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# Trajectories of Resiliency and Well-Being After Job Loss

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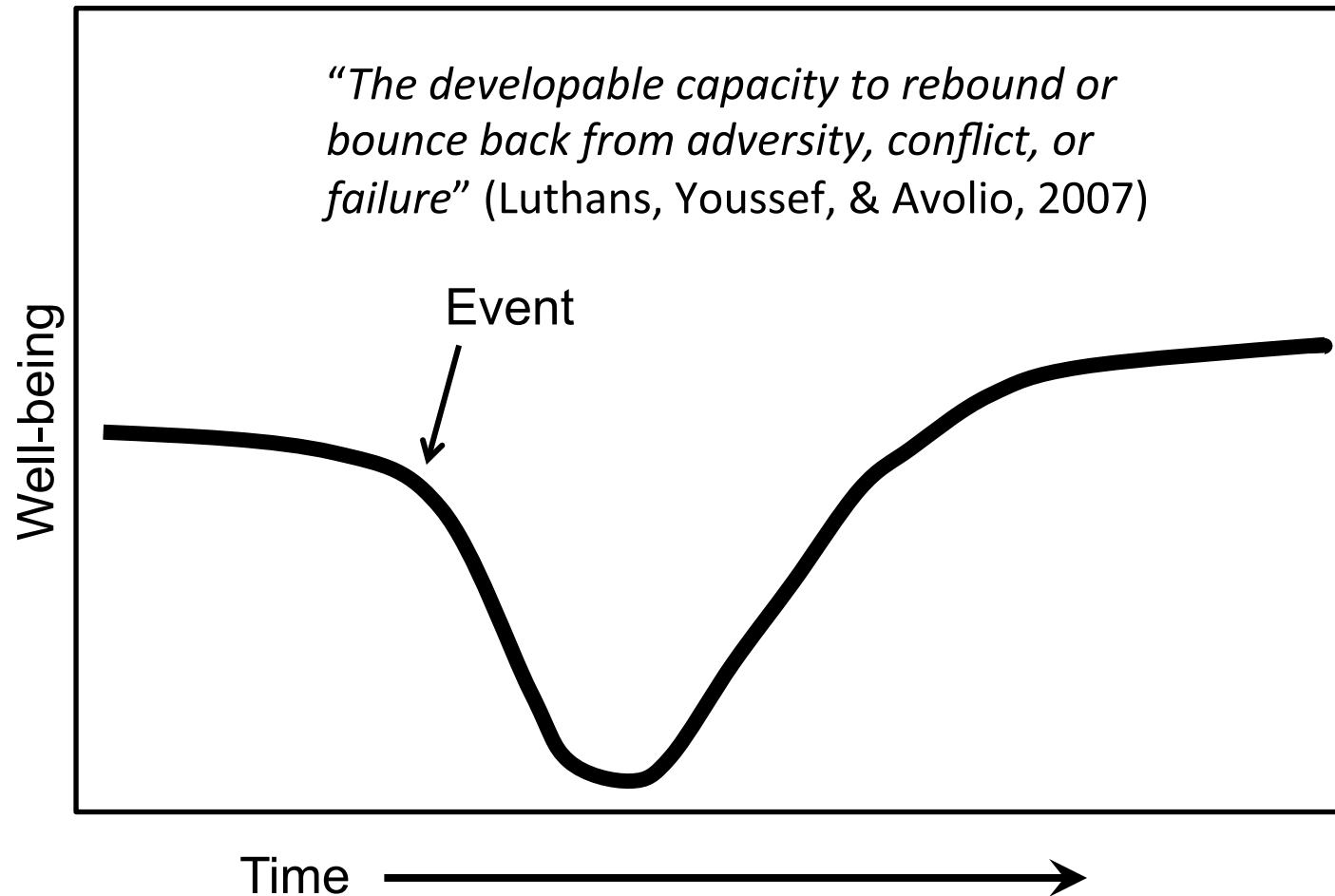


# ***Why study resiliency?***

- Everybody fails



# Current understanding



# (Our) Current understanding

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- Resiliency as a series of processes:
  - *To bounce back* emotional, cognitive, and behavioral adjustments will need to be engaged

# (Our) Current understanding

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- 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

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## **Affective Self-Regulatory Processes**

Mechanisms related to controlling and regulating emotions

## **Behavioral Self-Regulatory Processes**

Mechanisms related to understanding and controlling negative and ineffective behaviors

## **Cognitive Self-Regulatory Processes**

Mechanisms related to understanding and controlling negative and ineffective thoughts and thinking patterns

## **Opportunities, Supports, & Social Resources**

Sources and availability of social support

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# Resiliency resources

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- 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


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- Developed a comprehensive measure of resiliency
  - The Workplace Resilience Inventory

McLarnon, M. J. W., & Rothstein, M. G. (2013).  
Development and initial validation of the  
Workplace Resilience Inventory. *Journal of  
Personnel Psychology, 12*, 63-73.

