Developing resilience through an agentic strengths-based education strategy promoting well-being among young people at risk of vulnerability in a global context.

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Resilience & Agency
Vulnerable?

- Students and new career professionals in demanding vocations
- Individuals and communities affected by trauma
- Young people in low and middle-income countries/communities (LMIC)
Let’s take burnout for example

- Emotional exhaustion
- Depersonalisation
- Reduced personal accomplishment

-Maslach Burnout Inventory (MBI)
A real problem for young professionals; College of Radiography example

- Using the (MBI) and other workforce-related measures, research found high emotional exhaustion among radiographers and a significant correlation between burnout, job dissatisfaction and intention to leave (Probst et al, 2012).

- Burnout levels among radiographers, sonographers and radiologists are high and likely to vary according to some demographic and work-related factors; including overtime and training demands (Singh et al, 2017).
Risk Factors vs Protective Factors
So what is the opposite of burnout?
Interim results from ongoing study with Universities of Edinburgh, Cumbria, and Derby; myself along with Amanda Marland, Paul Miller, Charles Sloane, Julie de Witt

TRAINING
• Strong well structured induction training
• Well trained mentors during the undergraduate clinical programme are critically important.

SUPPORT
• Positive feedback
• Peer support is highly valued and could be formalised (e.g. group debriefs)

SELF-EFFICACY
• Confidence is achieved by mentors who allow ‘success’.
• Preparation for challenging work situations prior to actual real world experience
Can training create resilience?

- Current study at University of Edinburgh and University of South Australia looking at burnout with trainee practitioner psychologists

  Resilience and maladaptive coping were both significant predictors of emotional exhaustion and work engagement.

- Robert Barret, Corrine Reid, Susan Simpson & Mark Hoelterhoff

- Resilience training through strengths awareness
- Proactive problem solving skills
Gallup studies have found...

- **Strengths** development improves productivity and engagement.
- **Engaged** workers who know and use their **strengths** have improved productivity and profitability.
- A strengths-based approach is one of the best means of improving the manager/trainer-employee/student relationship.
What about trauma?
Cross-cultural research

1. 400 university students from a Lithuanian University
2. Mostly from former Soviet Bloc Countries
3. Participants experienced life-threatening events

Study 1a-Initial phase

Studies 2-3; Death anxiety, trauma and mental health

1. Self-efficacy
2. Religious Coping
3. Existential attitude
Flood Resilience?

Agency (locus of control) in self-preserving activities among flood victims

What about non-WEIRD countries?

2. Assessing Appropriateness **OPINION**

Most people are not **WEIRD**

Western
Educated
Industrialized
Rich
Democratic

It is often assumed that the same principles that govern human behavior also apply to all cultures and societies. However, evidence suggests that this is not the case. For example, studies have shown that people from non-Western cultures may have different beliefs and attitudes towards certain topics, such as religion or politics.

In conclusion, it is important to recognize that not all cultures are the same, and that different cultural norms and values can affect the way that individuals make decisions. It is crucial to take this into account when designing experiments and interpreting results. Only by understanding the diversity of human behavior can we truly understand what makes us tick. 

**References:**
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**Figures:**
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**Images:**
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Our Project: Strong Minds, Strong Lives:
Building enduring partnerships through co-design of a rural mental health service and research strategy ...the first steps.

The FLOURISH Team, supported by

THE UNIVERSITY of EDINBURGH

GCRF Global Challenges Research Fund
Uncovered several themes regarding provision of quality mental health services for children and young people (C&YP) in Malawi through a series of studies...

**Workshops, interviews, focus groups**

- Academics
- Policy makers
- Practitioners
- Civil society
- Service providers
- Service users
- Community members

**Findings**

- Mental health services have not been specifically designed for young people
- Shortage of staff with Specialty Training
- Most children and young people miss out on early diagnosis and treatment.
- Those who are diagnosed during childhood will access services through outlets designed for adult population
- Stigma
- Policy implementation
Mind the gap...mental health literacy?

• Free Spirits, a mental health youth support group based in Blantyre

• Self-report data on mental health literacy programmes gathered by Prof Bandawe University of Malawi
Academic Psychological Capital

- University of Washington Resilience Lab-
- Researching students’ psychological capital (PsyCap) measuring hope, optimism, resilience, efficacy, self-compassion, perception of supports and connectedness to the academic community
What the research shows:

Our programs have demonstrated effectiveness in more than 25 years of research, development, and large-scale implementation. Empirical studies have shown that the programs reduce problems associated with stress, including anxiety and depression, and improve well-being and optimism.

- Decreases:
  - symptoms of depression and anxiety
  - mental health and substance abuse diagnoses
  - conduct problems
  - hopelessness

- Increases:
  - well-being
  - mental health and life satisfaction
  - health promotion behaviors
  - trust and social support
  - optimism and hope
  - social skills
  - classroom engagement
Terima kasih!
References

• Hoelterhoff, M. & Smith, D. (2017). The role of social capital in developing flood resilience. Paper presentation at The 38th Annual Conference of the Stress and Anxiety Research Society, Hong Kong