resiliency Scale

Application & Discussion

- Self-assessment

- Mindset influences grit

- Mindset Matters!
  - Goal Setting
  - Response Pattern
  - Resilience can increase grit

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I've missed more than 9000 shots in my career. I've lost almost 300 games. 26 times, I've been trusted to take the game winning shot and missed. I've failed over and over again in my life. And that is why I succeed.
-Michael Jordan-

Thank you!