Support Command
Ministry of Defence

Influence of Resilience
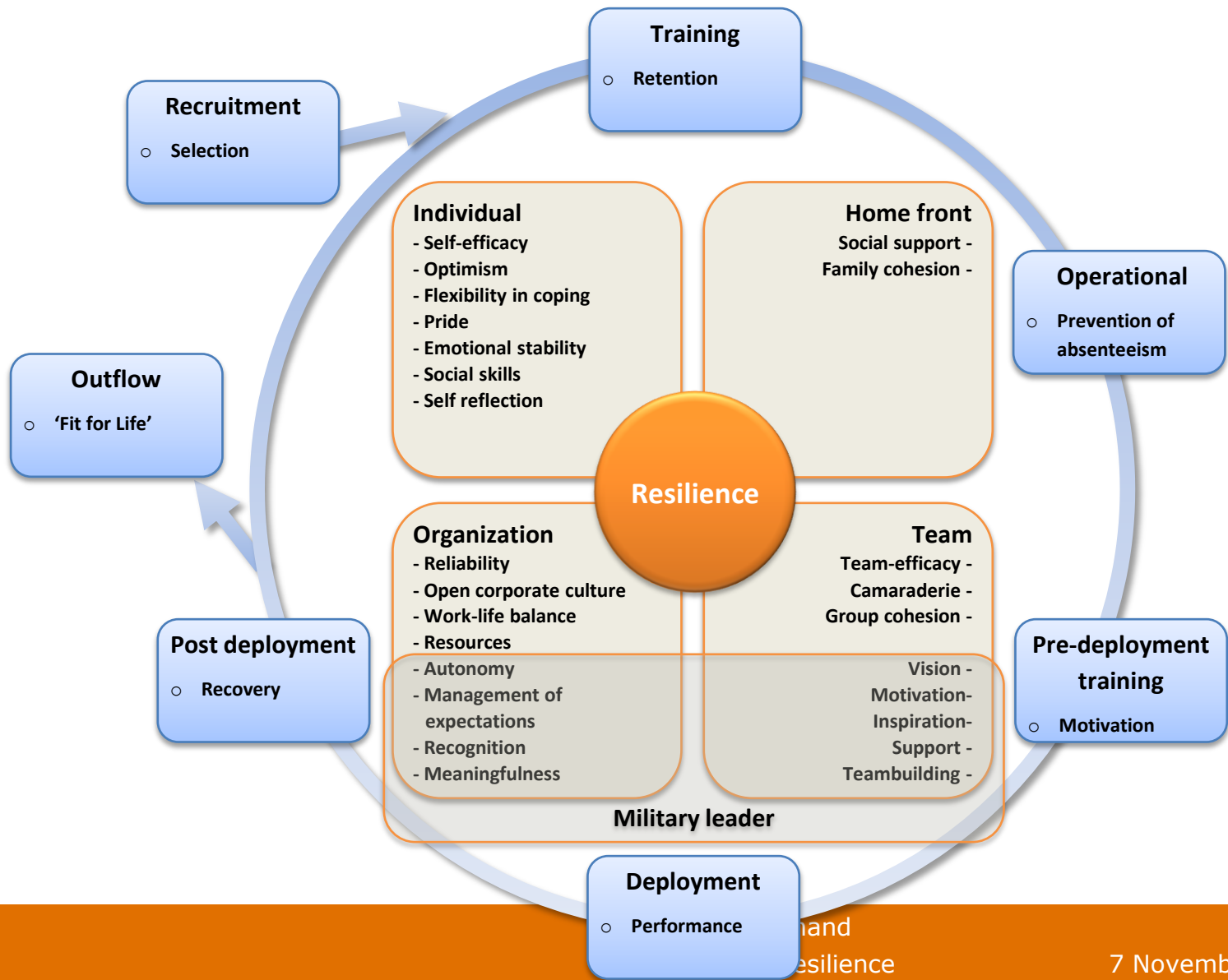
on long term adaptation

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7 November 2012

Influence of internal and external resources of mental resilience on positive and negative outcomes

- Model
- Set up
- Hypothesis
- Self efficacy and positive / negative outcomes
- Homefront support and positive /negative outcomes

Training
o Retention

Recruitment
o Selection

Individual
- Self-efficacy
- Optimism
- Flexibility in coping
- Pride
- Emotional stability
- Social skills
- Self reflection

