



APS 12th Industrial and Organisational Psychology Conference 13-15th July 2017

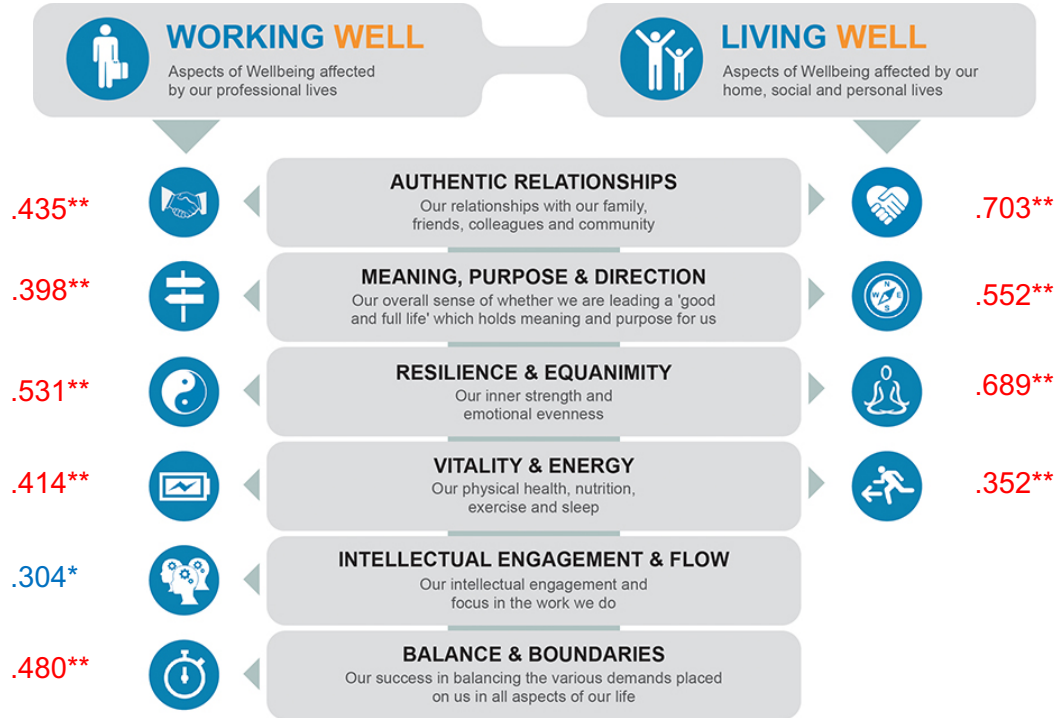
Exploring the link between subjective wellbeing and resilience

Audrey McGibbon & Karen Gillespie

Contribution of this study (1)

- Pleasing results for the MEWS – a glimpse of construct validity?
- Potential insights into the relationship between Adjustment and Subjective Wellbeing ($r = .304$ to $.703$ but sample size caveats)
- Coaching tips for Hogan's / MEWS users

Conceptualization & Model of Wellbeing (Beta Version 2015)

