

# **BEATING STRESS BY THE OLDER PERSON**

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# **GHQ-12**

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**In this section we are interested in how you have felt over the past TWO weeks (not just at work). It is IMPORTANT that you try to ANSWER EVERY question.**

**Please choose a number for each question based upon the measurement tool shown.**

# Have you recently....

Not at all 0 No more than usual 1 rather more than usual 2 much more than usual 3

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- 1. Lost much sleep over worry?**
- 2. Felt constantly under strain?**
- 3. Felt that you couldn't overcome your difficulties?**

# Have you recently....

Not at all 0 No more than usual 1 rather more than usual 2 much more than usual 3

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4. **Been losing confidence in yourself?**
5. **Been thinking of yourself as a worthless person?**
6. **Been feeling unhappy and depressed?**

# Have you recently....

More than usual 0 same as usual 1 less so than usual 2 much less than usual 3

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- 7. Been able to enjoy your normal day-to-day activities**
- 8. Been able to face up to your problems?**
- 9. Felt that you are playing a useful part in things?**



# Have you recently....

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More than usual 0 same as usual 1 less so than usual 2 much less than usual 3

**10. Recently been feeling reasonably happy, all things considered?**

More than usual 0 same as usual 1 less so than usual 2 much less capable 3

**11. Felt capable of making decisions about things?**

# Have you recently....



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Better than usual 0 same as usual 1 worse than usual 2 much less than usual  
3

**12. Been able to concentrate on whatever you're doing?**



# Pathogenesis

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✚ **Stress**  $\Rightarrow$  **Strain**

✚ **Karasek/Theorell Model (1990)**

✚ **Demands (D)**

✚ **Controls (C)**

✚ **Supports (S)**

$$\text{Strain} = D/C - S$$

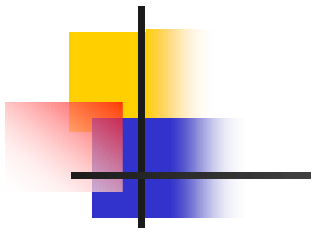
✚ **Measures of Strain: GHQ**

✚ **Consequences of High Strain**



Drawing by Fradon; © 1985 The New Yorker Magazine, Inc.

“At ten-thirty, you have an appointment to get even with Ward Ingram. At twelve, you’re going to get even with Holus Wentworth at lunch. At three, you’re getting even with the Pro-Tech Company at their annual meeting. And at five you’re going to get even with Fred Benton over drinks.”



