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EXPLORING THE IMPACT OF JOB LOSS AS A FUNCTION OF GRIEF DEPRESSION, OPTIMISM, HOPE AND SELF-EFFICACY

Jessica Karrie Penley Isenor

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Jessica K. Isenor

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Supervisor	Examiners
Dr. Alan Leschied	Dr. Anne Cummings
Supervisory Committee	Dr. Susan Rodgers
Dr. Jason Brown	Ms. Susan Ackland
Dr. Susan Rodgers	

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Jessica Karrie Penley Isenor

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Abstract

This study explored the impact of job loss within a framework of bereavement grief that links the negative effects of unemployment on both an individual's physiological and psychological well-being. 519 participants who experienced involuntary job loss were examined through a series of demographic questions, a question on work centrality, and survey responses on scales of grief, depression, optimism, hope and self-efficacy.

The preliminary results suggest that at least 6.94% of the participant sample experienced a grief-type reaction immediately after their job loss while depression symptoms were more prevalent across the entire sample. Women appeared to have a greater grief reaction then men upon initial job loss. Work centrality scores showed a significant relationship with grief scores but not depression scores.

Results also indicate that the positive psychology factors of optimism, hope and self-efficacy may play a protective function from experiencing a grief- or depression-like reaction after job loss.

Key words: grief, job loss, hope, optimism, self-efficacy, work centrality

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Chapter One

Introduction

Hayhoe (2006) describes when an individual goes through any type of life transition, the change may trigger a period of grief and feelings of loss, and, along with the transition to unemployment, may come a loss of identity since many North Americans tend to first describe themselves in terms of their job. However, Hayhoe (2006) asserts that any transition means grieving for what was and coping with what is to come. Unemployment may not just mean changing jobs or employers, it may also mean changing career paths entirely, losing touch with work friends, or moving to a new area of the province, country, or even another country. Worries about finding a new job, adjusting to a new work environment, and managing financially until a new job is found can cause the person to exhibit behaviour(s) they, as well as friends and family, do not understand.

The field of thanatology has several theories to explain and describe the grieving process. One of the most widely recognized is Kubler-Ross's (1969) stages of grief model: denial, anger, bargaining, depression, and acceptance. Current research (Worden, 2009) suggests that while the feelings and experiences associated with these stages are very common, the stages are not always clear or consecutive (i.e., a grieving person may experience anger and then move to depression before experiencing bargaining and then moving back to depression). Although similar, depression and grief are considered, and have been able to be measured as, separate constructs (Boelen, van de Schoot, van den Hout, de Keijser, & van den Bout, 2010; Prigerson, Horowitz, Jacobs, Parkes, Aslan, et al., 2009). In the American Psychological Association's Diagnostic and Statistical

Manual, Fourth Edition Text Revision (DSM-IV-TR™, 2000), bereavement is classified as a "V" code; that is, a condition that may be a focus of clinical attention in association with another diagnosis. The DSM-IV-TR excludes grief as its own disorder on the grounds that it is "an expectable and culturally sanctioned response to a particular event" (DSM-IV-TR™, 2000). The DSM-IV-TR makes the distinction between grief and major depressive disorder (MDD) by qualifying that a diagnosis of MDD cannot be made if the person's symptoms could be better accounted for by bereavement.

Due to the recent economic recession and the closure of many production facilities in the Canadian manufacturing sector, many people have experienced involuntary job loss. The economy has been slow to recover and has left many Canadians either unemployed or underemployed.

Statistics Canada publishes the Canada Year Book (Statistics Canada, 2010a) each year and includes a chapter outlining the previous year's labour statistics. When this study began in 2009 there were 18.4 million people in the labour force, with 16.8 million employed. Over the year, the labour force grew by 0.7%, the lowest rate of growth in over two decades. Overall, employment fell by 277,000 (1.6%) in 2009, and the unemployment rate rose 2.2 percentage points to 8.3%. Most of the employment losses in 2009 were in the goods-producing sector, particularly in the manufacturing and construction industries. Manufacturing lost 180,000 workers (9.1%) and construction lost 71,000 workers (5.7%).

Recent data from Statistics Canada's monthly Labour Force Survey (February, 2011) reports that the national unemployment rate is currently 7.8%, which is down from a decade high of 8.6% in July 2009. However, Ontario has been one of the hardest hit

provinces during this recession and has consistently had an unemployment rate much higher than the national average and currently sits at 8.1%. The majority of jobs lost in the past two years have been full-time workers in the private sector and the bulk of these employment losses were reported among males aged 25 to 54 and youth (Statistics Canada, 2010b).

The impact of involuntary job loss is an omnipresent and persistent societal challenge with well-documented implications for an individual's adjustment. The psychological effects of losing a job can be pervasive, influencing a person's physical health and emotional well-being as well as their ability to re-enter the work force. This study explored the impact of job loss within a framework of bereavement grief, a relatively new and largely unknown area of study that links the negative effects of unemployment on both an individual's physiological and psychological well-being.

Chapter Two

Literature Review

Effects of Job Loss on Health

Job loss has been specifically linked to depression (Comino et al., 2000; Moorhouse & Caltabiano, 2007) and a decline in overall physical health (Burgard et al., 2007; Price et al., 2002). Moorhouse & Caltabiano (2007) examined adult resilience in the context of the adversity of unemployment and feelings of depression. These authors stated, from the National Survey of Mental Health and Wellbeing in Australia, that 22% of unemployed respondents had high levels of depressive symptoms, much higher than the national average for depression among the general population. Of concern to the present study is a link between the longer a person has been job searching, and their likelihood of experiencing depression (McKee-Ryan, Song, Wanberg, & Kiniki, 2005). Price et al. (2002) found that in unemployed persons, a loss of personal control, combined with financial adversity, was linked to increased chronic health problems as well as impaired role and emotional functioning. Burgard et al. (2007) expanded on these findings while controlling for health selection and other possible confounding factors. Their results showed that involuntary unemployment can lead to significantly poorer levels of self-rated health and increased symptoms of depression, all of which are magnified if the person experiences involuntary job loss due to health related reasons. Comino et al. (2000) also found that unemployed persons who were suffering from depressive symptoms or other psychological health concerns were more often treated by their family physician with prescription medication and not referred to psychological counselling or treatment as compared to employed patients with similar symptoms. This

research suggests that people who are involuntarily unemployed and who experience personal adjustment difficulties do not obtain access to the same medical and psychological resources that employed persons do, and therefore possibly experience additional harm as a result.