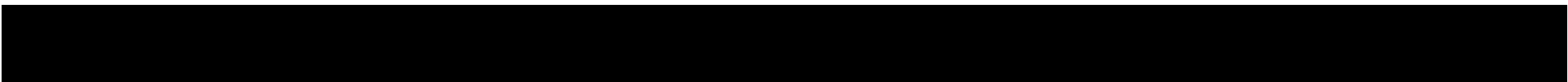
# Current study

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- 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?
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# Current study

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- 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
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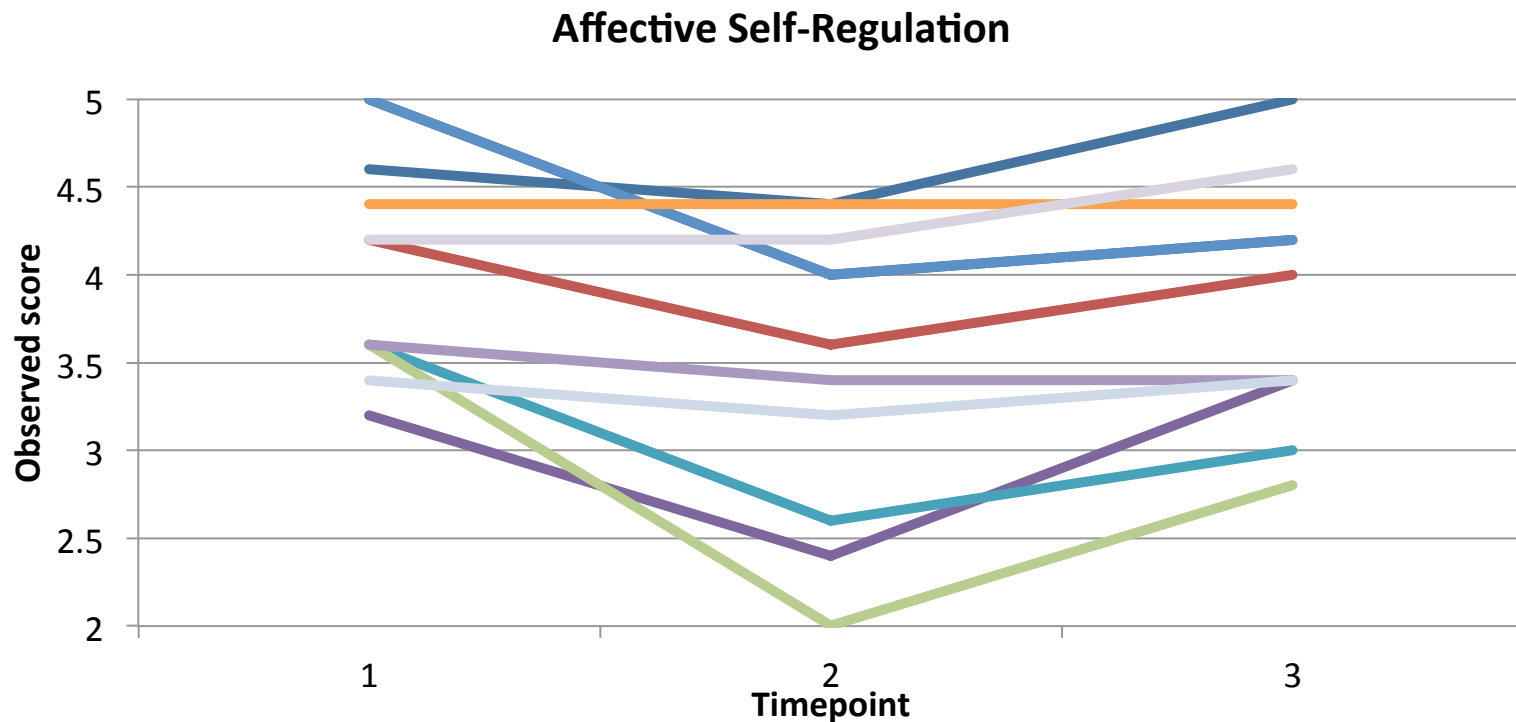
# Current study

