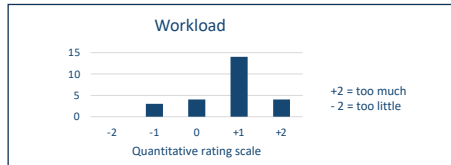


# Qualitative assessment of job experiences for support to self-development

| ArbOrg Utveckling

This pilot study explored how individuals' systematic reflections and qualitative judgements of significant personal job experiences can supplement quantitative ratings of general work conditions to highlight individual differences and aspects of coping. The study is part of a project about how individuals can recall and use their job experiences to value and cope with challenges at work.

## Examples of quantitative ratings and corresponding qualitative judgements for Workload (N=25)



Quantitative rating scale	Qualitative judgments (yes)										f	
	RSEP	RS	RSE	RSP	REP	RE	SEP	EP	E	P		
+2	1	1	1								1	4
+1	6	2		1	4	1						14
0	3			1								4
-1	1				1	1						3
-2												0
<b>f</b>	<b>11</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>25</b>

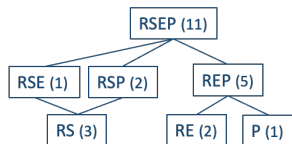
## The method of binary qualitative judgement for diversity in self-reflection

We devised a complementary set of simple questions about how participants reflect on their experiences of four typical work states: Mental Workload, Task Difficulty, Innovative Demands, and Organisation Change. For each work state, the 25 participants judged the presence or absence of two *Expectancies* (R - Risk of psychological stress, and E - Possibility of an engaging task) and two *Moods* (S - negative Stress, and P - Pleasant feeling).

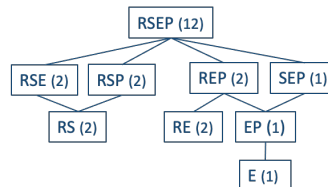
Effects (yes/no)	2 <sup>4</sup> = 16 combinations of qualitative response alternatives	
Expectancies	R – Risk for stress	E – Possibility of an engaging task
Moods	S – Stress (negative)	P – Pleasant feeling

## Structural representation of diversity in self-reflection for four work states (N=25)

### Mental Workload (7 subsets)

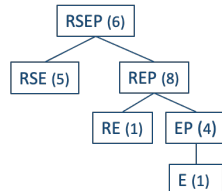


### Task Difficulty (9 subsets)



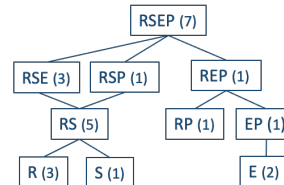
Notably, reflections on Mental Workload and Task Difficulty often included a wide range of effects.

### Innovative Demands (6 subsets)



Innovative Demands had a bias towards positive effects (E,P).

### Organisation Change (10 subsets)



Organisation Change had two clusters, one big, characterized by Stress, RS, the other by positively valued effects (E,P).

## Conclusions

With its focus on qualitative individual differences of positively and negatively valued experiences, this simple procedure for reflective judgement could supplement quantitative ratings and provide helpful information for self-coping and consulting. The small amount of reported coping failures (2-3 persons per work state) indicates that the procedure catches an essential part of people's ongoing self-reflection about coping. Next development step is to design a categorisation schedule for self-evaluation of coping.

Find it interesting? Have any questions or comments? Contacts us!

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## More information about task design and methods. Reflection and qualitative judgements – the Task Difficulty example (N=25)

### Task design and method

25 participants enrolled in an introductory course of work and organizational psychology:

- answered a mini-survey on general job experiences; made **quantitative ratings** on 5-point bipolar scales, including Workload, Task Difficulty, Support and Job Satisfaction (I)
- recalled and reflected** upon own experiences of four significant work states (Mental Workload, Task Difficulty, Innovative Demands and Organisation Change (II)
- made **qualitative judgements** of effects; answered a complementary set of simple questions about the presence or absence of two *Expectancies* (Risk for stress, R, and Possibility of an engaging task, E) and two *Moods* (Negative stress, S, and Pleasant feeling, P) for each work state (III)
- completed the reflection upon each work state by answering a question of how they coped with or managed the situation (IV)

### Data Treatment.

Two independent judges:

- made binary judgments (yes/no) of the responses about presence or absence of expectancies and moods.
- made binary judgements of respondents' self-reflections about coping (e.g., failure/successful coping). The answers varied from one word to a few sentences.

Find out more about our modest attempts to bridge the gulf between practice and research in organizational psychology at [www.arborg.se](http://www.arborg.se), R&D in Progress

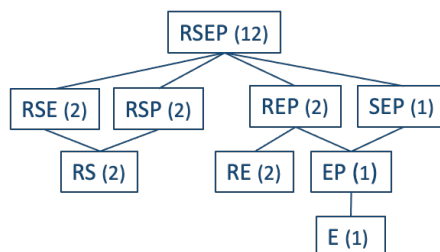
I	<b>Quantitative ratings of general job experiences</b>									
II	<b>Recall and reflection on four significant work state cases</b>  Spontaneous description of own experiences of each case <i>(short notes)</i>									
III	<b>Qualitative judgements of effects for each work state</b>  <table border="1"> <thead> <tr> <th>Effects (yes/no)</th> <th colspan="2">2<sup>4</sup> = 16 combinations of qualitative response alternatives</th> </tr> </thead> <tbody> <tr> <td>Expectancies</td> <td>R – Risk for stress</td> <td>E – Possibility of an engaging task</td> </tr> <tr> <td>Moods</td> <td>S – Stress (negative)</td> <td>P – Pleasant feeling</td> </tr> </tbody> </table>	Effects (yes/no)	2 <sup>4</sup> = 16 combinations of qualitative response alternatives		Expectancies	R – Risk for stress	E – Possibility of an engaging task	Moods	S – Stress (negative)	P – Pleasant feeling
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Expectancies	R – Risk for stress	E – Possibility of an engaging task								
Moods	S – Stress (negative)	P – Pleasant feeling								
IV	<b>Reflection on coping for each work state</b>  Free responding <i>(short notes)</i>									

### Examples of results

#### Quantitative ratings and qualitative judgements for Task Difficulty

Quantitative rating scale	Qualitative judgments of effects (yes)										f
	RSEP	RS	RSE	RSP	REP	RE	SEP	EP	E	P	
+2	1										1
+1	4		1	1		1					7
0	4		1	1	2	1		1	1		11
-1	3	2					1				6
-2											0
f	12	2	2	2	2	2	1	1	1	0	25

#### Task Difficulty (9 subsets)



Structural representation of diversity in self-reflection (N =25)

### Contact information

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