Some evidence suggests that job loss does not decrease feelings of overall well-being in people across all socio-economic strata, but rather, has an inverse U-effect showing a stronger impact for those who were, socio-economically, part of the middle class, prior to being unemployed (Anderson, 2009). Unfortunately there is no definition of what constitutes "middle class" in Statistics Canada's reports, and Canada does not currently accumulate large, yearly, longitudinal data on the well-being of individuals as do other countries, making Anderson's study (2009), as well as other similar studies (Böckerman & Ilmakunnas, 2006), nonreplicable for examining unemployed persons in Canada.

Job Loss and Grief

There have been only a few studies that have looked directly at the experience of grief in relation to job loss. These studies suggest that feelings of grief, similar to that of bereavement in the loss of a family member, can occur in persons who are unemployed (Archer & Rhodes, 1993, 1995; Brewington et al., 2004; Donahue, 2009).

Archer and Rhodes (1993, 1995) interviewed unemployed males in Cumbria, England in the mid-to-late 1980's, first with a cross-sectional and then a longitudinal study design. These authors developed a structured questionnaire that assessed the applicability of the bereavement grief process to experiences by unemployed individuals. The questionnaire was developed from descriptions of grief components across numerous

bereavement studies, with descriptions modified specifically for job loss, and items added to address commonly acknowledged losses such as social contact, sense of self worth, and status. In their initial study, Archer and Rhodes (1993) used a semi-structured interview to assess symptoms reported by a group of unemployed men who had lost their jobs at varying times within the prior eight years, and found evidence of grief reactions in more than 25% of the participant sample. These grief reactions included symptoms of preoccupation with the loss, rumination, anxiety, denial, anger and bitterness, guilt, loss of occupational identity, depression, and somaticism. These symptoms did not decrease with time, and were a function of the level of attachment the workers felt toward their working role. Archer and Rhodes (1995) then extended their study using a sample of recently unemployed men and monitored their symptoms over a 12-month period. Of this longitudinal sample, 24% initially demonstrated a grief reaction similar to the comparison group of bereaved individuals, and the grief reaction included many of the same symptoms that were found in the 1993 study and were related to the degree of job attachment reported in the sample.

Brewington et al. (2004) performed a preliminary investigation comparing unemployed persons with standardized responses from a bereaved population based on the Grief Experience Inventory – Loss Version (GEI-LV; Sanders, Mauger, & Strong, 1985). The sample was comprised primarily of women (n=22), who were Caucasian (83%), with the participants ranging in age from 20 to 60+ years of age, recruited from the southeast United States. The Inventory contains nine sub-scales considered to reflect the components of Grief; Despair, Anger-Hostility, Guilt, Social Isolation, Loss of Control, Rumination, Somaticism, Depersonalization, and Death Anxiety. Brewington et

al. (2004) found that the response levels between the unemployed group and the normative bereavement reference group were statistically insignificant from each other and therefore considered similar on eight of the nine measures of grief. There was an exception regarding feelings of depersonalization, which were lower in the unemployment group though it nevertheless had a moderate effect size. They also found statistically significant relationships between specific measures of grief and certain life factors such as feelings of guilt having a positive relationship with income loss and the time since the job loss having a positive relationship with feelings of Despair ($r = .34$, $p < .05$), Anger-Hostility ($r = .34$, $p < .05$), Social Isolation ($r = .33$, $p < .05$), Loss of Control ($r = .47$, $p < .05$), Depersonalization ($r = .51$, $p < .05$), Death-Anxiety ($r = .37$, $p < .05$), and the overall grief score ($r = .43$, $p < .05$).

Donahue (2009) attempted to replicate the Brewington et al. (2004) study in the northern New England area of the United States using the GEI-LV. The 106 participants were self-identified as having experienced a recent involuntary job loss and had not experienced any other bereavement loss in the two years prior to the study; 55.7% of the sample was female, 98% were Caucasian and 11.5% were re-employed. Donahue (2009) found that her results did not mirror those found by Brewington et al. (2004). Donahue (2009) reported that only five of the nine sub-scales (Despair, Loss of Control, Depersonalization, Somatization, and Death Anxiety) were statistically non-significant from those of the reference group. However, the participants' t-scores of the four remaining subscales (Anger-Hostility, Guilt, Social Isolation, and Rumination) indicated significantly higher symptomology as compared to the reference group, suggesting that there was a stronger grief response in the involuntary job loss group than traditionally

associated with death-loss. Donahue (2009) theorized that the stronger grief response may have been a product of the rapid economic downturn in the United States between 2006 and 2008 (after the Brewington et al., 2004 study), which had resulted in a recession, wage freezes and increased expenses that may have translated into increased levels of anger and irritation in her sample.

There is also evidence that people who are in the process of losing their jobs proceed through stages of grief (Blau, 2008; Vickers, 2009). Blau (2008) used questionnaires to assess employees whose production plant was in the process of being closed or sold-off over a two-year period to determine if they experienced the stages of grief based on the work of Kubler-Ross (1969). Blau's results suggested that over the two-year period, mean levels of denial, bargaining and depression declined while exploration, an additional stage added to the Kubler-Ross framework (Bridges 1991, as cited in Blau, 2008), increased. Blau (2008) also found that mean levels of anger and acceptance remained stable over time with anger at a consistent moderately low level and acceptance remained at a high level.

Vickers (2009) conducted a phenomenological study and interviewed ten Australian senior-level executives who were made redundant and laid off from their jobs on more than one occasion. Based on these interviews, Vickers' identified that the subjects not only displayed grief-like reactions with discriminate stages, similar to those reported by Blau (2008), but that these stages were progressive, with the grief reaction beginning prior to the subjects being made explicitly aware that they were going to lose their jobs. Vickers' (2009) defined the stages as: "something changed", where the subject could sense that something was not right in the workplace or major changes within the

workplace occurred prior to lay-offs being announced; "loss commenced", prior to job loss organizational changes became more negative and more apparent; "loss confirmed", the subject was made redundant and was laid-off; and "afterwards", which encompasses the subjects' lasting response to the involuntary job loss and Vickers suggests that this stage would not automatically end with the securing of a new position, even if it was a better position. Vickers found that feelings of uncertainty, anger, and mistrust remained with respondents long after their redundancy was complete. Vickers also found that her subjects showed similar grief reactions to those defined by Kubler-Ross (Kubler-Ross, 1969).

In Canada, Young (2003) interviewed three women who had involuntarily lost their jobs, to qualitatively analyze the women's experiences. Two of the three women worked within the counselling profession and one was an engineer, and all had lost their jobs due to budgetary cuts and restructuring. Common themes found were feelings of anger, guilt, sorrow, confusion and betrayal, along with physical symptoms. Each of the three women reported that their identity, to some extent, was reliant upon their professional competence and they felt that the job loss attacked their identity; one participant stated, "It changed the face of me to me." When examining the women's recovery from mourning the loss of their jobs, Young found that the three women shared the common themes of hope and a sense of purpose through caring for others, which helped them cope with their grieving.

