

Participants:

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Measure	1	2	3	4	5	6	7	8	9	10	11	12
1 Grit 1	-											
2 Grit 2	.60**	-										
3 Life Satisfaction 1	.30**	.24**	-									
4 Life Satisfaction 2	.23**	.38**	.64**	-								
5 Theory of Intellig 1	.23**	.12	.03	-.09	-							
6 Theory of Intellig 2	.12	.22**	-.00	.08	.48**	-						
7 Conscientiousness	.54**	.45**	.27**	.24**	.17**	.10	-					
8 Agreeableness	.21**	.25**	.21**	.18*	.13*	.20**	.35**	-				
9 Openness	.09	.09	-.05	-.13	.25**	.19**	.16**	.20**	-			
10 Extraversion	.21**	.16*	.30**	.18*	.17**	.09	.19**	.15*	.28**	-		
11 Neuroticism	-.33**	-.28**	-.23**	-.19**	-.20**	-.04	-.26**	-.15*	.06	-.08	-	
12 GPA	.24**	.18*	.08	.21**	.11	.15*	.19**	.08	.04	.01	-.06	-

Purpose and Method

- Determine if the trait grit (passion and perseverance for long term goals) predicts academic success in a college setting, even when considering more traditional predictors of academic success (e.g., personality, SAT)
- Identify the relationship between grit and other variables such as incremental theories of intelligence, well-being, and previous life adversity
- 309 freshman followed over the course of one academic year

Findings

- Grit predicted college GPA over and above other variables such as conscientiousness and SAT scores
- Grit did not predict retention
- Support for a relationship between grit and life satisfaction
- Partial support for a relationship between grit and incremental theories of intelligence
- No association between development of grit and cumulative life adversity

Counseling with Clients with Strong Avoidance Tendencies: A Grounded Theory

Presenter

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Key Concepts

- Openness to and experiencing of emotion are important for successful counseling.
- Experiential Avoidance is the unwillingness to contact internal experiences such as aversive emotion.
- Given the salience of emotion in counseling, experiential avoidance is viewed as a client characteristic that will affect engagement in the counseling process.

Participants

- Eight counseling clients: Three White women, four White men and one Latino
- Six counselors, all women

Method

- This was a qualitative study. A grounded theory was constructed.
- Client participants were identified with the Multidimensional Experiential Avoidance Questionnaire.
- Counseling sessions were video recorded.
- Clients were interviewed about the counseling sessions while viewing the video.
- Audio recordings of the sessions became data for analysis.

Goal

The purpose of this study was to gain a better understanding of the in-session experiences of clients who tend to avoid aversive emotional experiences.

- Specifically, the study focused on
 - 1) moments of emotional arousal and
 - 2) moments immediately before and after emotional arousal.
- Changes that clients reported as a result of accepting previously avoided emotions were examined.
- Clients' experiences of counseling, in general, as well as their preferences for counselors' strategies, were examined.

Findings

- Counseling was seen as threatening and possibly harmful. Participants viewed counselors as potential adversaries (at first).
- A strong fear of judgment was reported.
- The participants viewed counseling as helpful when the counselors provided a nonjudgmental environment.

Discussion & Recommendations

- Counselors should focus on providing a safe and genuine therapeutic relationship.
- To mediate the effects of fear of judgment, counselors may help clients attend to sensorimotor and in-session emotional experiences, as opposed to focusing on disclosure of past behavior or other guarded issues.
- The findings are discussed within the framework of Symbolic interactionism. Clients' efforts are viewed as ways to protect themselves from a diminished identity.

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Measure	<i>M</i>	<i>SD</i>	1	2	3	4	5	6	7	8
1. Global Job Satisfaction	23.96	5.57	-							
2. Race	.85	.36	-.22**	-						
3. Part/Full Time	.89	.31	-.24**	.10	-					
4. Rotate Shift	.40	.49	-.18**	.07	-.19**	-				
5. Organizational Characteristics	75.84	13.91	.53**	-.10	-.04	-.17*	-			
6. Job Characteristics	76.14	10.81	.43**	-.17*	-.09	-.14*	.48**	-		
7. General Flow	77.50	8.96	.31*	-.11	-.12	-.02	.31**	.29**	-	
8. Work-Related Flow	54.45	11.88	.62*	-.16*	-.22*	-.12	.38**	.45**	.42**	-

Purpose and Method

- What predicts job and life satisfaction among police officers, with a particular focus on:
 - (a) flow--the experience of complete immersion in an activity
 - (b) job resources
 - (c) demographic characteristics
- Data was collected from 227 police officers working in NY State

Findings

- Among job resources, organizational characteristics better predictor than job characteristics
- Work-related flow was the single best predictor of job satisfaction, even when controlling for job resources and demographics
- Flow predicted life satisfaction, even when controlling for job satisfaction