THE MEDIATING ROLE OF POSITIVE REAPPRAISAL IN THE RELATIONSHIP BETWEEN DISPOSITIONAL MINDFULNESS AND JOB BURNOUT

Honors Thesis Proposal

by

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PURPOSE

- Mindfulness
  - A non-judgmental awareness directed at present moment experience (Bishop et al., 2004)
  - State or Disposition
- Reduces symptoms of burnout (Cohen-Katz et al., 2005)
- Less known about cognitive mechanisms

BURNOUT: RELEVANCE AND INTERVENTIONS

JOB BURNOUT


Exhaustion
Depersonalization
Reduced Personal Efficacy

ADDRESSING BURNOUT

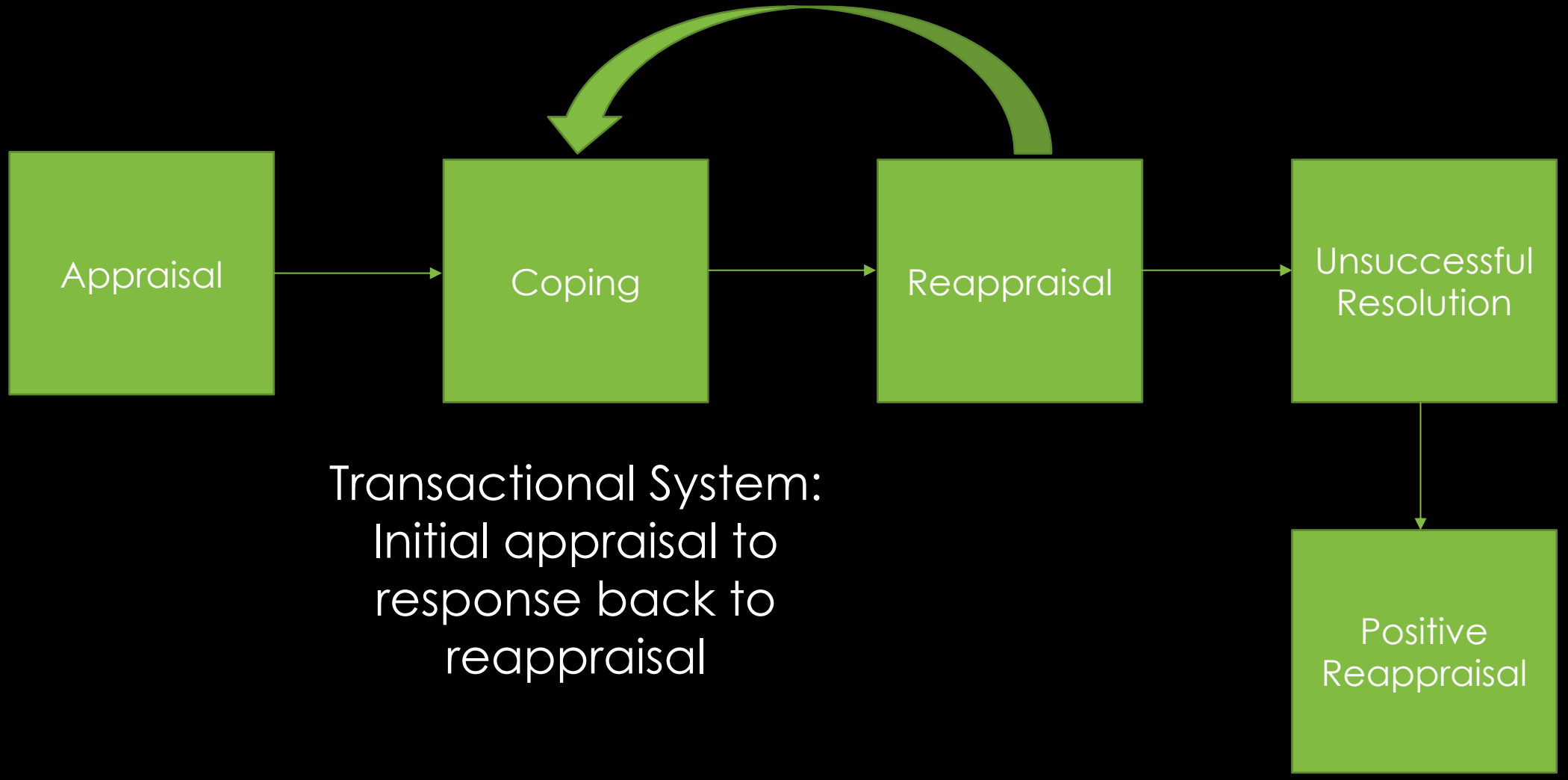
- Organizational Consequences
  - Health (Schaufeli & Enzmann, 1998)
  - Turnover (De Croon et al., 2004)
  - Absenteeism (Jourdain & Chênevert., 2015)
- Mindfulness works to alleviate burnout
  - Reduces all three dimensions (Crowder & Sears, 2017; Mackenzie et al., 2006)

HOW DOES MINDFULNESS DO THIS?