All of these unemployment-grief studies have utilized small samples, and should be considered preliminary, drawing on specific populations that cannot necessarily be generalized to the Canadian unemployed population. Additionally, even though the

coping with unemployment literature suggests that there are differences between how men and women experience and cope with job loss, the research that has examined unemployment grief has not been able to make a clear and consistent comparison between genders.

Sex Differences & Work Centrality

Studies report that there are differences between how men and women cope with job loss (Kulik, 2001; Malen & Stroh, 1998; Shamir, 1986a, 1986b; Waters & Moore, 2002). These studies suggest that women may be more resilient with additional adaptive abilities to cope with job loss because of the following; their identity is not tied specifically to one job, they have a greater variety of self-selected identity roles such as parent, spouse, friend, and neighbour; as well as they use social supports more frequently than men (Donahue, 2009; Waters & Moore, 2002).

Shamir (1986a) and Kulik (2001) both examined the concept of work centrality and how men and women differ during unemployment based on how important having a job was to their identity. Findings suggested that men attributed greater importance to work and to the role of being a financial provider compared to women, and subjects with higher levels of work involvement suffered more in psychological and physical health during unemployment. Luhmann and Eid (2009) also found that while life satisfaction decreases with repeated unemployment across both sexes, the effect was less pronounced for women.

These results would seem to be supported by the Brewington et al. (2004) study where it is reported that the male participants showed greater symptomatology on the grief scales when compared to females. However, there were only eight men included in

the study in comparison to the 22 women. Donahue's (2009) replication of the Brewington et al. (2004) study using 47 males and 59 females found differing results. In her study, women reported experiencing greater psychological distress than men on the nine grief sub-scales as well as on independent measures of depression and anxiety. Women also reported considerably more financial distress (M = 7.7; SD = 2.38) than men (M = 6.49; SD = 2.72), and independent t-tests confirmed significant differences (t (101) = 9.03; $p < .01$). Donahue (2009) suggests that the differences in her results from previous gender studies may be due to the increase in American women being single mothers and, therefore, more often having to take on the financial provider and head-of-the-household role.

Studies that have examined the length of time since job loss and its effect on psychological distress and feelings of work centrality have shown that the psychological and somatic symptoms persist over time while feelings of work centrality diminish (Archer & Rhodes, 1993; Brewington et al., 2004; Winegardner et al., 1984).

In their meta-analysis of psychological and physical well-being during unemployment, McKee-Ryan, Song, Wanberg, and Kinicki (2005) analyzed 104 studies with 146 independent samples. One of the variables McKee-Ryan et al. (2005) examined was work-role centrality and they found that unemployed individuals' work-role centrality had significant negative relationships with their mental health (r_c =-.34) and life satisfaction (r_c =-.14), respectively. However, there was no significant relationship found between work-role centrality and subjective physical health during unemployment and the analysis did not provide a comparison between the sexes on this variable.

Sharabi and Itzhak (2010a) recently published the findings from their longitudinal examination of Jewish-Israeli workers' meaning of work. Data was collected through a questionnaire on the Meaning of Work (MOW) completed by a representative sample of the Jewish-Israeli labour force in 1981, 1993, and then again in 2006. The 1981 sample included 973 workers: 58.1% of whom were men and 41.9% women with a mean age was 39. The 1993 sample included 942 workers: 57.9% of whom were men and 42.1% women and a mean age of 38.1. The sample in 2006 included 1201 workers: 50.9% of whom were men and 49.1% women and whose mean age was 38.5. The centrality of life domains were measured by the MOW (International Research Team, 1987) questionnaire, using the following question: "Distribute a total of 100 points to signify the relative importance of the following areas in your life: leisure time, community, work, religion, and family." The more points that a participant awarded to one domain, the greater was its centrality, compared with other life domains. Sharibi and Itzhak (2010a) found that there were significant work centrality differences between men and women in the 1981 and 1993 samples. They found in those time periods that the centrality of family was higher in women than in men and the centrality of work was higher in men than in women. However, in the 2006 sample no traditional gender differences were found in work centrality. The authours suggested that this change in work centrality for women was, in part, due to the rapid economic growth in Western countries over the past several decades that had increasingly enabled women to join the labour market, further their education level and, enable them to enter high-status jobs.

Sharabi and Itzhak (2010b) re-interviewed some of the original participants from the 1982 and 1993 samples and they found that work centrality among the 407

respondents in T1 (initial interview) and T2 (re-interview 12 years later) was similar (Mean = 4.98, S.D. = .97 and Mean = 5.03, S.D. = .98, respectively; $t = -.59$, $p > .05$). Respondents were also asked to state if any of the following descriptions of work events had occurred at their work or were relevant to them and, if so, to rate them on a scale of 1 (had no effect at all) to 5 (had a great effect): I was appointed as a manager of other workers; my relations with colleagues improved; I went on a study leave at my organization's expense; I was granted more autonomy; I was promoted; I was unemployed for a prolonged period of time; my work became more interesting and varied; I was given more responsibility; I was made redundant; my salary and working conditions were greatly improved; and I participated in additional training and development. Their study revealed that expressive work events (autonomy, interest, variety, and responsibility) slightly increased the work centrality of individuals who experienced them; but they felt the most interesting finding was that among those who did not experience expressive work events, there was a meaningful decrease of work centrality so that eventually their work centrality was much lower than those who did experience expressive work events. Individuals, who experienced career development events (promotion, advancement to managerial positions and qualifications), had higher work centrality from the outset than those who did not experience these work events.

While the studies performed by Donahue (2009) and Sharabi and Harpaz (2010a) have shown some relevance to the Canadian unemployment landscape, many of the other sex comparison studies are either too small or out dated, and none can be directly extrapolated and applied to the unemployment experience of Canadians. Therefore, it

cannot be assumed that the findings hold true, as sex-specific attitudes towards work may have changed in the past twenty-five years or may have always been different in Canada.

Continued research into the experience of job loss grief is needed such that new employment assistance programs can be developed and counsellors can be better educated to assist people experiencing job loss grief. Professionals and programs that ignore the existence of job loss grief may, through the error of omission, cause psychological harm to those they are trying to help.

Relevance of Positive Psychology to Unemployment Research

Positive psychology is a movement within the psychology discipline that focuses on the strengths and resilience of people that protect them from psychological suffering (Luthans & Jensen, 2002). It represents a move away from the predominant pathological, reparative approach, to a focus on ways to build positive qualities and virtues that enable individuals, organizations, and communities to thrive (Seligman & Csikszentmihalyi, 2000). Research evidence suggests that having a positive self-view is protective when experiencing unemployment (McKee-Ryan et al., 2005). Three strength based psychological constructs found to have positive relationships with psychological health are optimism, hope and self-efficacy (Snyder, Rand, & Sigmund, 2002). While these constructs all have been found to be positively, significantly, and moderately intercorrelated (Magaletta & Oliver, 1999), they have also been shown to be independent constructs (Bryant & Cverngros, 2004).