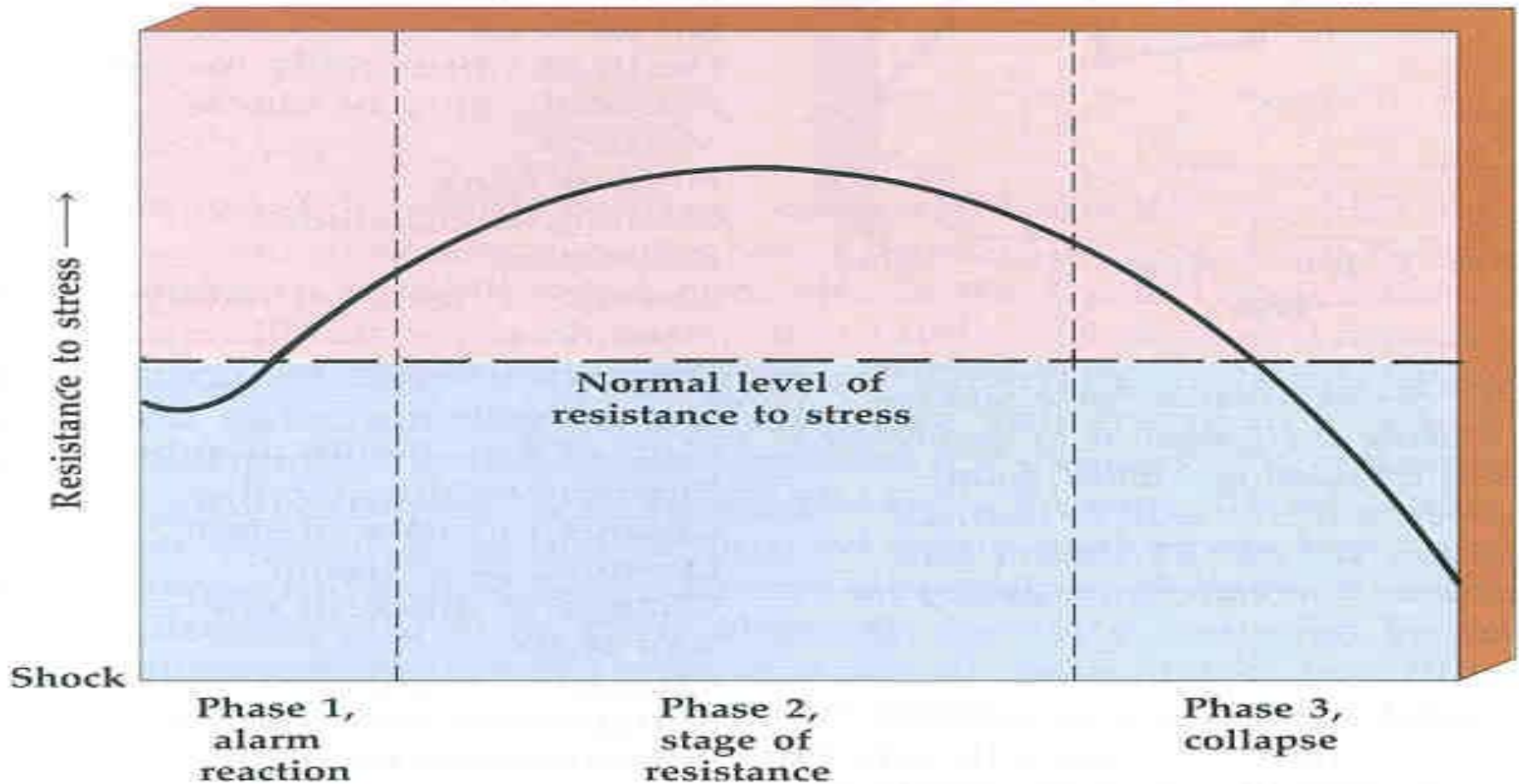
## Type A

1. Very competitive
2. Always on the go, in a hurry
3. Hard-driving
4. Demands perfection
5. Ambitious, wants quick promotions
6. Is a "workaholic"—even at play



# Stress

Selye: 40 Years research (1936-1976)





# Salutogenesis

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## + 4 Factors (Levi, 1975)

- + Money
- + Identity
- + Meaning/Purpose
- + Friends

## + Generativity (Older Adults)

- + Mentoring
- + Sense of continuity

## + (Mental) Health Benefits

# Reconceptualising Work

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- ✚ Emotional Work
- ✚ Education
- ✚ Leisure and Recreation
- ✚ Voluntary Work

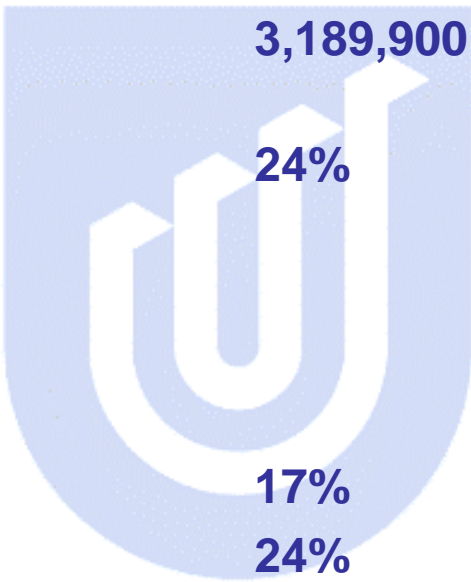
**Work = Human Activity**



# Australian Data

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	<u>1995</u>	<u>2000</u>
Volunteer N	3,189,900	~4,400,000
% population	24%	32%
Hours per year		704.1 M
% popn Age Gp		
18-24 yrs	17%	27%
55-64 yrs	24%	32%
Estim. \$ value/yr	5.6 B	42 B



Sources: 1. ABS National Surveys Voluntary Work Australia 1996 and 2001.

