

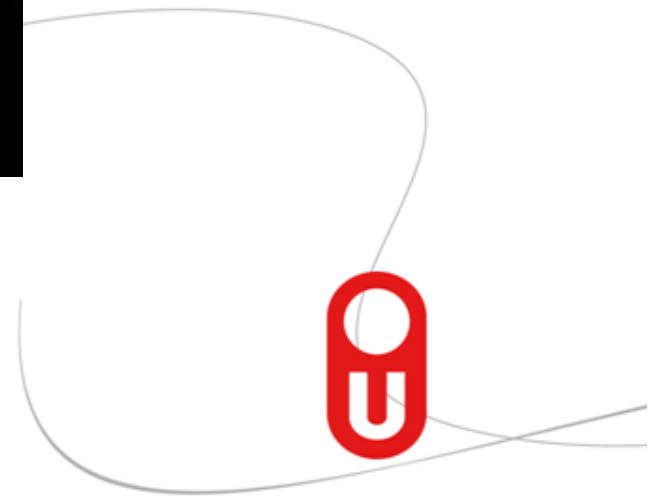
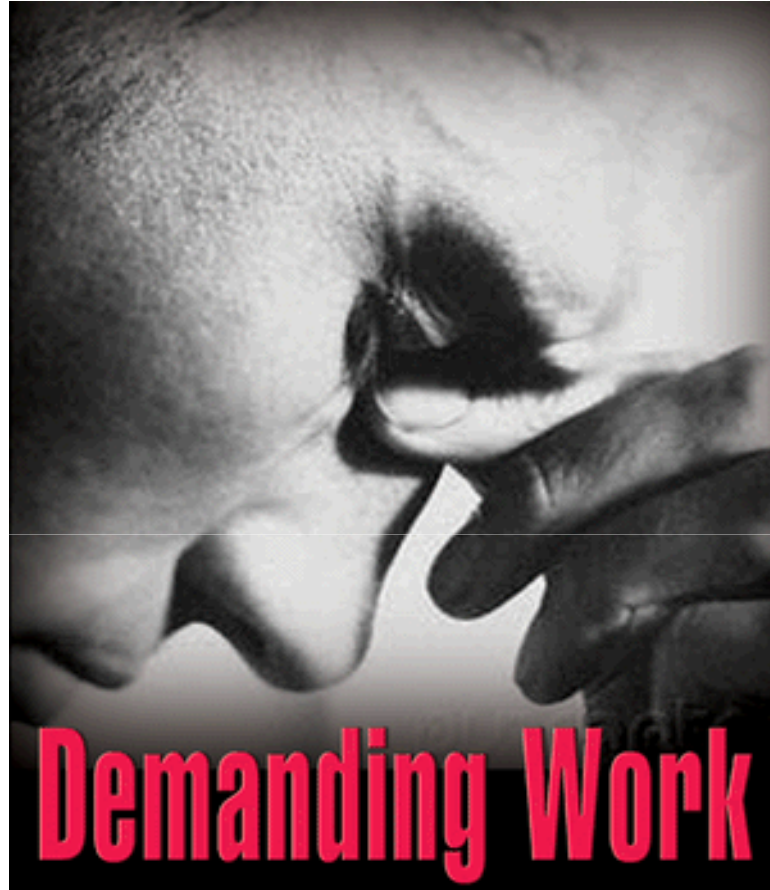
**How to look at the bright sight of work:**

**COPSOQ & positive psychology**

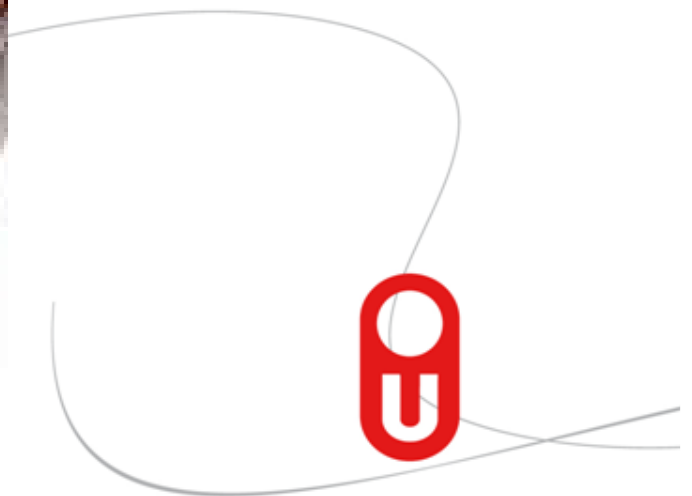
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# Positive psychology