Optimism. Scheier and Carver (1985) suggest the concept of optimism relates to a generalized belief (expectancy) that one will experience positive future outcomes. This is the dominant theoretical perspective and most widely used operationalized definition in

positive psychology and has shown the strongest evidence of construct validity (Bryant & Cverngros, 1992). It has been hypothesized that optimism influences psychological and physical well-being by predisposing individuals to engage in positive reinterpretation as a way of coping (Scheier, Carver, & Bridges, 1994).

Scheier and Carver (1992) have asserted that optimism should be considered one of the most powerful predictors of human behaviour and that this trait can predict what people do and what people are able to achieve in times of adversity. Studies have shown that people who display low levels of optimism (i.e., pessimism) are more likely to utilize denial and avoidance defence mechanisms when faced with a stressor, regardless of whether something could be done to solve the problem or not (Scheier et al., 1994). People who have a pessimistic outlook were also found to be more likely to experience depression, anxiety, social isolation, consider or commit suicide, and relapse to previous alcoholic behaviour (if such behaviour was pre-existing) in times of stress or adversity as well as show slower and poorer health recovery after a significant illness (as reported in Scheier & Carver, 1992; Scheier & Carver, 1993; Scheier et al., 1994; and Scheier et al., 1989). While denial can be an effective strategy for uncommon, short-lived stressors, it becomes problematic when a stressor is longer in duration, recurring, or chronic, such as job loss. By accepting a situation for what it is, the optimistic unemployed person can adopt a more accurate view of reality, which allows for the possibility that fulfillment can be garnered from life in other ways. Creed, Lehmann, and Hood (2009) found that higher levels of optimism were associated with less psychological distress during unemployment. Overall optimists routinely maintain higher levels of psychological and physical well–being during times of stress as compared to those who are less optimistic

(Scheier & Carver, 1993). It has been suggested that optimists cope with stressful situations more adaptively than pessimists do, because optimists use more active and effective ways of coping with problems that help them adjust more favourably to important life transitions (Scheier & Carver, 1993; Scheier et al., 1994). In addition to acceptance, Scheier and Carver (1992) identified that optimists utilize the concept of personal growth as a coping tactic, which would seem to be a complementary strategy to acceptance because one can most often construe an event as providing some personal gain by considering it an opportunity for potential growth.

Hope. Hope is related to, and shares some of its conceptual features with, optimism (Bryant & Cverngros, 1992). The typical dictionary definition of hope emphasizes the perception "that something desired may happen" (www.dictionary.com) and recent research on the topic of hope has expanded upon this definition primarily by emphasizing the importance of goals (Snyder et al., 1991). Snyder's cognitive conceptualization of hope is the framework that is most commonly used in positive psychology, being defined as "a cognitive set that is based on a reciprocally derived sense of successful (a) agency (goal-directed determination) and (b) pathways (planning of ways to meet goals)" (Snyder et al., 1991, p. 571). Pathways can be understood as the development of plans (or "ways") to achieve goals. However, hope does not depend upon the existence of real, concrete pathways to goals, but rather upon a perception that effective pathways could be created if needed and so desired (Bryant & Cverngros, 1992; Feldman & Snyder, 2005; Snyder, Michael, & Cheavens, 1999). Agency can be understood as a person's sense of efficacy (or "will") in working toward their goals; it is through such mobilizing agentic thoughts that a person is motivated to initiate and sustain

action along pathways toward desired goals (Bryant & Cverngros, 1992; Feldman & Snyder, 2005). Therefore, hope is comprised of both the ability to generate plans to reach goals as well as the belief in the energy to implement and sustain these plans (Bailey, Eng, Frisch, & Snyder, 2007). These goals may be long-term, taking months or even years to achieve, or short-term, taking only hours or minutes to accomplish; additionally, goals may be very abstract and general or very concrete and specific. Feldman and Snyder (2005) have theorized that hope is the "master" personality variable affecting the pursuit of all such goals.

By combining the agency and pathways components, people can think and act to reach their goals; however, people are unlikely to reach their desires if either of these cognitive components are lacking. Feldman and Snyder's research (see Feldman & Snyder, 2005) has found a relationship between a person's level of hope and their success in athletics, academic performance, mental and physical health, psychotherapy outcomes, and ability to cope with stressful events. Specifically, low levels of hope have been shown to correlate with depression, anxiety, somatic disturbances, psychopathology, and lower levels of physical well-being (Feldman & Snyder, 2005; Snyder et al., 1991). Snyder asserted that an individual low in planfulness (hope) is disadvantaged under most normal circumstances and will struggle even more during difficult times; however, a person with a strong sense of pathways thinking is not hindered by obstacles but instead looks for alternative ways to achieve a desired goal or outcome (see Luthans & Jensen, 2002). This research would suggest that unemployed individuals who can maintain a greater sense of hope during their job search will fare better physically and emotionally as compared to those individuals who have less hope in reaching their employment goals.

Feldman and Snyder (2005) asserted that both the agency and pathways components of hope theory represent goal-directed thought processes, and that goal-directed thinking appears to be theoretically central in establishing life meaning. They found that research in life meaning and research on hope have many parallels and Feldman and Snyder's (2005) research supported that these two constructs are interrelated, where hope created goals represent aspirations for the future, and to the extent that goals are achieved, a meaningful life is then constructed.

Though hope and optimism are related constructs, they are not redundant (Magletta & Oliver, 1999). Optimistic or pessimistic outcome expectancies describe what a person believes will occur following certain behaviours whereas hopeful expectancies describe beliefs in a person's ability to carry out specific behaviours (Bailey et al., 2007). Optimism is similar to the pathways component of hope in that both pertain to expectancies about outcomes; however, optimism and hope diverge in that optimism includes expectancies about outcomes obtained through others and forces outside the self, whereas the pathways component of hope pertains uniquely to outcomes obtained by the self (Magletta & Oliver, 1999).

