



# **Validating the Spanish versions of the Mental Fitness and Resiliency Inventory (MFRI) and the Positive Leadership Inventory (PLI)**

## **to assess well-being and psychological safety in workplaces including schools**

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**Work in progress**

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**This research is concerned about...**

**Mental health in the workplace**

**Measuring well-being in workplace teams**

**Strengthening workplace culture by introducing and embedding positive mental health practices in workplace teams**



**2 in 10** working people have a **mental health problem** with a lifetime **prevalence up to 50%**

Organization for Economic Co-operation and Development, OECD (2012)



# Risk factors affecting mental health at work

<https://www.canada.ca/en/employment-social-development/services/health-safety/reports/psychological-health.html>

Unfair treatment

Excessive workload

Low employee engagement and/or influence

Physical violence at work

Sexual harassment

Non-work related illnesses and/or conditions

High effort and/or low reward

Unfulfilling work

Poor physical work environment

Discrimination

Lack of work accommodation/ flexibility

High demand and/or low control

Little/no professional development opportunities

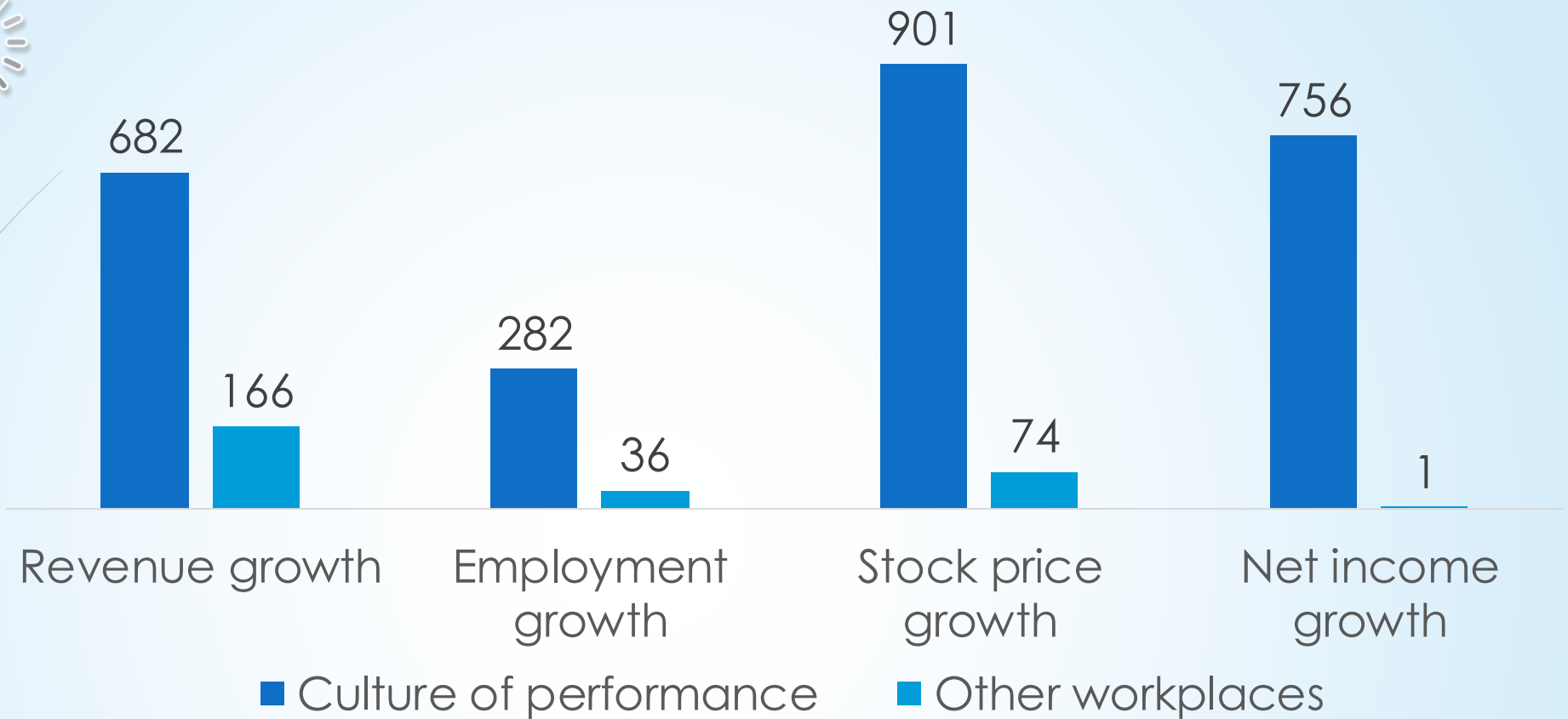
Abuse authority

Other harassment



# **When investing in mental health at work...**

**EXAMPLES**

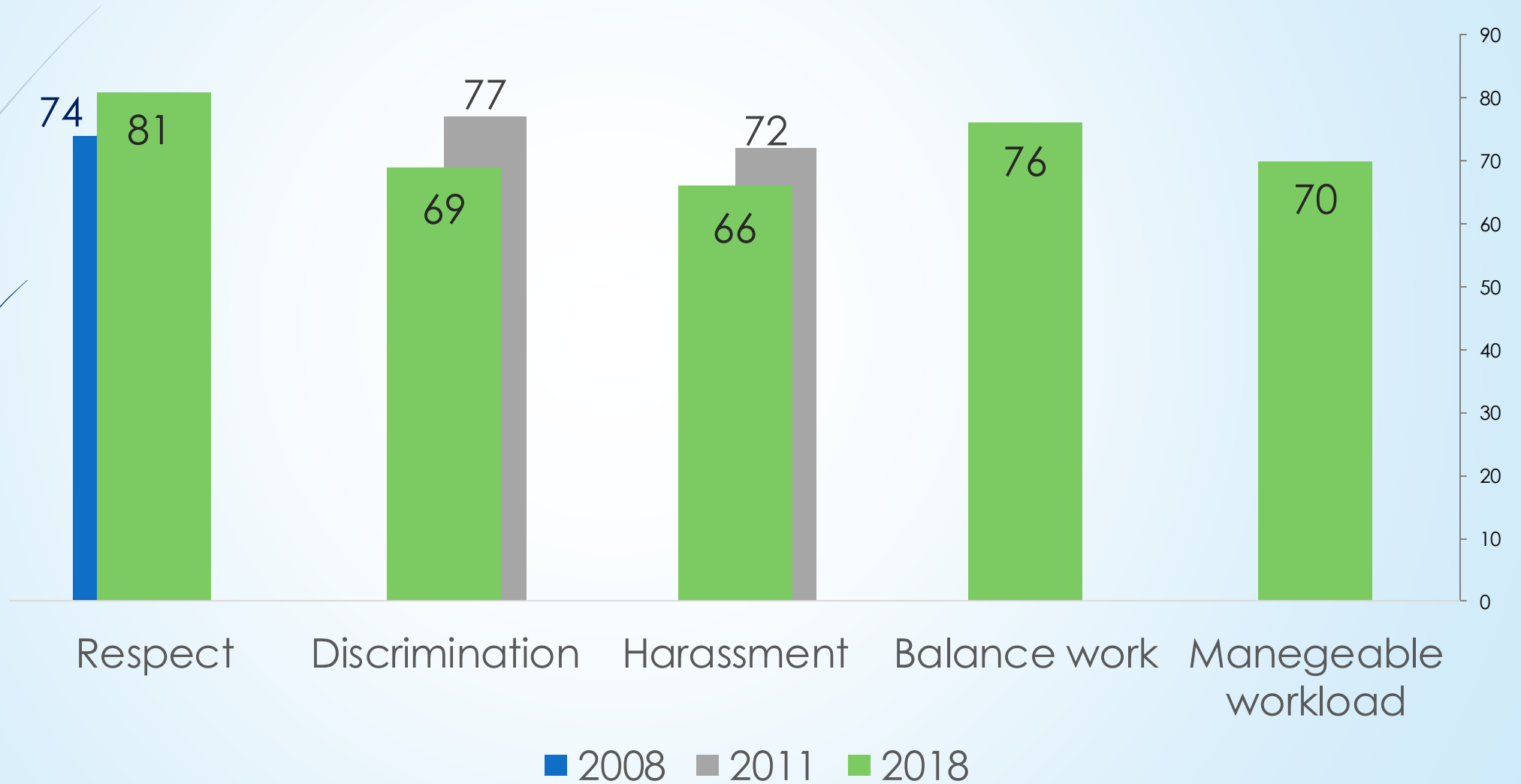


- 200 companies Kotter & Heskett (1992)
- **Cultures with highly valued employees, customers and owners encouraging leadership from everyone in the firm**



- ▶ A Gallup meta-analysis (Sorenson, 2013)
- ▶ 192 organizations, 49 industries and 34 countries
- ▶ **The work-unit-level relationship between employee engagement and performance outcomes**
- ▶ Double success of non engaged units
- ▶ **Higher earnings up to 147%.**

# Workplace Well-Being Index in Canada (Government of Canada, 2018)







# What are the strategies?

**How to lead to a positive change...**

# So, how is your staff's mental fitness and resiliency?

Laurie (2019)

- What if companies were to focus on their strengths – what they are doing right, and doing more of that - instead of focusing on their problems?
- To what extent are mental fitness and resiliency practices embedded in your workplace?
- More importantly, how do you know?