Home front
Social support -
Family cohesion -

Operational
o Prevention of absenteeism

Outflow
o 'Fit for Life'

Resilience

Organization
- Reliability
- Open corporate culture
- Work-life balance
- Resources
- Autonomy
- Management of expectations
- Recognition
- Meaningfulness

Team
Team-efficacy -
Camaraderie -
Group cohesion -
Vision -
Motivation-
Inspiration-
Support -
Teambuilding -

Pre-deployment training
o Motivation

Post deployment
o Recovery

Military leader

Deployment
o Performance

nand
esilience

Data analysis

Data collected by Defense:

> › Morale Questionnaire → Stressors and resources (pre and during)
> › Post-deployment Questionnaire → Psychosomatic complaints and growth (post)

Never merged before!

TFU10, TFU11, TFU12 (2009-2010)
Aftercare questionnaire 2010

Overall n = ~ 3.000

Different analyses, e.g.:

> › Relative importance of different resources in different phases
> › Moderating effects of different resources on relation between stress and positive/ negative outcomes

Hypothesis: The influence of Self-efficacy on Stress-related symptoms and Growth under Threat

1a: Relation between Threat and Stress-related symptoms is moderated by Self-Efficacy -> negative effects of Threat smaller for people with high SE than people with low SE.

1b: Relation between Threat and Growth is moderated by Self-Efficacy -> positive effects of Threat larger for people with high SE than people with low SE.

Hypothesis: The influence of Homefront Support on Stress-related symptoms and Growth under Threat

2a: Relation between Threat and Stress-related symptoms is moderated by Homefront Support -> negative effects of Threat smaller for people with strong HFS than people with weak HFS.

2b: Relation between Threat and Growth is moderated by Self-Efficacy -> positive effects of Threat larger for people with strong HFS than people with weak HFS.

Correlation Fatigue, Growth, Threat, Self-Efficacy and Home front Support

Table 1
Means, standarddeviations, intercorrelations and reliabilities of variables used in the study.
Note. * p<.001

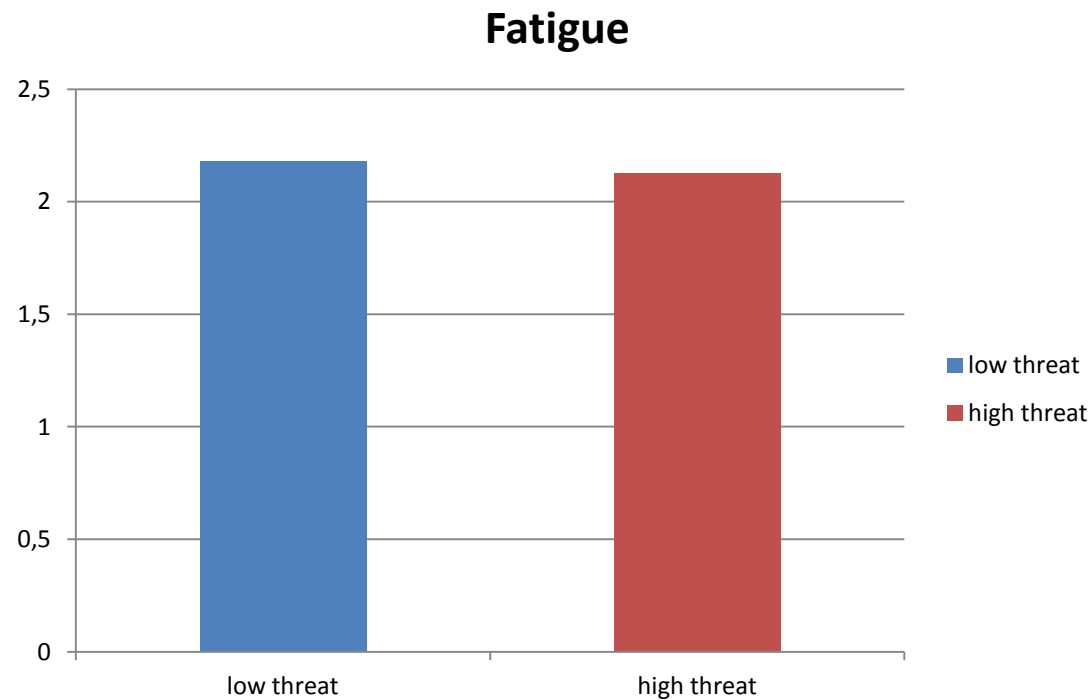|	Variable	M	SD	1	2	3	4	5
1	Fatigue	2.15	.54	.88	-.05	-.09	.-.25*	-.21*
2	Growth	3.21	.45		.86	.26*	.24*	.28*
3	Threat exposure	0.94	.10			.64	.10*	.07
4	Self-efficacy	4.21	.18				.91	.61*
5	Home front support	4.14	.16					.81