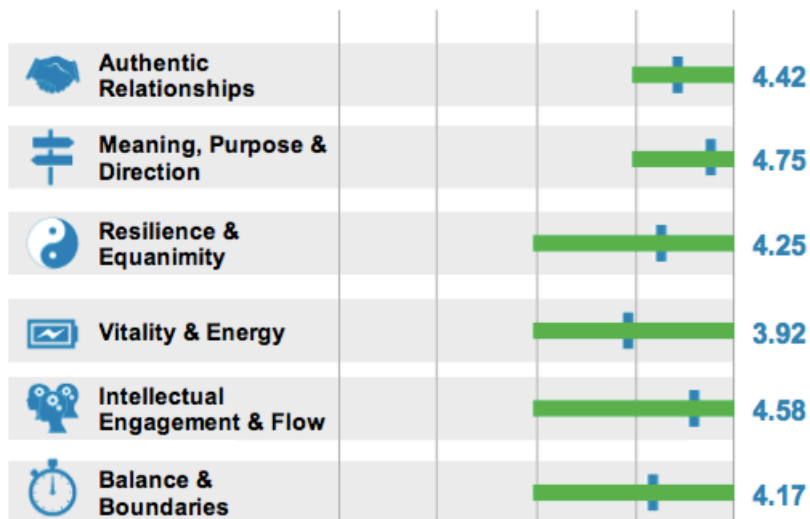


Your Wellbeing Profile



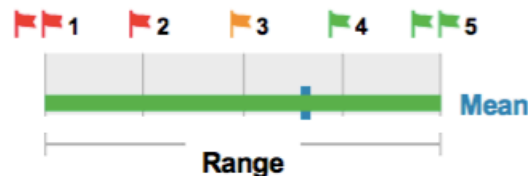
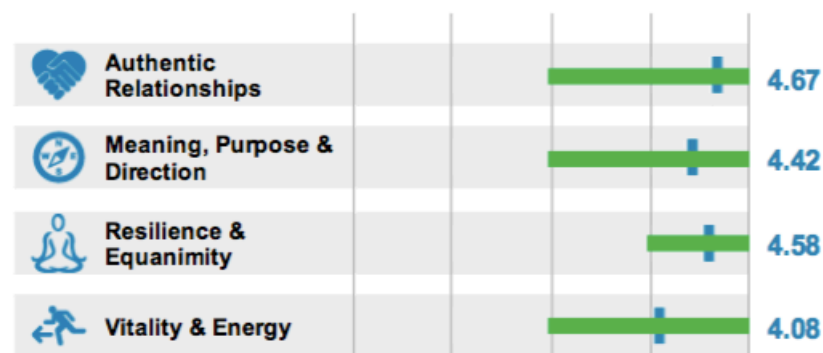
WORKING WELL

1 2 3 4 5



LIVING WELL

1 2 3 4 5



Contribution of this study (2)

- Pleasing results for the MEWS – a glimpse of construct validity?
- Potential insights into the relationship between Adjustment and Subjective Wellbeing ($r = .304$ to $.703$ but sample size caveats)
- Coaching tips for Hogan's / MEWS users
- Optimism to be shared that resilience can be developed (Robertson, Cooper, Sarkar & Curran 2015) to positively impact mental health, subjective wellbeing and performance &
- "...wise to include an element of one-to-one training and support based on individual needs"

For more information...

- Visit the MEWS poster presentation
- Contact us admin@mewswellbeing.com.au
- Visit www.mewswellbeing.com.au

Thank you for listening!

Hogan's Personality Inventory (HPI)

- Adjustment
 - High scorers - confident, resilient, and optimistic*
 - Low scorers - tense, irritable, and negative*
- Ambition
- Sociability
- Interpersonal Sensitivity
- Prudence
- Inquisitive
- Learning Approach



Our Research Objective and Predictions

- Sample = 47 senior leaders in a large govt. owned entity, participating in a 5 month leadership development program including facilitated learning events, completion of the Hogans' assessments & MEWS and external executive coaching.
- Objective: to explore and further understand the relationship between the 10 MEWS scales measuring subjective wellbeing (SWB) and a personality measure of resilience
- Predictions: Moderate to strong positive correlations across all 10 scales



Table 1: Correlations between MEWS WW Domains and Adjustment

N = 47 / Pearson r	WW Authentic Relationships	WW Meaning, Purpose & Direction	WW Resilience & Equanimity	WW Vitality & Energy	WW Balance & Boundaries	WW Intellectual Engagement & Flow
Adjustment	.435**	.398**	.531**	.414**	.480**	.304*

Table 2: Correlations between MEWS LW Domains and Adjustment

N = 47 / Pearson r	LW Authentic Relationships	LW Meaning, Purpose & Direction	LW Resilience & Equanimity	LW Vitality & Energy
Adjustment	.703**	.552**	.689**	.352**