**Team effort  
Evidence  
Knowledge**

**Positive psychology in  
science**

**Measurement as the  
first step**

# Positive Workplace Framework (PWF)



- ➔ Promote **workplace mental health based on positive practices and interactions**
- ➔ **Developed, implemented and led successfully** by UNB academics: **Bill Morrison, Patricia Peterson and Robert Laurie**
- ➔ **Domains: mental fitness, resiliency, and positive leadership**

# Well-being

# Productivity

# Engagement

# Being at your best

## Mental fitness

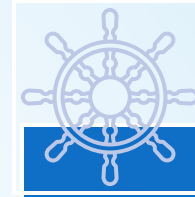
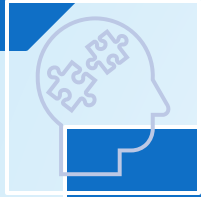
- Relatedness needs
- Competency needs
- Autonomy-support needs

## Resiliency

- Assets:
  - Relationship
  - Professional
  - Attitudinal
  - Emotional intelligence
  - Adaptation

## Positive leadership

- Leadership virtues
- Positive communication
- Motivation knowledge
- Engagement abilities
- Operational tasks



# Measuring well-being

Group level  
Practices

Statements  
Likert scale



**MFRI**

- Mental Fitness and Resiliency Inventory (MFRI)

**PLI**

- Positive Leadership Inventory (PLI)



## Purpose of this research...



- **Validate the Spanish version of the questionnaires**
  - Mental Fitness and Resiliency Inventory (MFRI)
  - Positive Leadership Inventory (PLI)



# Research Questions



- Q1. What are the psychometric properties of the **Inventario de Bienestar Mental y Resiliencia, IBMR (Mental Fitness and Resiliency Inventory, MFRI)**?
- Q2. What are the psychometric properties of the **Inventario de Liderazgo Positivo, ILP (Positive Leadership Inventory, ILP)**?
- Q3. What is the quantitative relationship between the **IBMR** and the **ILP** sub-domains (**MFRI, ILP**)?



# Method



- ▶ Quantitative study

- ▶ Extant data obtained from a convenience sample from different workplaces: schools, private businesses, university faculty, hospital.

- ▶ Psychometric properties & construct validation: Internal consistency, exploratory factor analysis (EFA), confirmatory factor analysis (CFA)

- ▶ Constructs relationship: Multiple linear regression (MLR) analysis

# Psychometric properties



- ▶ **Reliability of each instrument and its constructs**
  - ▶ Cronbach's alpha
  
- ▶ **Quantitative analysis for each of the thirteen questionnaire scales**
  - ▶ Item analysis: Internal consistency, p-values, discrimination

