Applying the Leader Resilience Profile to Gender and Age

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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

Resilience Level

High

Normal conditions

Adversity strikes

Adapting phase

Deteriorating phase

Recovery phase

Growing phase

Growth (Level II resilience)

Stability (Level I resilience)

Survival level

Dysfunctional level

Low

Time
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

<table>
<thead>
<tr>
<th>Age</th>
<th>N</th>
<th>Female N (%)</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-29</td>
<td>69</td>
<td>47 (68%)</td>
<td>16.1</td>
<td>2.1</td>
</tr>
<tr>
<td>30-39</td>
<td>69</td>
<td>40 (58%)</td>
<td>16.4</td>
<td>1.3</td>
</tr>
<tr>
<td>40-49</td>
<td>64</td>
<td>41 (64%)</td>
<td>16.7</td>
<td>1.8</td>
</tr>
<tr>
<td>50-59</td>
<td>46</td>
<td>33 (72%)</td>
<td>16.8</td>
<td>1.3</td>
</tr>
<tr>
<td>≥60</td>
<td>27</td>
<td>18 (67%)</td>
<td>17.4</td>
<td>1.8</td>
</tr>
</tbody>
</table>
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]

<table>
<thead>
<tr>
<th>Goal</th>
<th>2- Inner Resources (Belief Systems)</th>
<th>3- External Resources</th>
<th>5- Strategies to Strengthen:</th>
</tr>
</thead>
</table>
| To strengthen positive well-being for Seniors | A. A positive outlook  
   i. A focus on the future  
   ii. Sense of optimism  
   iii. Positive emotions [sense of humor, laughter, happiness] | A. Social Resources | A. Cognitive well-being |
| 1- Dimensions of Positive Well-Being | B. Sense of purpose  
   i. Core values  
   ii. Life’s meaning  
   iii. Spirituality | B. Organizational Resources | B. Emotional well-being |
| A. Cognitive well-being | C. Personal efficacy  
   i. Confidence  
   ii. Competence | C. Family Resources | C. Physical well-being |
| B. Emotional well-being | | D. Economic Resources | D. Spiritual well-being |
| C. Physical well-being | 4- Action Skills | | E. Economic well-being |
| D. Spiritual well-being | A. Perseverance | | |
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