

OPERATIONALIZING RESILIENCE: PURPOSE

Learning Community 1 of 4

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INGREDIENTS OF RESILIENCE

PURPOSE

Connection

Adaptability

Hope



Purpose: the cumulative effect of meaningful goals. We define purpose as a long-term aim or guiding principle based on meaning. It's the impact we want to have on the world.





PURPOSE AND MOTIVATION

Goals

What we do or wish to do

Purpose

The impact we want to have

Meaning

Why we do it



Meaningful Motivation

Both simple and complex

Our sense of purpose **MUST** be consistently re-evaluated. Our motivations change with time and circumstances and available resources.



**Do you feel alignment
between what you do,
why you do it, and the
impact you want to
have on the world?**

1

Do you feel alignment between what you do, why you do it, and the impact you want to have on the world?

2

When it comes to Goals (what we do), or Meaning (why we do it), which one is the most challenging for you to identify and develop?

3

What would you identify as the biggest obstacle to your sense of purpose (cumulative effect of meaningful goals) right now?

Sense of purpose is correlated with:

- General Wellbeing
- Physical and Behavioral Health
- Greater income and net worth
- Recovery from negative events



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Let's bring in some classic organizational psychology theories



McClelland's Acquired Needs: A motivation theory for the workplace



Need for Achievement

The need to master challenges, out-perform others, or meet high standards of excellence



Need for Power

The need to control, exert authority, mastery or influence; value in status, reputation & recognition.



Need for Affiliation / Belonging

The need to associate, be part of a larger group, live or work in community with others

Expectancy Theory of Motivation (workplace)

Self-Efficacy

Your belief in your ability to achieve the desired outcome (*if I study hard, I can get an "A" on this test*)

Instrumentality

The believe that your achievement of a particular goal will result in a desired outcome, (*if I get an A on the test, my final grade will be higher, and I will have a better grade in the class*)

Valence

The desirability of the outcome (*An "A" in the class is very important to me*)

Self-Efficacy Correlates



LOW

- Helplessness
- Futility of effort
- Quickly giving up
- Not attempting to cope
- Unable to exercise control over events
- Low motivation
- Low aspirations
- Interference with cognitive abilities
- Adversely affects physical health

HIGH

- Deal effectively with events
- Expected to succeed
- Perseverance
- Confidence in abilities
- Little self-doubt
- View difficulties as challenge rather than threat
- Actively seek novel situations
- Improves problem solving and analytical thinking abilities
- Raises aspirations

Sources of Information about Self-Efficacy

- Performance attainment : I did it!
- Vicarious experiences : If they did it, so can I!
- Verbal persuasion : You can do it! (realistic and genuine)
- Controlling physiological and emotional arousal: Am I nervous?

How to Increase Self-Efficacy

- Exposing people to success experiences by arranging reachable goals increases performance attainment.
- Exposing people to appropriate models who perform successfully enhances vicarious success experiences.
- Providing verbal persuasion encourages people to believe they have the ability.
- Strengthening physiological arousal through diet, nutrition, exercise; increase stamina and ability to cope.



A way forward with a focus on process

Identifying and practicing the embodiment of your core values contributes to a strong sense of purpose. It is the HOW and WHY you do things- rather than WHAT you are doing.

Step 1



Identify a characteristic or descriptor (one in each of the bottom five blocks on the next slide) that describes you as the person that you would like to more fully develop or that you aspire to become.

Step 2



- Evaluate the percentage to which you feel as if you are completely embodying each value, as of today's date.
- Remember: to be at 100% you need to embody this value in ALL aspects of your life and in all the various roles you play. (Friend, leader, parent, sibling, etc)
- Hint: most of us don't reach 100% in all our roles....

