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Trajectories of Resiliency and Well-Being After Job Loss

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Why study resiliency?

• Everybody fails
Current understanding

“The developable capacity to rebound or bounce back from adversity, conflict, or failure” (Luthans, Youssef, & Avolio, 2007)
(Our) Current understanding

• Resiliency as a series of processes:

  – To bounce back emotional, cognitive, and behavioral adjustments will need to be engaged
(Our) Current understanding

- So, what *is* resiliency?

  - Taking a self-regulatory approach:

    - Resiliency refers to ways of feeling, thinking, and behaving that can facilitate recovery following an adverse event

    - Engage social support resources
## Comprehensive model of resiliency

<table>
<thead>
<tr>
<th><strong>Affective Self-Regulatory Processes</strong></th>
<th>Mechanisms related to controlling and regulating emotions</th>
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<tr>
<td><strong>Behavioral Self-Regulatory Processes</strong></td>
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<td><strong>Cognitive Self-Regulatory Processes</strong></td>
<td>Mechanisms related to understanding and controlling negative and ineffective thoughts and thinking patterns</td>
</tr>
<tr>
<td><strong>Opportunities, Supports, &amp; Social Resources</strong></td>
<td>Sources and availability of social support</td>
</tr>
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</table>
Resiliency resources

- Resiliency as a set of resources
  - Conservation of Resources theory

- Individuals have a set of personal resources available to restore well-being after adversity
  - Personal attributes, past experiences
  - Social support
  - Self-regulatory resources
Measuring resiliency

• Developed a comprehensive measure of resiliency
  – The Workplace Resilience Inventory

Current study

- Focused on investigating the dynamic nature of resiliency

- Two broad research questions:
  - What is the trajectory (i.e., linear or non-linear) of resiliency?
  - Does change in resiliency relate to well-being after being fired?
Current study

• Methods

  – 111 individuals who had recently been laid off
    • 53 years old; 55% male

  – Senior level managers (50%), mid-level managers (30%)

  – From diverse array of organizations and functional areas
Current study

• Methods

  – Average tenure was 6.85 years ($SD = 7.62$)

  – Three measurements, separated by three months

  – Completed WRI and psychological well-being measures
How does resiliency unfold?

- Non-linear trajectories
How does resiliency unfold?

Behavioral Self-Regulation

Cognitive Self-Regulation
## Relations with well-being

<table>
<thead>
<tr>
<th>Time 1 ➔ Time 2</th>
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<tr>
<td></td>
<td>( b )</td>
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<td>( B )</td>
</tr>
<tr>
<td>Social Support</td>
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<td>.32</td>
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<tr>
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*Note. \( b \) = unstandardized regression coefficient; \( SE \) = standard error; \( B \) = standardized regression coefficient. Adjusted \( R^2 \) in parentheses * \( p < .05 \), ** \( p < .01 \).*
# Relations with well-being

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$R^2$ = .33** (.28)

*Note. $b$ = unstandardized regression coefficient; $SE$ = standard error; $B$ = standardized regression coefficient. Adjusted $R^2$ in parentheses * $p < .05$, ** $p < .01$.**
Summary

• Two-part, piecewise trajectory of resiliency
  – In the six-months after being laid-off: initial downward trend, followed by an upward trend

• Resiliency accounted for a substantial proportion of variance in well-being
  – 20% in Time 1 ➔ Time 2
  – 33% in Time 2 ➔ Time 3
Summary

• Sheds light on which components of resiliency can influence well-being outcomes after job loss
  – Time 1 ➔ Time 2
    • Social support
    • Cognitive self-regulation
  – Time 2 ➔ Time 3
    • Behavioral self-regulation

– Also provides an indication for which resiliency components may open to training and development
Thank you for your time!

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