Self-efficacy. Self-efficacy expectancies consist of an individual's expectations of being either able or unable to execute desired behaviours successfully (Scheier & Carver, 1993), and is based on Bandura's (1997) social cognitive theory. Expectations of self-efficacy determine whether coping behaviour will be initiated, how much effort will be used, and how long the effort will be kept up in the face of obstacles and aversive experiences (Bandura, 1997; Scholz, Doña, Sud, & Schwarzer, 2002). Self-efficacy is commonly understood as being domain-specific (i.e., situational) meaning that a person

can feel that they are effective at a task in one situation (e.g., driving a car) and not in another similar situation (e.g., driving a bus) (Scholz et al., 2002). There is, however, a difference in the ability to do something, actually doing it, and evaluating it (i.e., I can believe that I can drive a car safely but not actually do so when behind the wheel, and my evaluation of my safe driving skills may be quite different than that of my passenger's).

Self-efficacy can be learned by doing, by watching others, by others expression of confidence in their abilities, as well as through the belief that one is mentally and/or physically fit to accomplish the task (Luthans, Avey, & Patera, 2008). Lent and Brown (2006) found that generally personal accomplishments exerted the greatest influence on self-efficacy; success experiences tended to rise (and failure experiences, to lower) self-efficacy in relation to a given task. In addition to situational self-efficacy a person also has a sense of generalized self-efficacy (GSE), referring to an overall confidence in one's coping ability across a wide range of stressful or novel situations (Zikic & Saks, 2009). This contrasts with the construct of optimism, by explicitly referring to GSE as a sense of personal competence to deal with challenging situations (Albion, Fernie, & Burton, 2005). Cole, Daly, & Mak (2009) suggested that individuals who maintain a high level of self-efficacy are likely to evaluate any negative events or outcomes optimistically and persevere in the face of aversive conditions because they see themselves as capable of producing desired outcomes.

A low sense of self-efficacy is associated with depression, anxiety, helplessness, low self-esteem, and having a pessimistic outlook regarding personal accomplishments and development (Scholz et al., 2002). Low self-efficacy impedes performance in a variety of situations, including the quality of decision making, academic achievement,

and physical recovery after surgery (Scholz et al., 2002; Zikic & Saks, 2009). In regards to unemployment research, self-efficacy has been shown to decrease after job loss. This is considered to be due to being faced with having to adapt to new situations and having to learn new behaviours in order to cope (Albion et al., 2005; Bandura, 1997). Shirom, Vinokur, & Price (2008) reported that unemployed persons, who retain a higher level of self-efficacy show better mental health prognoses, perceive themselves as being capable of engaging in effective job searching and believe that re-employment is more controllable and forthcoming as compared to unemployed persons who have lower self-efficacy levels. In the research on bereavement and self-efficacy, Bauer and Bonnano (2001) found that self-efficacy works to minimize negative emotions during bereavement by establishing a sense that the person can still function competently in various areas of their life and that they can still have a meaningful life. Creed, Bloxsome and Johnston (2001) suggest that, in regards to unemployment research, self-efficacy can be viewed as a catalyst for an increase in well-being.

As stated above, self-efficacy and optimism are similar constructs that differ in that optimism downplays the importance of personal agency in generating outcome expectancies. Both constructs are useful in the prediction of behaviour and each has a predictive power that is not accounted or provided for by the other (Scheier & Carver, 1992). Hope and self-efficacy are also similar but discrete constructs, Bandura (1997) noted that self-efficacy expectancies are "phrased in terms of can do rather than will do. Can is a judgment of capability; will is a statement of intention [or goals]. Perceived self-efficacy is a major determinant of intention, but the two constructs are conceptually and empirically separable" (p. 43).

Hypotheses

The aim of this study was to expand the research knowledge of the experience of grief in relation to involuntary job loss; specifically looking at the role of sex, length of time since losing employment and work centrality to a number of relevant psychological variables that in themselves relate to the conditions whereby an individual will seek or re-enter the work force. While previous research has focused on small, specific samples in the southeast and northeast of the United States (Brewington et al., 2004; Donahue, 2009) and in Northern England (Archer & Rhodes, 1993 and 1995) it is expected that grief is universal and will be present in a Canadian population, therefore, leading to the study's first hypothesis:

H1: Job loss grief will be present in our population sample.

As previously stated, past research indicates that there is a difference between how men and women experience and cope with job loss (Kulik, 2001; Malen & Stroh, 1998; Shamir, 1986a, 1986b; Waters & Moore, 2002). Gender was not an examined variable in the Brewington et al. (2004) study due to a skewed gender participant sample. Shamir (1986a), Kulik (2001) and Waters and Moore (2002) would suggest that men will experience higher levels of grief than women; this is supposedly due to men being more identity invested in their work and women having additional identity roles outside of the workplace as well as relying more on social supports. Based on this research a second hypothesis has been generated:

H2: Men will indicate higher levels of grief after involuntary job loss than women.

However, attitudes towards sex specific roles can evolve or differ from country to country so work centrality's effect on the grief experience will also be examined without the constraints of gender by the third hypothesis:

H3: Persons who indicate greater work centrality will experience higher levels of grief after involuntary job loss.

Positive psychology constructs of optimism, hope and self-efficacy are expected to be protective factors against feelings of grief after involuntary job loss therefore:

H4: Persons who score lower on the optimism, hope and self-efficacy measures are expected to score higher on the grief and depression measures, as compared to persons who have high scores on the positive psychology measures.

Chapter Three

Methodology

The present study was part of a larger study involving Kings University College, Goodwill Industries, and the Daya Counselling Centre in London, Ontario.

Participant sample

Participants in the larger study were adults who were either unemployed or underemployed and were seeking assistance with employment through the Goodwill Career Centre in the city of London, Ontario. To receive Goodwill's services, users are required to attend an orientation workshop. Participants for the study were recruited from these workshops beginning at the end of February until the middle of October. Each orientation workshop had approximately 12-15 people, and workshops usually occurred four days a week. The profile of clients entering the Employment Planning and Counselling service offered at the Goodwill Career Centre show that more than half are males (60%), with ages spanning between 18 and 65 years, though the majority of clients fall between the ages of 24 and 53 (average age is 40). The portion of the overall population entering this service is categorized as belonging to: visible minorities (8%), aboriginals (1.5%), immigrants (20%), group with English as a second language (12%), clients with disability (9%) and clients in receipt of Ontario Works assistance (8.5%).

The examined sub-sample was drawn from the workshop members who not only consented to participate in the study but who also responded to the survey question, "How much control did you have over the ending of your job?" with the "I had no choice" option. These subjects were considered to be involuntarily unemployed, or underemployed.

Materials, Measures and Instruments

Information Sheet and Consent Forms. Currently, all clients who seek help for unemployment through the Goodwill Career Centre enter the program with an orientation workshop. Participants were made aware of the study by members of the research team when they arrived for their orientation workshop. At the beginning of these workshops, members of the research team explained the study, read the information sheet about the study (see Appendix C for a copy of the information sheet), outlined the consent process for individuals who wished to participate in the study (see Appendix D for a copy of the consent form), and confirmed that participation in the study was voluntary and had no impact upon the services they would receive from Goodwill. Participants who signed the letter of consent were then able to complete the packet of measures at that time (see Appendix E for a copy of the survey packet).