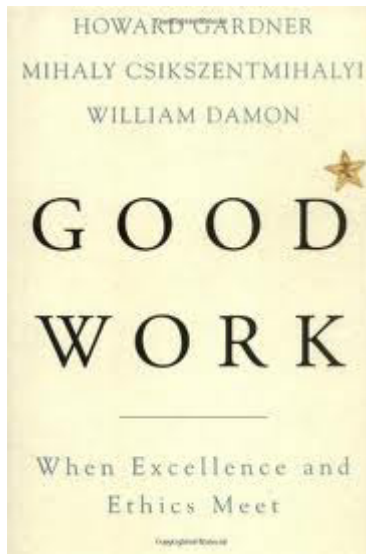


## Aim of the presentation

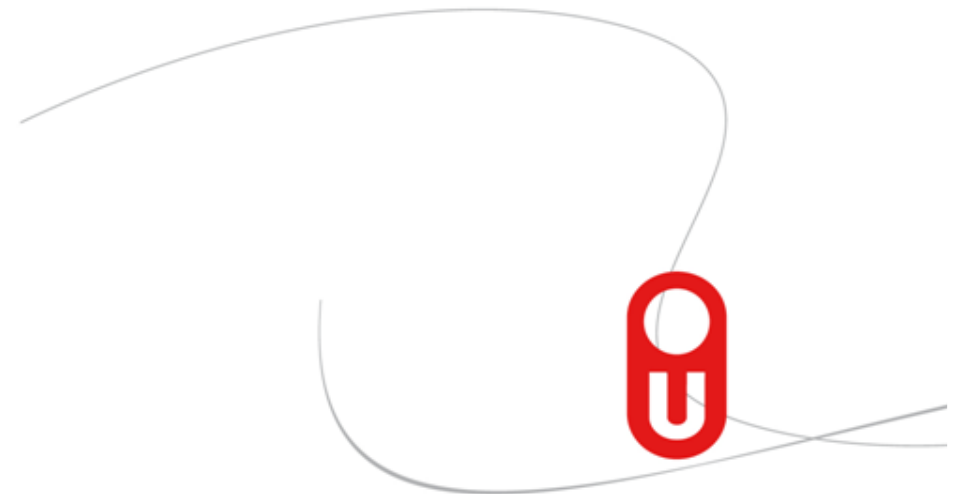
- Present some positive psychology research from my students
- Attempt to categorize concepts from positive psychology
- See which concepts are covered by the COPSOQ
- See for which concepts good alternatives are available  
(at no cost)
- See for which concepts we might like to add scales to the COPSOQ



## Rewarding work in a demanding context:



- Good Work
- Meaningfulness in Life
- Calling



## Good Work (BA thesis Geukers)

- SAMPLE
- N = 151 persons working with patients, clients, students.
- MEASURES
- Good Work (Berthelsen).
  - 6 items. Cronbach's  $\alpha = .85$ 
    - The feeling of doing something meaningful
    - The feeling of making a difference for the patients
      - (Responses Not at all, To a low degree, To some degree, To a high degree, To a very high degree)
- Emotional demands.
  - COPSOQ-II items 32.3, 32.5, 35.3 & 35.19 Cronbach's  $\alpha = .73$
- Emotional exhaustion.
  - COPSOQ-II items 10.2, 10.4, 10.7 & 10.9 Cronbach's  $\alpha = .90$



## Good Work (Geukers)

Criterion Emotional Exhaustion

	<i>B</i>	<i>p</i>
Emotional demands	.30	.000
Good Work	-.18	.023
Moderation		
Emotional demand x Good Work		ns