2. \$ Values: Debelle (1996), Felmingham (1996), Warburton & Oppenheimer (2000)



**N = 2,639,500**

**Reasons for  
becoming  
involved**

**Personal  
benefits**

**%**

**%**

**Help  
other/community**

**41.5**

**29.6**

**Personal/family  
involvement**

**33.5**

**17.2**

**Personal  
satisfaction**

**26.6**

**59.4**

**To do something  
worthwhile**

**23.3**

**24.4**

**Social contact**

**15.7**

**38.3**

# Volunteers Functions

## Inventory

Clary and Snyder (1991)

### 6 FUNCTIONS (Motivations)

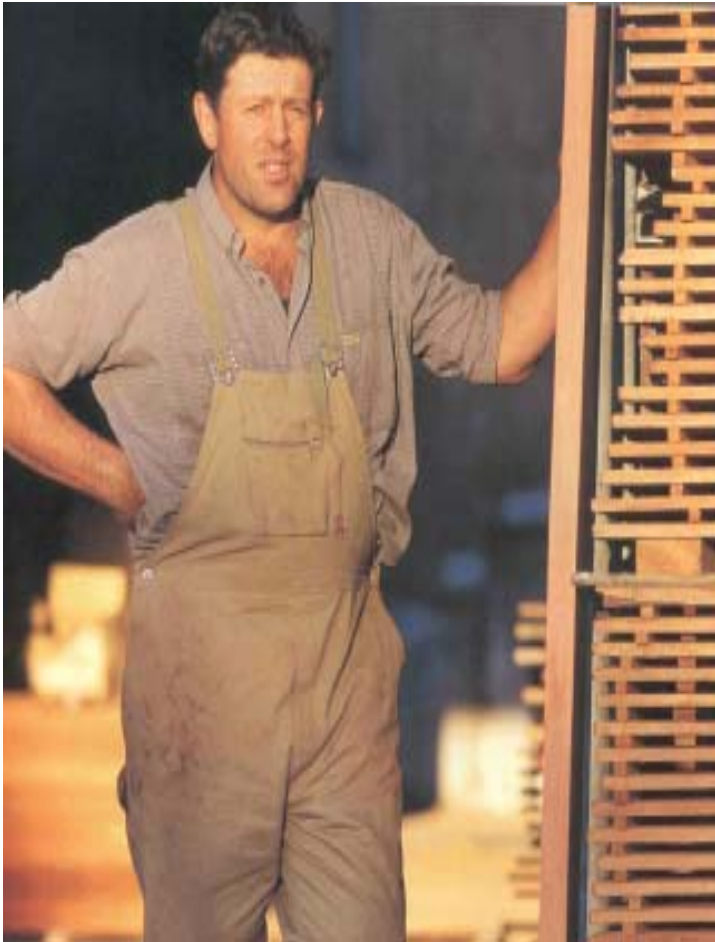
- ✦ Value – expressive
- ✦ Understanding (new learning experiences)
- ✦ Enhancement (self esteem, personal growth and development)
- ✦ Defensive (protection from negative thoughts)
- ✦ Social Adjustive (social rewards)
- ✦ Career Advancement

# FINDINGS

## Comparisons of younger with older groups

	<b>Metzer (2000)</b> (<55 yrs vs. >55 yrs) N = 130	<b>Bataglia &amp; Metzer (2000)</b> (Non-Retired vs. Retired) N = 157
Career	Less in >55	Less in Retired
Understanding (Learning)	Equal	Equal
Defensive	Less in >55	Greater in Retired
Adjustment (GHQ)	Greater in >55	-
Role Identity	-	Greater in Retired

# Reconceptualising Work



## Volunteer Activity 1

- ✚ Satisfies  $\frac{3}{4}$  Levi's factors
- ✚ Connectedness with the Organisation correlates with Satisfaction measures
- ✚ Karasek Model predicts Satisfaction and Stress in Volunteer Populations