Predicting fatigue and growth from threat exposure and self-efficacy

Table 2
Hierarchical multiple regression analyses predicting fatigue and growth from threat exposure and self-efficacy
Note. *p< .05, ** p<.01, *** p<.001

Predictor	Fatigue		Growth	
	ΔR^2	β	ΔR^2	β
Step 1	.066*		.116*	
Threat exposure		-.036		**.228***
Self-efficacy		**-.247***		**.217***
Step 2	.010*		.003	
Threat exposure x Self-efficacy		**-.105***		.056
Total R^2	.076*		.119*	

Predicting fatigue and growth from threat exposure and home front support

Table 3
Hierarchical multiple regression analyses predicting fatigue and growth from threat exposure and home front support
Note. * p<.001

Predictor	Fatigue		Growth	
	ΔR^2	β	ΔR^2	β
Step 1	.048[*]		.136[*]	
Threat Exposure		-.051		**.251**[*]
Home front support		**-.202**[*]		**.257**[*]
Step 2	.046[*]		.003	
Threat exposure x Home front support		**-.216**[*]		-.053
Total R^2	.094[*]		.138[*]	

Fatigue after low and high perceived threat

Fatigue

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1a: Fatigue: low/high SE and low/high Threat
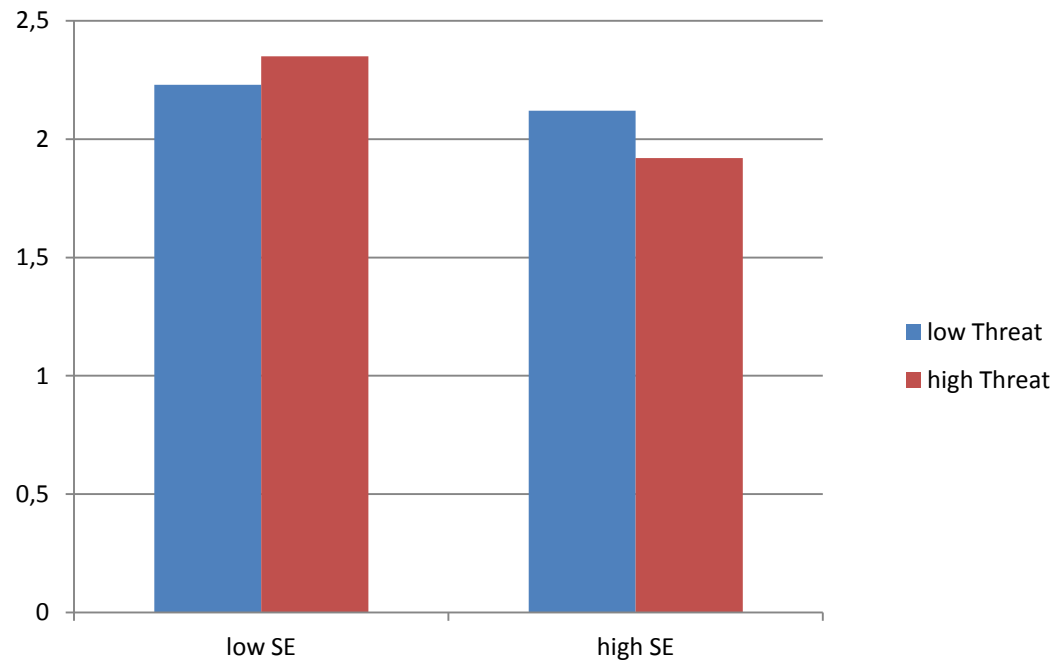
2a: Fatigue: weak/strong homefront support, low/high threat
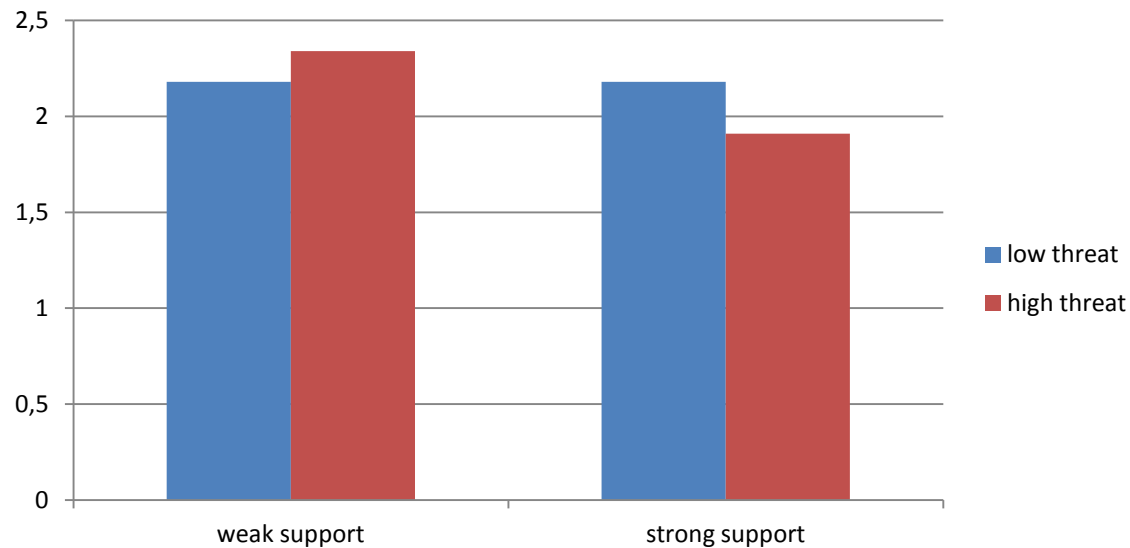
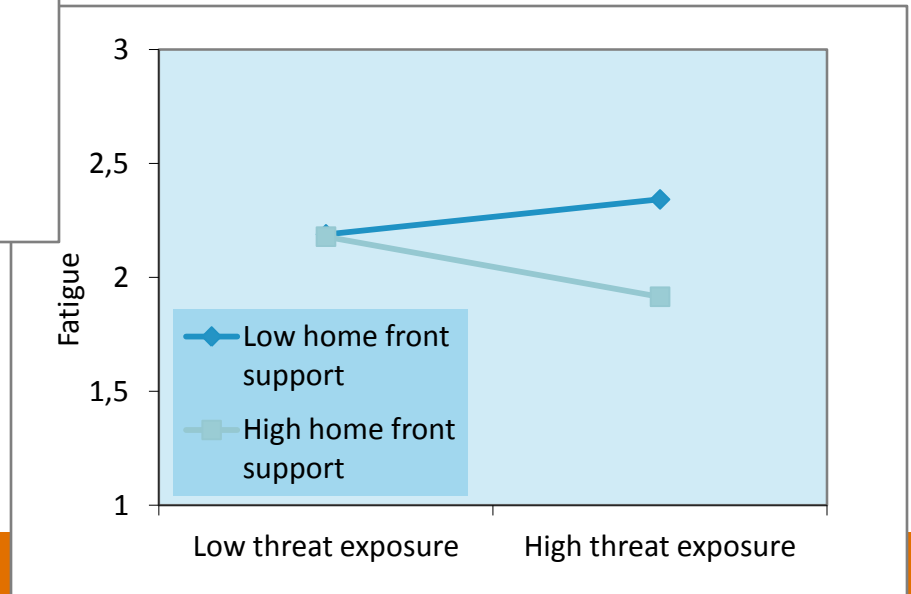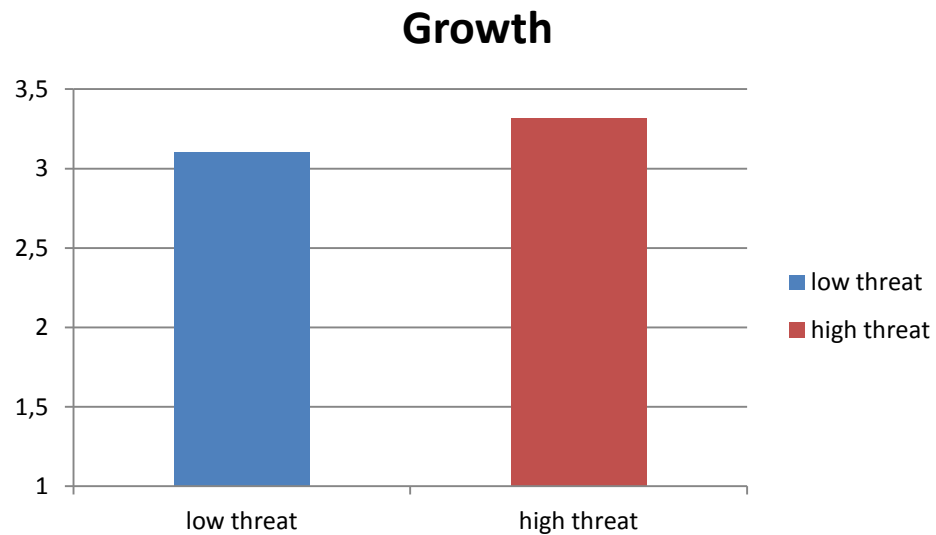# Results - Fatigue
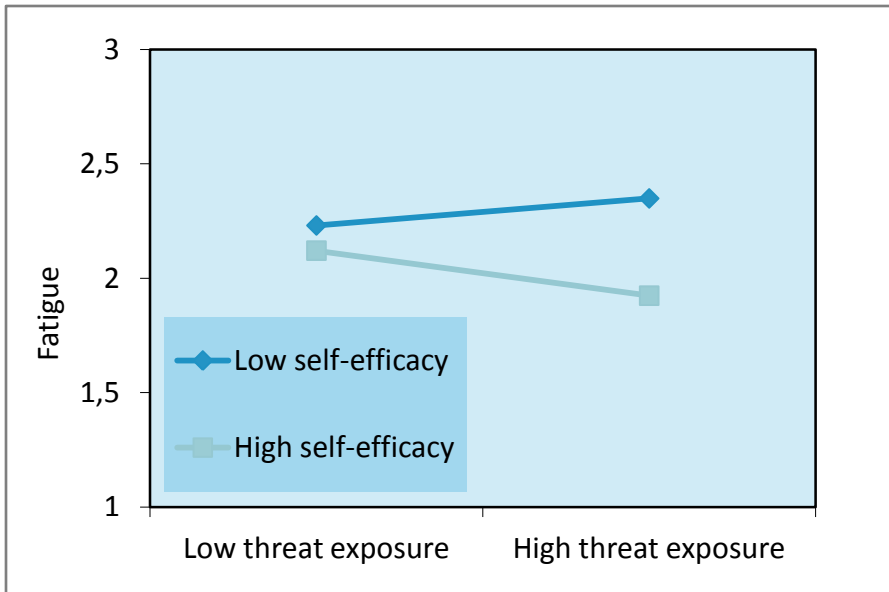
Self-efficacy moderates effects of threat (during) on fatigue (post)