# Exploratory and Confirmatory Factor Analysis



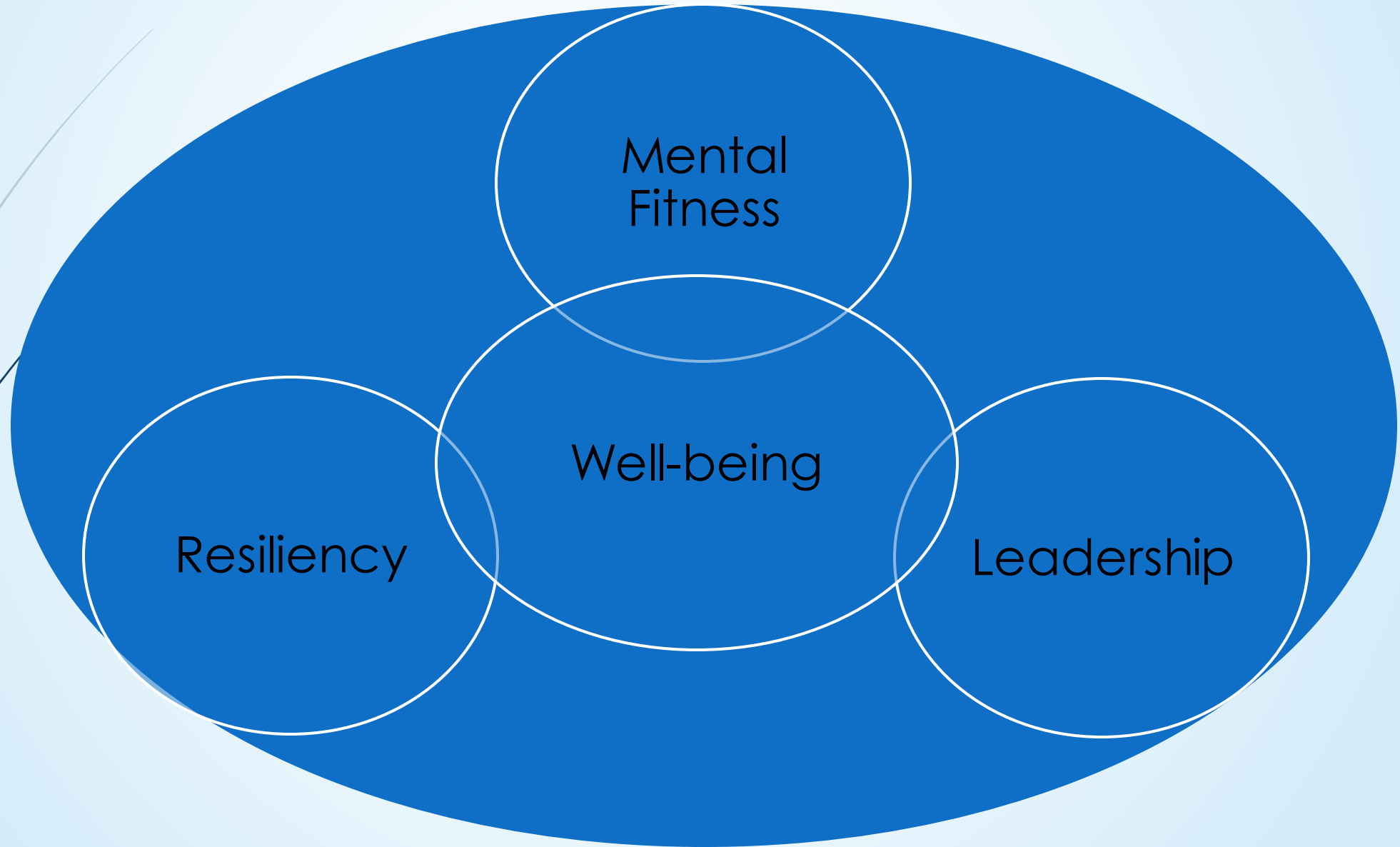
EFA

- Common factors
- Uncover indicators of the various latent dimensions

CFA

- Specify the number of factors, the pattern of indicator-factor loadings, other parameters
- Specification and evaluation of the factor model

# Multiple linear regression (MLR) analysis





**Outcomes and  
next steps...**



Together we do more...

Workplace environment

Mental health culture



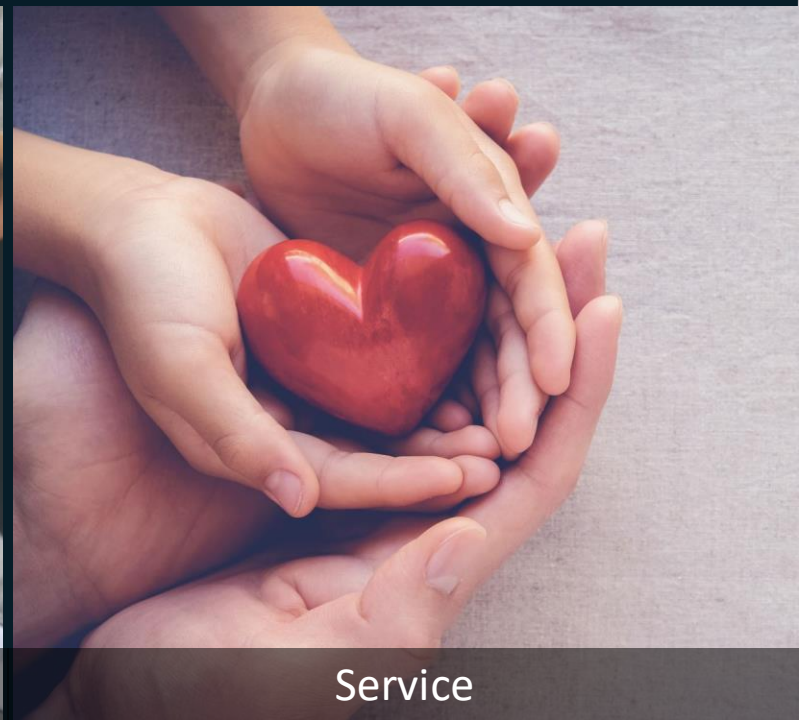
Innovation



Future



Thrive and succeed



Service



Thank you