In order to ensure that consent was fully understood by all participants, researchers also verbally explained the process prior to requesting that a signature was required on the consent form. In addition, for those who were not able to complete the paperwork independently, they were offered, through Goodwill Industries, an individual session prior to attending a group workshop. Those individuals who entered into the group workshop were those who had English literacy skills that were at a level to comprehend the information and consent sheets as well as the survey forms.

The research followed a quantitative descriptive design using inventories and survey data. In addition to the scales mentioned below, demographic information was collected. All data was confidentially tracked by packet number and not by the participant's name.

Demographic Information Form. Demographic information was collected on the participant's sex, age, race/ethnicity, first language, self-reported fluency in English, level of education, residency status in Canada, marital status, number of dependents, last date of employment, length of notice prior to job loss, control over job loss, loss of income related to job loss, percentage of daily time spent in work-related activities when last employed, and current employment status. Participants who indicated on this sheet that they left their job voluntarily were not included in the examined sub-sample for this study.

Work centrality was measured via the demographic information question, "How much of your average day was spent in work-related activities (e.g., at work, getting ready for work, travelling to and from work)?" With possible responses being, "All or nearly all (80-100%) = 1," "Most (60-80%) = 2," "About half (40-60%) = 3," "Less than half (20-40%) = 4," and "Just a little bit (1-20%) = 5."

Descriptive Statistics. There were a total of 647 participants at time-one of the larger study, 413 male and 228 female. The mean age of participants was 39.71 years (the mode was 38 years), with a maximum reported age of 69 years and a minimum age of 18 years. There were 38 participants who declined to provide their age. Of the 647 participants, 546 (84.4%) identified themselves as White, 13 (2.0%) as Black, 18 (2.8%) as Asian, 29 (4.5%) as Hispanic, 6 (0.9%) as Native, 28 (4.3%) as Other, and 7 (1.1%) did not provide any racial information. 85.5% of the participants identified their first language as English, and 90.9% of the total respondents said that they were fluent in English. The majority of participants (90.1%) indicated that their education level was the completion of high school or greater.

Of the 647 participants 519 said that they were given no choice about leaving their jobs. These 519 people made up the sample for the current study (See Appendix A, Table 1.). Of this sample 339 were male, 178 female and two participants did not select a gender/sex choice. The average age of participants was 39.92 years (the mode was 38 years), with a maximum reported age of 66 years and a minimum age of 18 years. There were 30 participants in this smaller sample who did not include their age. This sub-sample had 440 (84.8%) participants who identified themselves as White, 12 (2.3%) as Black, 13 (2.5%) as Asian, 25 (4.8%) as Hispanic, 3 (0.6%) as Native, 24 (4.6%) as Other, and 2 (0.4%)did not provide any racial information. The reported first language for this sample was 85.4% English with 92.3% identifying that they were fluent in English. 91.1% of the sample had completed high school or had a higher level of education.

In the total sample (n=647) 84.4% of the participants reported that they were completely unemployed at the time of taking the survey, with the remaining 14.8% reporting some type of current under-employment such as part-time work (7.1%) or self-employment (2.7%) and .8% did not provide any current employment information. Over half of the participants (66.5%) reported that they were given less than a week's notice that they were going to lose their jobs. 87.8% of participants reported that they lost 40-100% of their household income when they lost their job, of which 54.3% stated the job had comprised 80-100% of their household income. There were 16 participants who did not provide information on their lost income.

The level of work centrality was most frequently cited as 60-80% (47% of total participants). 22.3% of participants reported that the percentage of their time involved in thinking about or doing their job was 80-100%.

In the sub-sample of participants (n=519) who indicated that they had no choice in becoming unemployed, 85.2% reported that they were unemployed at the time of taking the survey. The remaining 14.8% reported that they were under-employed with either part-time work (7.3%) or self-employment (2.5%) and 5% of participants were employed full time at the time of taking the survey but were actively seeking new jobs. The amount of notice the participants had prior to losing their jobs was varied: 48.2% reported that they had no notice; 12.9% reported that they were given 1-2 days notice; 9.4% said that they were given less than a week's notice; 9.8% said that they were given 1-4 weeks' notice; 18.7% reported that they were given over a month's notice; and 1% (n=5) of the participants in this sample did not answer this question in the survey.

In the involuntarily unemployed group 90.1% of participants reported that their lost job was responsible for 40-100% of their household's income, of which 55.7% (n=289) stated the job had comprised 80-100% of their household income. There were 6 participants who did not provide any income information.

For the work centrality variable the sub-sample responses were as follows: 113 participants (21.8%) indicated that they spent 80-100% of their day thinking about or performing work tasks, 252 participants (48.6%) indicated the 60-80% level, 107 participants (20.6%) selected the 40-60% level, 23 participants (4.4%) chose the 20-40% level, 20 participants (3.9%) chose the 1-20% option, and 4 participants (0.4%) did not indicate any answer choice.

Grief Measures. The Feelings after Job Loss and Feelings about Past Job Loss measures were created by the current research team for use in this study to measure participants' grief reactions to job loss. The two scales have identical items, but ask the

respondent to characterize them as either in the past when they first lost their job (T1), or in the present (T2). The 28 items on this scale were developed in conjunction with the Thanatology department at King's University College to ensure construct and face validity. The Chronbach's alpha level for all items on the T1 and T2 measures for the no choice population is .926. The first 13 items relate to feeling words, and the participant was asked to indicate how strongly they felt that feeling from 1 = Not at all to 7 = Extremely. The remaining 15 items were statements describing things that the participant may have experienced after job loss such as, "Most of my thoughts and feelings were centred on the fact that I had lost my job. I seemed to have the same thoughts over and over again." The participant then must rank the statement between 1 and 7, where 1 = Strongly disagree and 7 = Strongly agree.

The 28 items on the grief scale also include both feeling words and statements that are not designed to code for a grief reaction. These items are the feeling words of Relieved, Peaceful and Surprised, as well as Statements 1, 5 and 7.

The Center for Epidemiologic Studies Depression Scale. The Center for Epidemiologic Studies Depression Scale (CES-D; Radloff, 1977) is a 20-item self-report instrument that assesses the presence and severity of depressive symptoms occurring over the past week. Participants rank each item on a 4-point scale: 0 = rarely or none of the time, 1 = some or a little of the time, 2 = occasionally or a moderate amount of the time, and 3 = most or all of the time. The weights of the responses do not appear on the participants' form but will be scored at the data input stage. After the 4 positive items are reverse scored, responses are summed to obtain total scores ranging from 0 to 60. Scores of 16 and above are indicative of high depressive symptoms but are not intended to be

used to diagnose clinical depression (Berkman et al., 1986). This cut-off point of 16 corresponds to the 80th percentile of scores in community samples (Comstock & Helsing, 1976) and has been used in other studies (Eaton & Kessler, 1981; Frerichs, Aneshensel, & Clark, 1981).