11% variance explained



## Meaningfulness (BA thesis Waiboer)

- SAMPLE
- N = 90 persons working with patients, clients, students.
- MEASURES
- Meaningfulness (from Spiritual Attitude and Involvement Scale; SAIL)
  - 3 items.  
Cronbach's  $\alpha = .78$
  - #4. I know what my position is in life
  - #12. I experience the things I do as meaningful
  - #17. My life has meaning and purpose
- Emotional demands.
  - COPSOQ-II items 32.3, 32.5, 35.3 & 35.19  
Cronbach's  $\alpha = .82$
- Emotional exhaustion.
  - MBI Dutch version Schaufeli.  
Cronbach's  $\alpha = .87$





## Meaningfulness (Waiboer)

Criterion Emotional Exhaustion		<i>beta</i>
Emo demands		.29**
Meaningfulness		- .35**
Emo demands * Meaningfulness		-.001 ns

20% variance explained



## Calling (MSc thesis Steenkamp)

- SAMPLE

- N = 235 religious persons working in institutions for drug addicts with a religious signature.

- MEASURES

- Calling Scale.

- 12 items. (Dobrow & Tosti-Kharas, 2011).

- Cronbach's  $\alpha = .79$

- I am passionate about .... (my work)

- I would sacrifice everything to be able to work at ...

- My existence would be much less meaningful without my involvement in ...

- Emotional demands.

- 7 items. Dutch Scale VVBA (van Veldhoven & Meijman, 1994)

- Cronbach's  $\alpha = .79$

- Emotional exhaustion.

- 8 items. MBI Dutch version Schaufeli.

pagina 10 Cronbach's  $\alpha = .87$



## Calling (Steenkamp)

Criterion Emotional Exhaustion			<i>beta</i>
Emo demands			.28**
Calling			- .26**
Emo demands * Calling			-.02 ns

23% variance explained





## Towards Engagement



## Meaningfulness (BA thesis van Hijum)

- SAMPLE
- N = 183 persons working with patients, students, clients.
- MEASURES
- Meaningfulness.
  - COPSOQ-II. 3 items. (Dobrow & Tosti-Kharas, 2011).  
Cronbach's  $\alpha = .58$
- Emotional demands.
  - 6 items. DISC (de Jonge, 1994)  
Cronbach's  $\alpha = .70$
- Engagement. 9 items.
  - Utrecht Work Engagement Scale UWES Schaufeli.  
Cronbach's  $\alpha = .92$



## Meaningfulness (van Hijum)

Criterion <b>Engagement</b>			<i>beta</i>
Emo demands			.00
Meaningfulness			.47**
Emo demands * Meaningfulness			.04 ns

22% variance explained



## Meaningfulness (BA thesis Haarbrink)

- SAMPLE
- N = 183 persons working with patients, students, clients.
- MEASURES
- Mindfulness.
  - Mindfulness Attention and Awareness Scale (MAAS) (Brown & Ryan, 2003) Dutch version (Schroevers & Nyklicek, 2008)
- Emotional demands.
  - 6 items. DISC (de Jonge, 1994)  
Cronbach's  $\alpha = .70$
- Engagement. 9 items.
  - Utrecht Work Engagement Scale UWES (Schaufeli, 2012)  
Cronbach's  $\alpha = .92$



## Meaningfulness (Haarbrink)

Criterion <b>Engagement</b>		<i>beta</i>	<i>p</i>
Mindfulness		.21	.01
Emotional demands		.05	.52
Mindfulness*Emo demands		-.01	.93

21% variance explained





## Positive concepts matter

- They predict a reduction in emotional exhaustion
  - Percentage variance explained counterbalances influence of emotional demands
- They predict engagement