NEXT

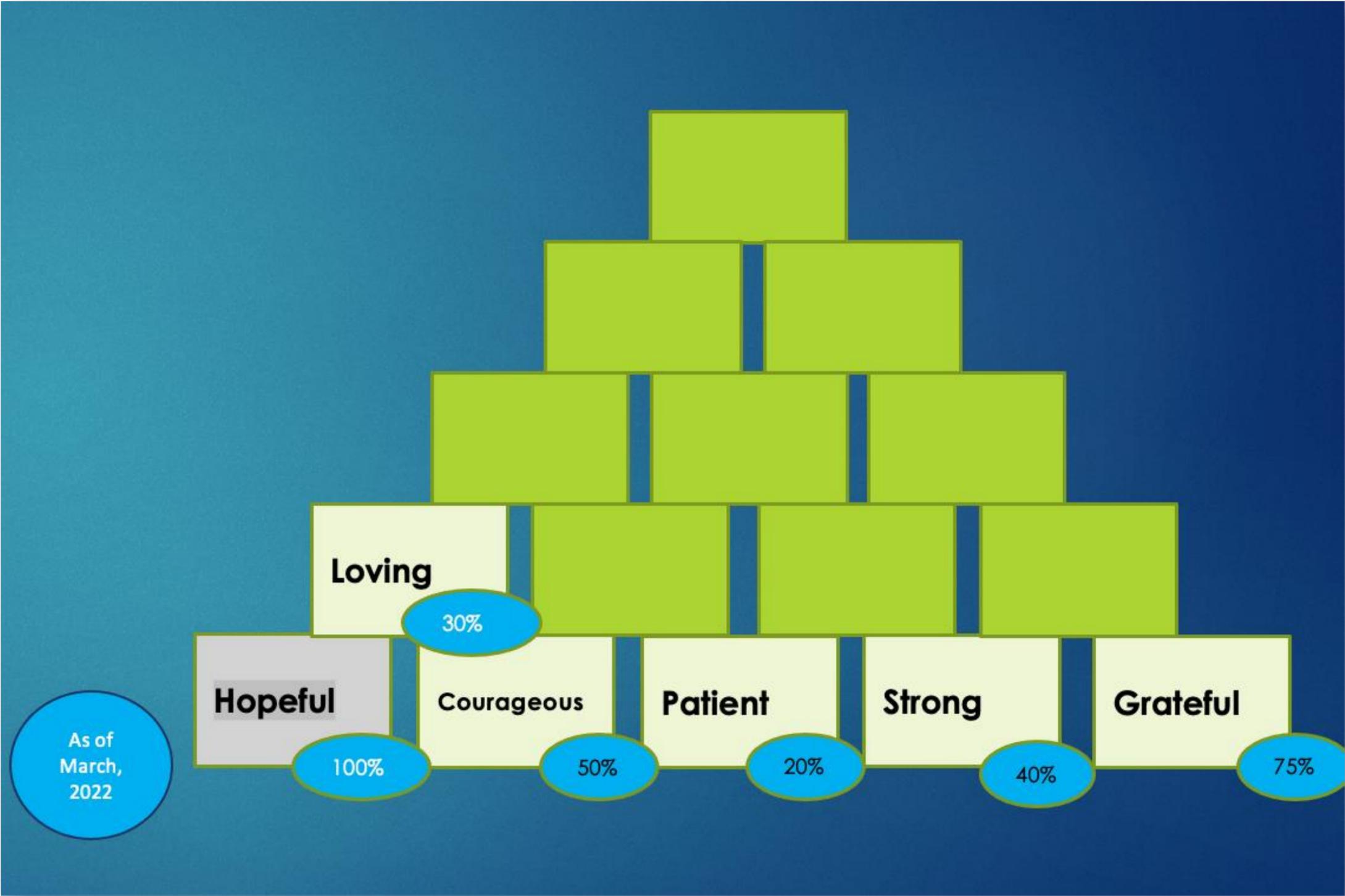
STEP 3

- Pick one or two that you would like to focus on for development

STEP 4

- On another piece of paper, define how embodiment of those value would look in your daily life.
 - In what role?
 - Towards self or others?

EXAMPLE



Ideas /examples

CORE VALUE	ROLE	CHALLENGE / OBSTACLE	OPPORTUNITY
Patient			
	Parent	Tiredness	Slow down when disciplining
	Clinician	Frustration	Look for connections in their story
Strong			
	Self - Physical	Time to exercise during day	Walks in evening with kids
	Self- Mental	Too much work	Boundaries for time on computer at night



**If you are willing,
share with your small
group:**

ONE of your core values, and an example of how you are considering developing it this year.



START WITH
SELF-EFFICACY
and CORE
VALUES



IDENTIFY
GOALS THAT
WORK FOR YOU
(PROCESS OR
CONTENT
GOALS)



Re-define your
sense of
PURPOSE



The best day of your life is the one on which you decide your life is your own. No apologies or excuses. No one to lean on, rely on, or blame. The gift is yours – it is an amazing journey – and you alone are responsible for the quality of it. This is the day your life really begins.

—Bob Moawad ”



THANKS!