POTENTIAL MECHANISM

- Positive Reappraisal
- Transactional theory of stress and coping
- Mechanism
- My study

TRANSACTIONAL MODEL



Transactional System: Initial appraisal to response back to reappraisal

MINDFULNESS PROMOTES POSITIVE REAPPRAISAL

- Proposed by Garland et al. (2009)
- Mindful Reappraisal Hypothesis
- Based on mindfulness-to-meaning theory (MMT)

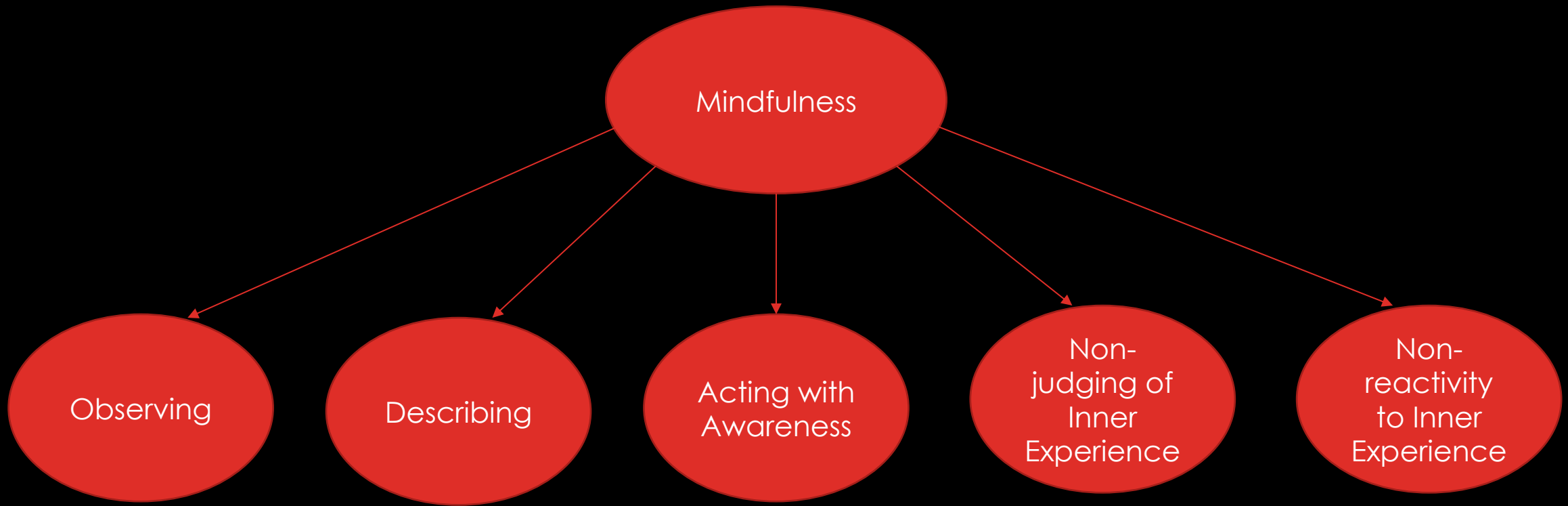
PROCESS MODEL OF MINDFUL REAPPRAISAL

Mindful Decentering → Attentional Broadening → Positive Reappraisal

PROPOSED STUDY

- Emerging evidence for mechanism (Garland et al., 2017; Goldin et al., 2016)
- Evidence for job burnout necessary
- One study by Gerzina & Porfeli (2012)
    - Conceptualized Mindfulness as unitary construct

FACETS OF MINDFULNESS



RESEARCH QUESTIONS

1) Are dispositional mindfulness and positive reappraisal inversely associated with burnout?

2) Does positive reappraisal mediate the relationship between each of the five facets of mindfulness and burnout?

