

2019 Women Leading in Education: Ways of Seeing Women's Leadership in Education: Stories, Images, Metaphors, Methods and Theories

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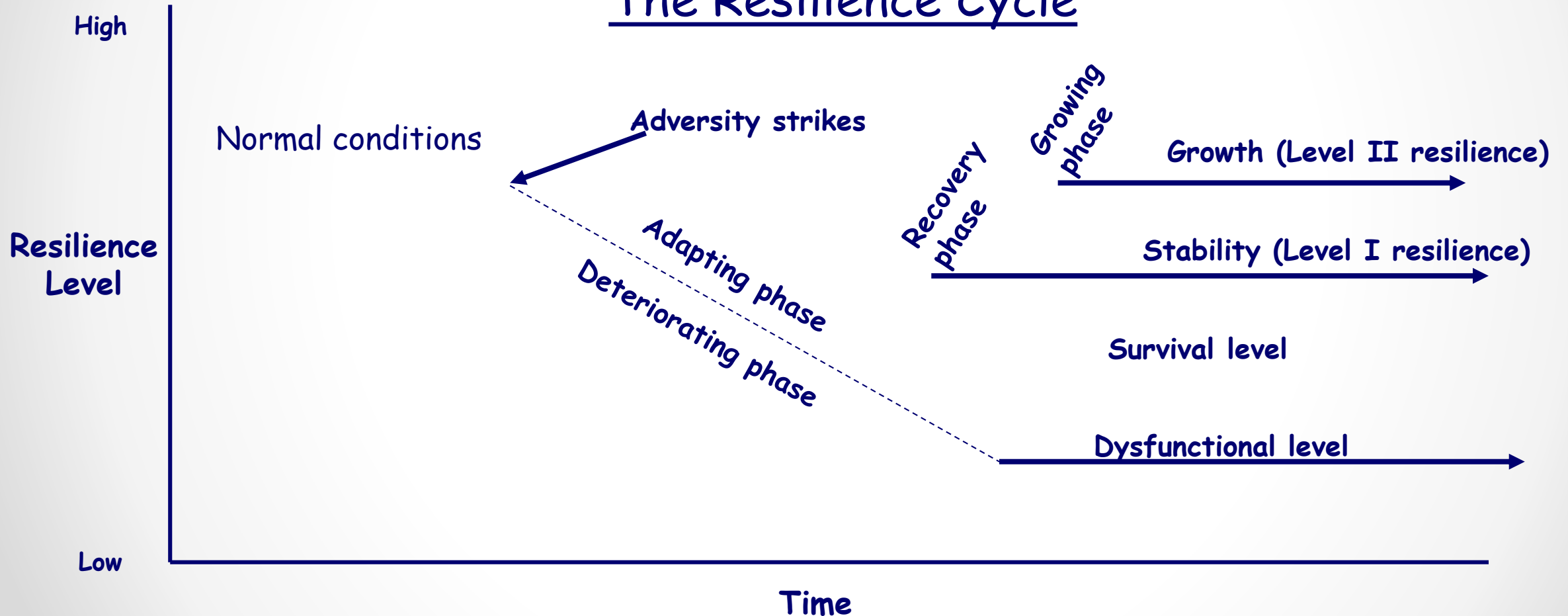
Applying the Leader Resilience Profile to Gender and Age

Presenters: Diane E. Reed, Ed.D. Associate Professor and Chair of Graduate Educational Leadership Department, St. John Fisher College, Rochester, New York, USA
E-mail: dreed@sjfc.edu) and Ashley E. Reedman, Cornell University, Ithaca, NY

Definition of Resilience

Reflects a pattern of how individuals view their current reality and how they assess probability of influencing the future

The Resilience Cycle



Leader Resilience Profile

Valid and reliable instrument

Developed 2008

Revised 2012

Can be found on website – www.theresilientleader.com

44 items

“Leaders’ Resilience Strengths Instrument Categories”

- Optimism
- Values
- Efficacy
- Support
- Well-Being
- Courageous Decision Making
- Perseverance
- Personal Responsibility
- Adaptability

Method

- Data collected from respondents through LRP-Rs website
- Scores calculated by averaging 11 subscale scores for each participant
- Overall scores could range from 5 (lowest resilience) to 20 (highest resilience)
- 1-way ANOVA of resilience scores by age category

Demographics

- Respondents – 277
 Female n=181 65%
 Male n=96 35%

Table 1. Sample Characteristics by Age Group

LRP-R Resilience					
• Age	N	Female N (%)	Mean	SD	
• 20-29	69	47 (68%)	16.1	2.1	
• 30-39	69	40 (58%)	16.4	1.3	
• 40-49	64	41 (64%)	16.7	1.8	
• 50-59	46	33 (72%)	16.8	1.3	
• ≥ 60	27	18 (67%)	17.4	1.8	

Results

- Resilience increased reliably with age
- 60+ age group, compared with all other age groups combined, had significantly higher resilience scores
- Men in 20-29 age group had significantly higher resilience than women
- No reliable gender differences in resilience in the other age categories

Summary of Resilience Literature Review – Key Concepts

“Younger Adults” – Resilience – Viewed as problem – focused active coping and learning and not only recovery but making it better.

Versus

“Older Adults” – Experience with adversity and loss creates tolerance and acceptance of negative outcomes – positivity, efficacy, and “future-focus” enables creative maneuvering and adaptation to new losses.

“Resilience and Aging”

Conceptual Framework for Well-Being [July 2019]

Goal	2- Inner Resources (Belief Systems)	3- External Resources	5- Strategies to Strengthen:
To strengthen positive well-being for Seniors			
1- Dimensions of Positive Well-Being	<i>A. A positive outlook</i> <ul style="list-style-type: none">i. A focus on the futureii. Sense of optimismiii. Positive emotions [sense of humor, laughter, happiness] <i>B. Sense of purpose</i> <ul style="list-style-type: none">i. Core valuesii. Life's meaningiii. Spirituality <i>C. Personal efficacy</i> <ul style="list-style-type: none">i. Confidenceii. Competence	<i>A. Social Resources</i> <i>B. Organizational Resources</i> <i>C. Family Resources</i> <i>D. Economic Resources</i>	A. Cognitive well-being B. Emotional well-being C. Physical well-being D. Spiritual well-being E. Economic well-being
A. Cognitive well-being		4- Action Skills	
B. Emotional well-being		A. Perseverance	
C. Physical well-being		B. Adaptability	
D. Spiritual well-being		C. Self-Initiative	
		D. Courage	

Limitations of Study

- Small Sample Size
- Focused on School Leaders
- Transferred concepts of resilience in leadership to aging

Future Study

- Conduct qualitative research
- Interviews and focus forums of elderly people (70 years of age and older) on resilience strengths

Ways to Improve Resilience When Aging

- Find a sense of purpose and passion in your life
 - Build positive beliefs in your abilities
 - Develop strong social networks
 - Embrace change
 - Be optimistic
- Nurture yourself (socially, physically, intellectually, financially)
 - Be grateful for your blessings
- Focus on how our lives can benefit others