Internal consistency for the CES-D as determined by coefficient alpha, and the Spearman-Brown, split-halves method is shown to be high for the general population (about .85) (Radloff, 1977). Test-retest correlations were in the moderate range (all but one were between .45 and .70) though Radloff (1977) suggested that this was due to the instrument being designed to measure feelings felt today, not over time, as the correlation coefficients were higher for shorter time intervals. The CES-D has established convergent validity as it reports similar scores to the 90-item Symptom Checklist 90 (SCL-90) and has predictive validity in that a higher CES-D score correlates to the subject having experienced more stressful or negative life events (Radloff, 1977).

Life Orientation Scale-Revised. The revised version of the Life Orientation Scale (LOT-R; Scheier, Carver, & Bridges, 1994) is being used in place of the original LOT, based upon the authours' recommendation to avoid inflating the relationship between optimism and positive reinterpretation. There are six self-report items in the revised scale. Three items measure optimism, (e.g., "In uncertain times, I usually expect the best"), three reverse-scored items measure pessimism, (e.g., "If something can go wrong for me, it will"), as well as four non-scored items to address social desirability concerns, (e.g., "It's easy for me to relax") (Bryant & Cvengros, 2004; Scheier et al., 1994). The participant must then choose their level of agreement with the statement by selecting "Strongly disagree," "Disagree," "Neutral," "Agree," and "Strongly agree." While there

are no numerical indices on the participant's sheet the responses were scored on a 5-point scale from strongly disagree (0) to strongly agree (4). Total scores can range from 0 to 24, with a higher score indicating a greater level of optimism. The LOT-R has been shown to have good internal consistency with a Chronbach's alpha of .78 and a stable test-retest correlation at four months (.68) and one year (.60) (Scheier et al., 1994).

General Perceived Self-Efficacy Scale. The General Perceived Self-Efficacy Scale (GSE; Schwarzer & Jerusalem, 1995) was originally developed in German, and has been translated into nine other languages and is often used in cross-cultural research (Stanley & Murphy, 1997). The GSE consists of 10-items and is used to assess a general sense of perceived self-efficacy and to predict coping with daily hassles as well as adaptation after experiencing all kinds of stressful life events (Moeini et al., 2008). An example of an item is, "I can always manage to solve difficult problems if I try hard enough." The participant must then choose their level of agreement with the statement by selecting "Not at all true," "Hardly true," "Moderately true," and "Exactly true." While there are no numerical indices on the participant's sheet the responses were scored on a 4-point scale from not at all true (1) to exactly true (4). Total scores can range from 10 to 40, with a higher score indicating a greater level of general perceived self-efficacy. Scholz et al. (2002) examined the GSE scale's use with a variety of samples from over 25 different countries and calculated internal consistency coefficients from .75 to .91 and test-retest reliability coefficients from .47 to .75.

Adult Hope Scale. Identified in the participants' packets as The Future Scale, the Adult Hope Scale (AHS; Snyder et al., 1991) is a self-report measure of hopefulness consisting of four items designed to reflect agency, (e.g., "I energetically pursue my

goals"), four items designed to reflect pathways, (e.g., "I can think of many ways to get out of a jam"), and four non-scored filler items (Bryant & Cvengros, 2004). The participant must choose their level of agreement with each AHS item using an 8-point scale from 1 = Definitely False to 8 = Definitely True. Scores on the AHS can range from 8 to 64. The scores for each response type are not indicated on the response sheet but will be scored, using appropriate reversals for the pessimism items, at the time of data input. Bailey et al. (2007) determined that the AHS has acceptable internal consistency as they evaluated several studies and found Cronbach's alphas ranged from .74 to .88 and test-retest reliability across 3-, 8-, and 10-week intervals ranged from .73 to .85.

When a participant declined to respond to an item on the CES-D, LOT-R, AHS and GSE the entire score for that scale was coded as a "99" and was treated as missing data.

Variables

The dependant variables being examined in this study were: levels of hope, optimism, self-efficacy, grief, depression, work centrality, and sex.

Data Analysis

The Grief Experience Inventory – Loss Version (GEI-LV; Sanders, Mauger, & Strong, 1985) used in the study by Brewington et al. (2004) to examine and compare unemployed persons with standardized responses from a bereaved population, looked at only nine sub-scales considered to reflect the components of Grief: Despair, Anger-Hostility, Guilt, Social Isolation, Loss of Control, Rumination, Somaticism, Depersonalization, and Death Anxiety. Similar grief measures used in the current study were: Angry, Confusion, Sad, Worried/Anxious, Irritable, Numb, Isolated/Lonely,

Scared, and Unfair, as well as Statements 2 (Depersonalization), 3 (Despair), 4 (Despair/Guilt), 6 (Despair/Guilt), 8 (Rumination), 9 (Anger/Hostility), 10 (Rumination), 11 (Somaticism) and 15 (Loss of Control). Tearful was not considered as descriptive or robust as Sad to be comparable to Despair. These items were scored as either True or False, with a response of 5, 6, or 7 providing a True result and a response of 3, 2, or 1 providing a False result. Neutral responses were not scored as either True or False. These eighteen items comprise a conservative grief scale that was used to assess whether a grief-like reaction occurred in the sample.

The measures of grief, depression, optimism, hope, self-efficacy, and work centrality were all measured on continuous scales and therefore correlations (r^2) were calculated to ascertain the degree of relationship between these variables as discussed within the literature review related to these constructs.

The variable of sex is binary and therefore was examined using t-tests to determine if there were differences among the sexes in respect to grief, depression, work centrality, optimism, hope, and self-efficacy scores.

Given the exploratory nature of the current study, multiple statistical comparisons were calculated. Mindful of the concerns related to Type I error, and given the number of comparisons, the results of this study can only be interpreted as preliminary and suggestive, not conclusive.

Ethical Considerations

This study was approved for ethical clearance by the King's University College Ethics Review Board within the following framework which addresses issues of consent and confidentiality.

Informed consent was a part of the participant packet, following the Information Sheet, and required a signature for data to be collected. Each participant's package was marked with a unique three digit tracking number. At every orientation workshop where new data was collected, the research member collecting the data coded the participant's name to their tracking number on a separate sheet that was then sent to Goodwill's head office to be stored securely. The packets were then delivered to the lead researcher at Kings University College where the signed consent forms were removed and stored separately from the participants' responses. Both the consent forms and the responses were stored securely in locked filing cabinets. Participants' data was entered into a database and the electronic files were password protected to ensure confidentiality. All research data will be stored for a minimum of five years prior to being destroyed.