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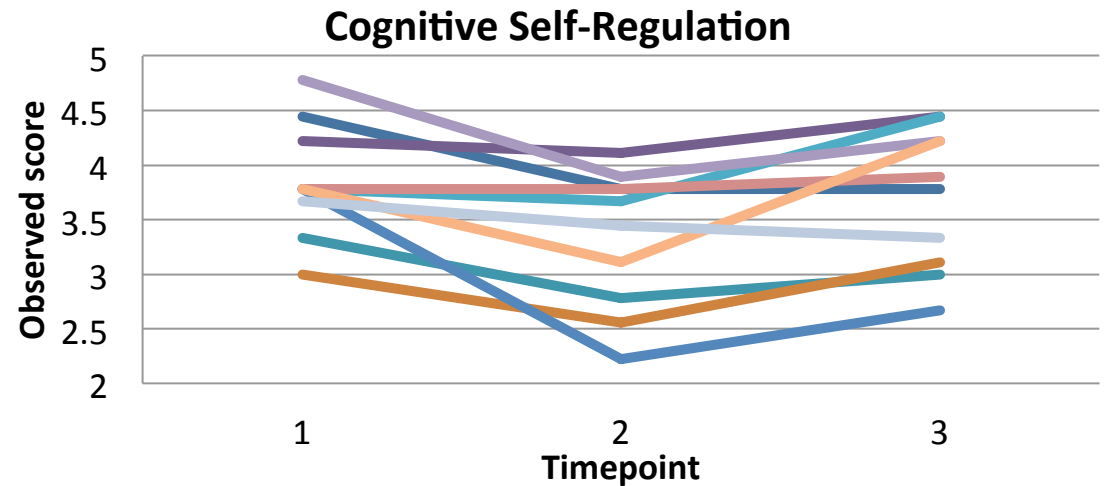
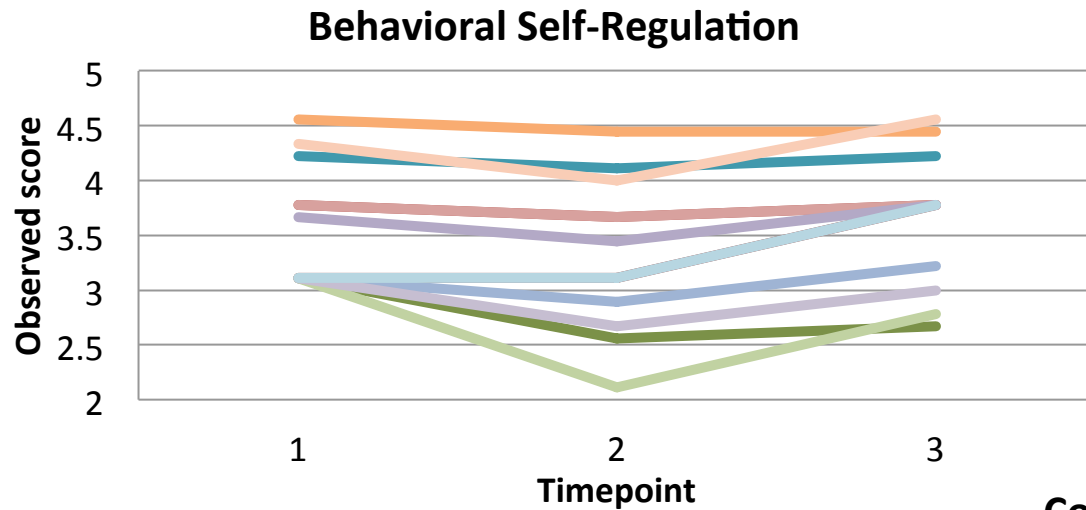
- Methods
  - Average tenure was 6.85 years ( $SD = 7.62$ )
  - Three measurements, separated by three months
  - Completed WRI and psychological well-being measures

# How does resiliency unfold?

- Non-linear trajectories



# How does resiliency unfold?



# Relations with well-being

Time 1 → Time 2			
	<i>b</i>	<i>SE</i>	<i>B</i>
Social Support	-.06**	.02	-.33
Affective Self-Regulation	-.01	.03	-.01
Behavioral Self-Regulation	.03	.11	.02
Cognitive Self-Regulation	.09**	.03	.32
	$R^2$	.20** (.16)	

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

Time 2 → Time 3			
	<i>b</i>	<i>SE</i>	<i>B</i>
Social Support	-.03	.02	-.11
Affective Self-Regulation	.05	.04	.10
Behavioral Self-Regulation	-.34*	.15	-.21
Cognitive Self-Regulation	.01	.05	.01
	$R^2$	.33** (.28)	

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



# Summary

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- 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

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- 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
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**Thank you for your time!**

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