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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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%**

Risk factors affecting mental health at work

- Unfair treatment
- Excessive workload
- Low employee engagement and/or influence
- High demand and/or low control
- High effort and/or low reward
- Unfulfilling work
- Physical violence at work
- Unfulfilling work
- Poor physical work environment
- Little/no professional development opportunities
- Abuse authority
- Non-work related illnesses and/or conditions
- Sexual harassment
- Discrimination
- Lack of work accommodation/flexibility
- Other harassment

When investing in mental health at work...
- 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
Mental fitness
- Relatedness needs
- Competency needs
- Autonomy-support needs

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

Productivity

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

Being at your best

Well-being
Productivity
Engagement
Being at your best

Well-being
Productivity
Engagement
Being at your best
Measuring well-being

**MFRI**
- Mental Fitness and Resiliency Inventory (MFRI)

**PLI**
- Positive Leadership Inventory (PLI)

Group level Practices
Statements Likert scale
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

- Mental Fitness
- Well-being
- Resiliency
- Leadership
Outcomes and next steps...
Together we do more...

Workplace environment

Mental health culture

Innovation

Future

Thrive and succeed

Service
Thank you