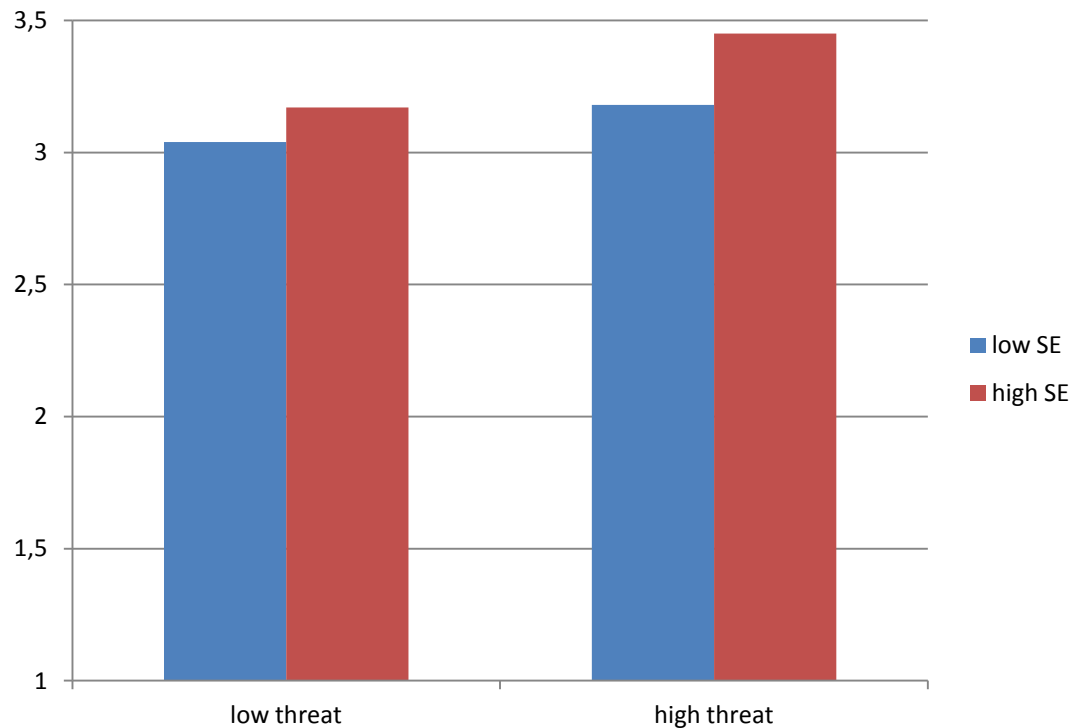Home front support moderates effects of threat (during) on fatigue (post)