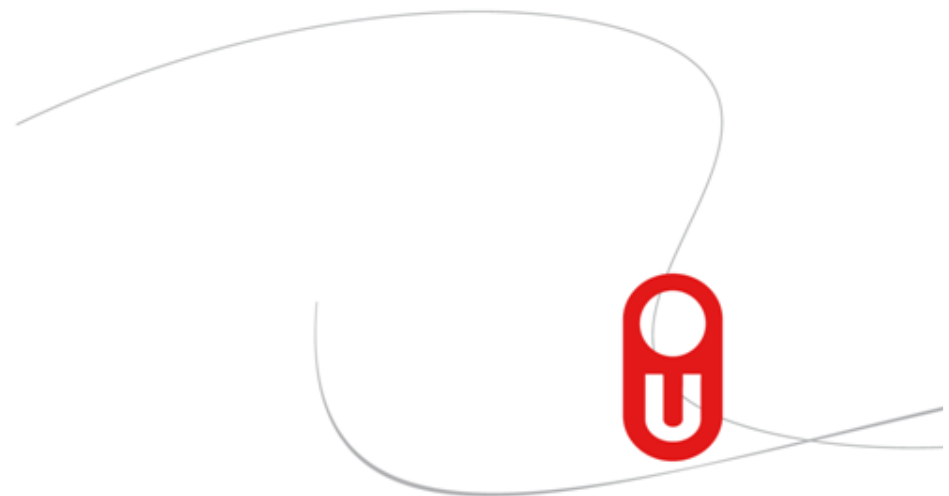
## attempt to categorize positive concepts

- What do I bring to work: Personal Resources
- What do I find at work: Resources from Work
- How do I experience my work / How do I appraise my work

Additional variables from recent review:

Mills, M., Fleck, CR, & Kozikowski, A. (2013). Positive Psychology at work: A conceptual review, state-of-practice assessment, and a look ahead. *Journal of Positive Psychology, 8(2)*, 153-164

Appreciative inquiry  
Empowerment  
Gratitude  
Psychological Capital  
Positive teamwork  
Positive leadership



Attempt to categorize Positive concepts

## Personal Resources

- Calling Scale (Dobrow)
- Spiritual Attitude and Interest Scale (SAIL)
- Sense of Coherence (COPSOQ)
- Resilience (not in COPSOQ)
- Mindfulness (MAAS)
- Gratitude
  - (one of five affective qualities of mindfulness, Kabat-Zinn; from review Mills)
- Psychological Capital (from review Mills)
  1. Self-efficacy (COPSOQ)
  2. Optimisme
  3. Hope
  4. Resilience



Attempt to categorize Positive concepts

### **Work environment / Work Content**

- Meaning of Work (COPSOQ)
  - - scale also contains engagement items
- Sense of Community (COPSOQ)
- Resources
  - Social Support (COPSOQ)
  - Empowerment (review Mills)
  - Positive teamwork (review Mills)
  - Positive leadership (review Mills)



Attempt to categorize Positive concepts

## **Experience / Appraisal of work / Work related Health**

- Good Work (Berthelsen)
- Commitment to the workplace (COPSOQ)
- Thriving: consisting of
  1. Vitality (UWES)
  2. Learning (Possibilities for learning in COPSOQ)
- Job satisfaction (COPSOQ)
- Engagement (UWES)
  1. Vitality
  2. Dedication
  3. Absorption



## How well are concepts from ‘positive psychology’ covered

### Personal Resources

- For *Spirituality* and *Calling* other measures are available, but *Sense of Coherence* has considerable overlap and may in general be sufficient
- *Mindfulness* and *Gratitude* too specific. Separate scales available

### Work environment related

- *Meaning of work* has overlap with *Engagement*
- *Empowerment* might be a valuable new scale
- *Positive teamwork* covered by *Social support colleagues*
- *Positive leadership* covered by *Quality of leadership*

### Outcome

- *Good Work – Intrinsic motivation* might be added
- *Learning* is not measured / *Possibilities for learning* is
- *Engagement* (UWES) is freely available



## Wrapping up:

- attention for positive outcomes is necessary
- COPSOQ mainly designed to assess psychosocial ***work environment***
- scales that measure engagement or thriving are lacking. Maybe not necessary to make new scales, as existing scales are widely available
- Special website with questionnaires on positive psychology from PENN university.
- <http://www.ppc.sas.upenn.edu/ppquestionnaires.htm>





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