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## Exploring the link between ‘dark side’ derailers and subjective wellbeing

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# Conceptualization & Model of Wellbeing

(Beta Version 2015)



# Hogan's Development Survey (HDS)

**A strength:**

**. . . when taken to an extreme is:**

**EXCITABLE**

Moody

**SCEPTICAL**

Distrustful

**CAUTIOUS**

Reluctant to take risks

**RESERVED**

Indifferent

**LEISURELY**

Uncooperative

**BOLD**

Entitled

**MISCHIEVOUS**

Easily bored and impulsive

**COLOURFUL**

Melodramatic

**IMAGINATIVE**

Eccentric

**DILIGENT**

Critical and perfectionistic

**DUTIFUL**

Overly eager to please

# Our Research Objective and Predictions

- **Sample:** 47 senior leaders in a large government owned entity
- **Data:** HDS & MEWS concurrent scores
- **Objective:** To explore which dark-side derailers from the HDS are associated with lower Subjective Wellbeing (SWB) as measured by the MEWS
- **Predictions:** Moderate to strong negative correlations between some HDS scales and MEWS scales

# Correlations with Global Wellbeing Items from MEWS

<b>Table 1</b>	<b>SWB at work</b>	<b>SWB in life</b>	<b>Happiness</b>	<b>Life Satisfaction</b>	<b>Overall SWB</b>
<b>Excitable</b>	NS	-.383**	-.391**	-.462**	-.438**
<b>Skeptical</b>	NS	NS	NS	NS	NS
<b>Cautious</b>	NS	NS	NS	NS	NS
<b>Reserved</b>	NS	-.311*	NS	-.468**	NS
<b>Leisurely</b>	NS	NS	NS	NS	NS
<b>Bold</b>	NS	NS	NS	NS	NS
<b>Mischievous</b>	NS	NS	NS	NS	NS
<b>Colorful</b>	NS	NS	NS	NS	NS
<b>Imaginative</b>	NS	NS	NS	NS	NS
<b>Diligent</b>	NS	NS	NS	NS	NS
<b>Dutiful</b>	NS	NS	NS	NS	-.328*

# Correlations with MEWS



WORKING WELL

<b>Table 2</b>	<b>Authentic Relationships</b>	<b>Meaning, Purpose &amp; Direction</b>	<b>Resilience &amp; Equanimity</b>	<b>Vitality &amp; Energy</b>	<b>Balance &amp; Boundaries</b>	<b>Intellectual Engagement &amp; Flow</b>
<b>Excitable</b>	NS	NS	NS	-.315*	-.445**	NS
<b>Sceptical</b>	NS	NS	NS	NS	NS	NS
<b>Cautious</b>	-.297*	-.319*	NS	NS	NS	NS
<b>Reserved</b>	NS	NS	NS	NS	NS	NS
<b>Leisurely</b>	NS	NS	NS	NS	NS	NS
<b>Bold</b>	NS	NS	NS	NS	NS	NS
<b>Mischievous</b>	NS	NS	NS	NS	NS	NS
<b>Colorful</b>	NS	NS	NS	NS	NS	NS
<b>Imaginative</b>	NS	NS	NS	NS	NS	NS
<b>Diligent</b>	NS	NS	NS	NS	NS	NS
<b>Dutiful</b>	NS	NS	NS	NS	NS	NS

# Correlations with MEWS



<b>Table 3</b>	<b>Authentic Relationships</b>	<b>Meaning, Purpose &amp; Direction</b>	<b>Resilience &amp; Equanimity</b>	<b>Vitality &amp; Energy</b>
Excitable	-.511**	-.428**	-.404**	-.349*
Sceptical	-.300*	-.317*	NS	NS
Cautious	NS	-.301*	-.317*	NS
Reserved	-.384**	NS	NS	NS
Leisurely	NS	NS	NS	NS
Bold	NS	NS	NS	NS
Mischievous	NS	NS	NS	NS
Colorful	NS	NS	NS	NS
Imaginative	NS	NS	NS	NS
Diligent	NS	NS	NS	NS
Dutiful	NS	NS	NS	NS

# Results Summary

MEWS Scales		SWB Global Measures	Authentic Relationships	Meaning, Purpose & Direction	Resilience & Equanimity	Vitality & Energy	Balance & Boundaries
HDS Scales							
Moving Away	EXCITABLE						
	SCEPTICAL						
	CAUTIOUS						
	RESERVED						
	LEISURELY						
Moving Against	BOLD	Not significant for wellbeing					
	MISCHIEVOUS						
	COLOURFUL						
	IMAGINATIVE						
Moving Towards	DILIGENT						
	DUTIFUL						

# Conclusions / Learning / Talking Points

1. Links between specific derailers and poorer SWB may assist coaches identify underlying coaching needs.
2. *Excitable, Sceptical, Cautious* and *Reserved* derailers may be especially important detractors from wellbeing or alternatively, high levels of SWB may prevent these derailers.
3. 'Moving Away' derailers may be prevented or mitigated by building emotional and social wellness i.e. balance between over and under regulation, maintaining healthy connections and openness (to people, information and new experiences).
4. Watch for high *Dutiful* – overly self-sacrificing orientation.

# For more information...

- Visit the poster presentation
- Attend our Saturday morning presentation – on the relationship between Adjustment (HPI) and MEWS
- Contact us [admin@mewswellbeing.com.au](mailto:admin@mewswellbeing.com.au)
- Visit [www.mewswellbeing.com.au](http://www.mewswellbeing.com.au)