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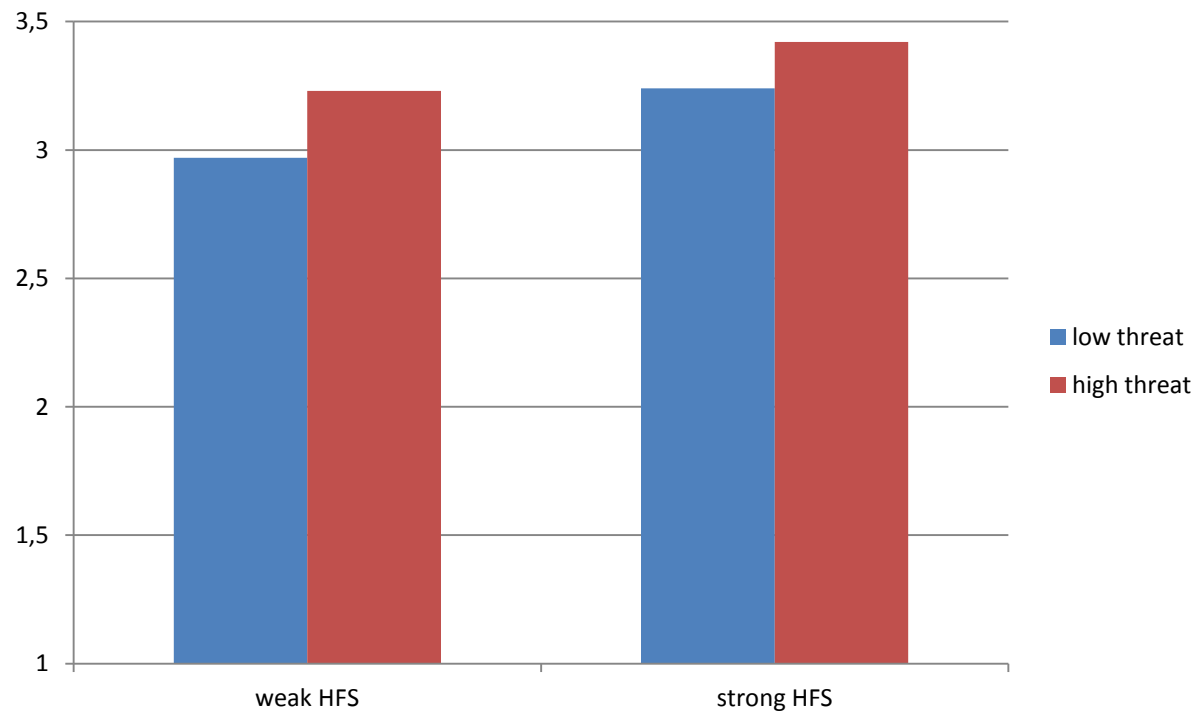
Growth: after perceived Threat