# Reconceptualising Work

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## Volunteer Activity 2

- ✚ Employee Volunteering

  - ✚ Corporate Citizen

  - ✚ Business Benefits (Carroll, 1996)

  - ✚ Community Benefits (Tuffrey, 1995)

  - ✚ Employee Benefits (Quirke, 1998)

# Reconceptualising Work

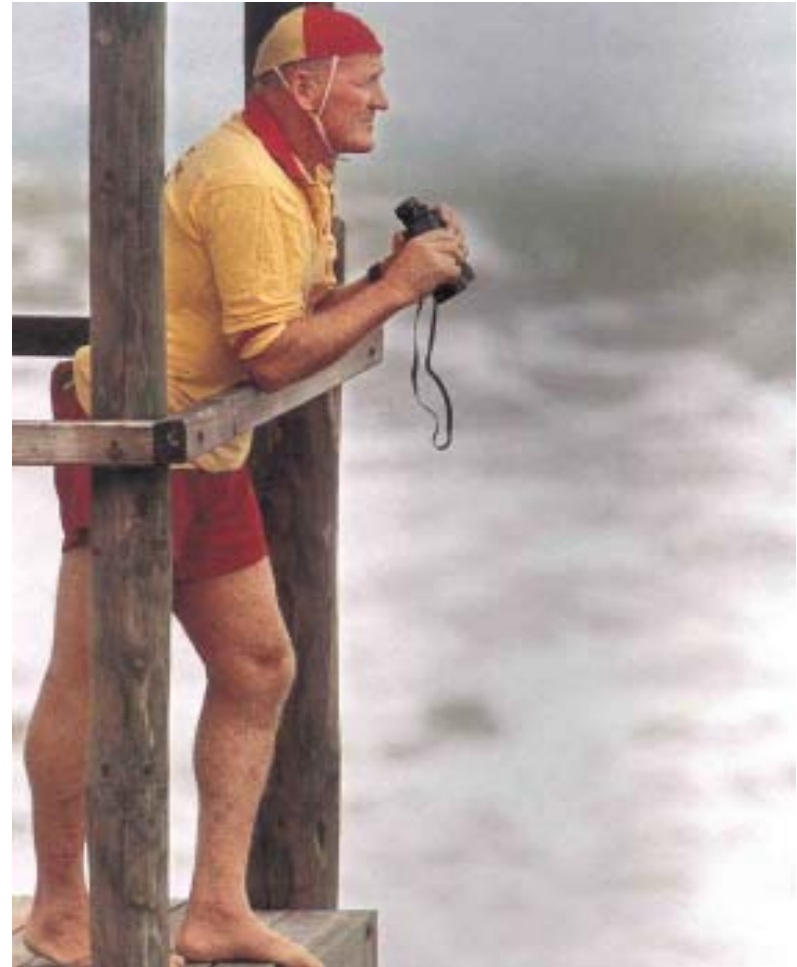
## Volunteer Activity 3

### Physical Health

- ✦ Moen et al (1992)
- ✦ Sabin (1993)
- ✦ Musick et al (1999)

### Conclusion:

Volunteering causes  
good health



# Reconceptualising Work

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## Volunteer Activity 4

### Mental Health

- + Self assessments of well being
- + Young and Glasgow (1998)
- + Wilson and Musick (1999)

### Conclusion:

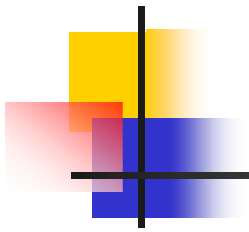
Volunteering improves mental health

# Reconceptualising Work

## Different View of Work

- ✦ Traditional work is only one human activity
- ✦ Education, training, perception, voluntary work, emotional work are important human activities
- ✦ Should increase rather than deplete social capital (Putnins, 1995) which leads to negative consequences
- ✦ Reinforcement contingencies (Skinner, 1974) include 4 Levi Factors





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