PROPOSED METHOD

PARTICIPANTS

- Mturk workers recruited through CloudResearch
- Power analyses (N=130)
- 41-71% work over 20 hours
    - Therefore (N=325)

MEASURES

- Demographics
- Mindfulness, burnout, and positive reappraisal
    - 39-item Five Facet Mindfulness Questionnaire (FFMQ)
        - Item 1: "When I'm walking, I deliberately notice the sensations of my body moving" (Observing)
    - 16-item Oldenburg Burnout Inventory (OLBI)
        - Item 2: "There are days when I feel tired before I arrive at work" (Exhaustion)
    - 4-item positive reappraisal subscale of Cognitive Emotion Regulation Questionnaire (CERQ)
        - Item 33: "I look for the positive sides to the matter"

PROCEDURES

- Online Qualtrics Study
- FFMQ, then OLBI, then CERQ
- 10-12 minute study
- $ 2.00 compensation

DATA ANALYSIS

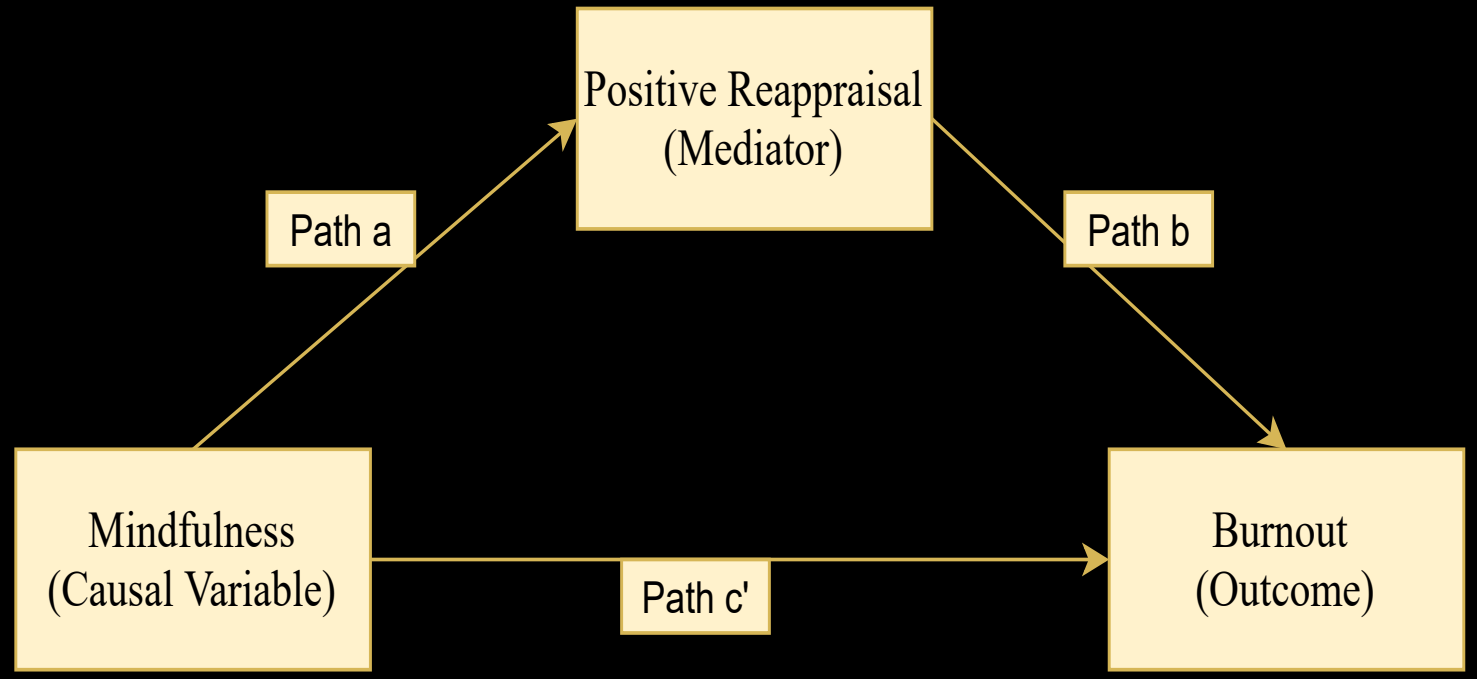
- First research question

  (Correlations between variables)

  - Correlation analysis

DATA ANALYSIS CONT.

- Second research question (Mediation analysis)
  - Path analysis via SEM software



THANKS!

Any questions?