Growth

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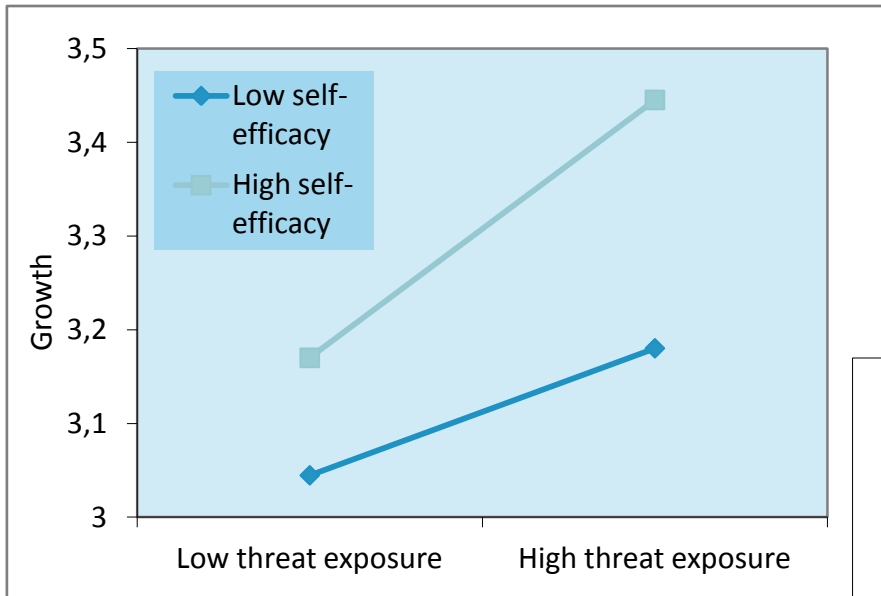# 1b: Growth: low and high SE during low and high Threat

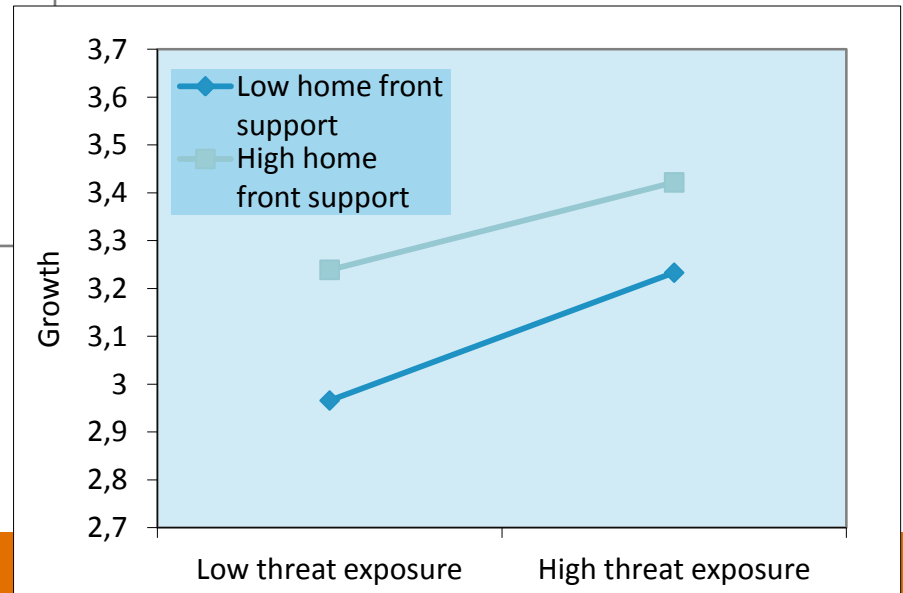# 2b: Growth: strong/weak Home Front Support, low/high Threat

Results - Growth

Self-efficacy moderates effects of threat (during) on growth (post)

Home front support moderates effects of threat (during) on PTG (post)

(Especially when threat exposure is low!)

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Conclusions

- Stress-elated symptoms and growth are not related
- Model during Deployment shows relation internal and external resources and positive and negative outcomes 6 months after deployment

- Self efficacy is a resource that moderates fatigue under threat with is stronger under threat
  Homefront support is a resource that moderates fatigue under threat is stronger under threat
  Self efficacy is a resource that moderates growth as does threat
  Homefront support is a resource that moderates growth as does threat