

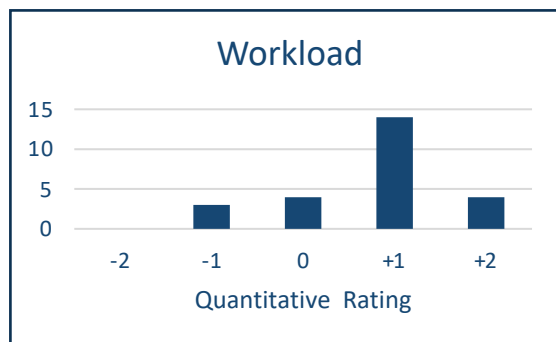
# Qualitative assessment of job experiences for support to self-development

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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
<i>f</i>	11	3	1	2	5	2	0	0	0	1	25

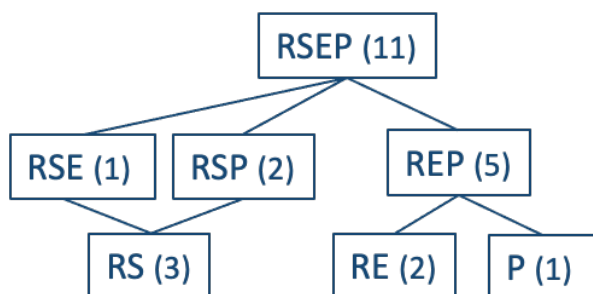
## The method of binary qualitative judgement for diversity in self-reflection

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).

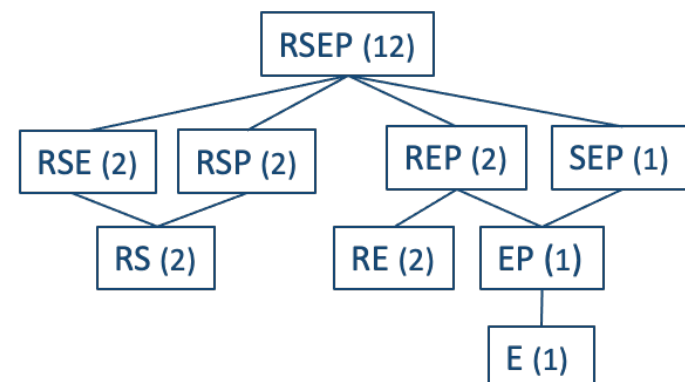
Effects (yes/no)	2 <sup>4</sup> = 16 combinations of qualitative response alternatives	
Expectancies	R – Risk for stress	E – Possibility of an engaging task
Moods	S – Stress (negative)	P – Pleasant feeling

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

### Mental Workload (7 subsets)

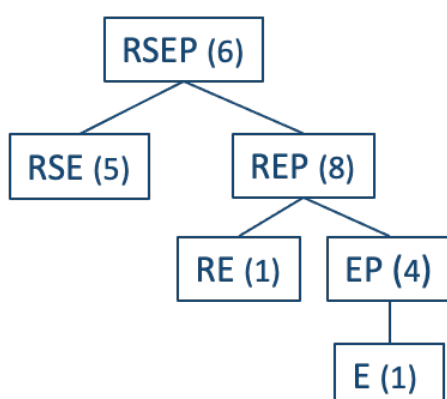


### Task Difficulty (9 subsets)



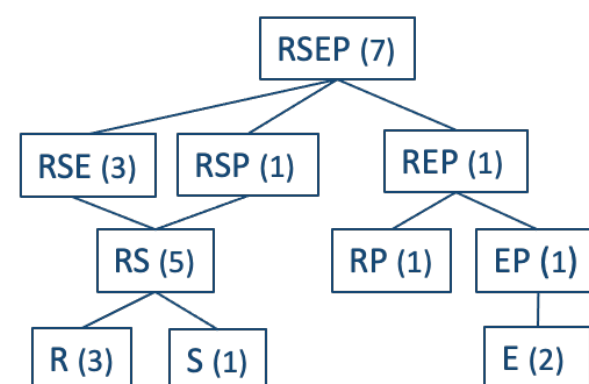
Notably, reflections on Mental Workload and Task Difficulty often included a wide range of effects.

### Innovative Demands (6 subsets)



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

### Organisation Change (10 subsets)



As expected, 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.

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