Due to the nature of the study, it was determined that participants might experience feelings of grief brought to consciousness through the self-reflective process of answering the questions on work centrality and their grief experience. All participants were provided with the contact information for a local 24 hour crisis support line and encouraged to utilize this service for further support.

Chapter Four

Results

Grief data for involuntarily unemployed subgroup

T1-Feelings. When rating the feelings that they experienced when they initially lost their job, 51.4% of participants reported that they felt Angry, 41.6% felt Confusion, 47.6% reported feeling Sad, 64.8% felt Worried/Anxious, 36.9% said that they felt Irritable, 27.5% reported feeling Numb, 20.5% said that they felt Tearful, 24.7% reported feeling Isolated or Lonely, 42.2% said they felt Scared, 49.9% reported feeling Surprised, and 58% reported that they felt that losing their job was Unfair. 22.7% of the participants said that when they lost their job they felt Relieved and 17.5% reported feeling Peaceful. Additional descriptive statistics are available in Table 2 in Appendix A.

In the T1 data Numb had the highest rate of having no response given at 19, and Surprised had the lowest non-response rate at 7. Unfair had the highest rate of participants selecting the "Extremely" ranking of "7" on the survey at 37.2% (n=193).

T1 Statements. The following statements were assessed for time one:

S1 "I found myself getting ready for work or doing other things as if I was still employed at my former job."

Of the 519 participants, 264 (50.8%) selected that they disagreed with the statement and 158 participants (30.4%) selected that they agreed with the statement. Leaving 97 people (18.7%) who either declined to make a response or who chose the neutral option.

S2 "The whole world seemed different or "off balance" when I first lost my job."

Of the 519 participants, 164 (31.6%) selected that they disagreed with the statement and 258 participants (49.8%) selected that they agreed with the statement. The remaining 97 people (18.7%) either declined to make a response or chose the neutral option.

S3 "I found it difficult to motivate myself to do things that would help me to get a new job."

Of the 519 participants, 205 (41.4%) selected that they disagreed with the statement and 210 participants (40.5%) selected that they agreed with the statement. The remaining 94 people (18.1%) either declined to make a response or chose the neutral option.

S4 "I felt differently about myself after I lost my job."

Of the 519 participants, 174 (33.5%) selected that they disagreed with the statement and 237 participants (45.7%) selected that they agreed with the statement. The remaining 108 people (20.8%) either declined to make a response or chose the neutral option.

S5 "I knew what I needed to do to get a new job and took those actions right away."

Of the 519 participants, 136 (26.2%) selected that they disagreed with the statement and 281 participants (54.2%) selected that they agreed with the statement. The remaining 102 people (19.6%) either declined to make a response or chose the neutral option.

S6 "I felt I was not worth as much (as a person) after I lost my job."

Of the 519 participants, 249 (48.1%) selected that they disagreed with the statement and 157 participants (30.3%) selected that they agreed with the statement. The remaining 113 people (21.7%) either declined to make a response or chose the neutral option.

S7 "I was pleased with the amount of personal support I got when my job ended."

Of the 519 participants, 182 (35.1%) selected that they disagreed with the statement and 217 participants (41.8%) selected that they agreed with the statement. The remaining 120 people (23.1%) either declined to make a response or chose the neutral option.

S8 "Most of my thoughts and feelings were centred on the fact that I had lost my job. I seemed to have the same thoughts over and over again."

Of the 519 participants, 156 (30.1%) selected that they disagreed with the statement and 245 participants (47.2%) selected that they agreed with the statement. The remaining 118 people (22.7%) either declined to make a response or chose the neutral option.

S9 "I was irritable with family and friends."

Of the 519 participants, 258 (49.7%) selected that they disagreed with the statement and 159 participants (30.6%) selected that they agreed with the statement. The remaining 102 people (19.6%) either declined to make a response or chose the neutral option.

S10 "I could not believe/accept that I had lost my job."

Of the 519 participants, 231 (44.5%) selected that they disagreed with the statement and 185 participants (35.6%) selected that they agreed with the statement. The remaining 103 people (19.8%) either declined to make a response or chose the neutral option.

S11 "I found it hard to sleep after I lost my job."

Of the 519 participants, 217 (41.8%) selected that they disagreed with the statement and 220 participants (42.4%) selected that they agreed with the statement. The remaining 82 people (15.8%) either declined to make a response or chose the neutral option.

S12 "I felt a need to do things that were part of my usual going-to-work routine, even though I knew that I no longer had that job."

Of the 519 participants, 235 (45.3%) selected that they disagreed with the statement and 161 participants (31.0%) selected that they agreed with the statement. The remaining 123 people (23.7%) either declined to make a response or chose the neutral option.

S13 "I was glad that the job had come to an end."

Of the 519 participants, 273 (52.6%) selected that they disagreed with the statement and 155 participants (29.9%) selected that they agreed with the statement. The remaining 91 people (17.5%) either declined to make a response or chose the neutral option.

S14 "I believed my job loss happened for a reason."

Of the 519 participants, 130 (25.1%) selected that they disagreed with the statement and 270 participants (52.0%) selected that they agreed with the statement. The remaining 119 people (22.9%) either declined to make a response or chose the neutral option.

S15 "I could not make sense of my job loss when it happened."

Of the 519 participants, 221 (42.6%) selected that they disagreed with the statement and 186 participants (35.9%) selected that they agreed with the statement. The remaining 112 people (21.6%) either declined to make a response or chose the neutral option.

The 18 grief items that coincide with the Grief Experience Inventory – Loss Version (GEI-LV; Sanders et al., 1985) are: Angry, Confusion, Sad, Worried/Anxious, Irritable, Numb, Isolated/Lonely, Scared, Unfair, Statement 2, Statement 3, Statement 4, Statement 6, Statement 8, Statement 9, Statement 10, Statement 11, and Statement 15. When these items were examined only six (1.16%) of the 519 involuntarily unemployed participants endorsed that they experienced every item. Thirty-six (6.94%) participants endorsed that they experienced 16 out of the 18 items. Of these 36, 16 (3.08%) were men, 20 (3.85%) were women and only 7 (19.4% of the 36) reported the highest level of work centrality (80-100%). All but one of the 36 had scores on the CES-D of 16 or greater.

T2-Feelings. When rating the feelings regarding their job loss that they experienced at the time of taking the survey, 26.3% of participants reported that they felt Angry, 18.7% felt Confusion, 25.9% reported feeling Sad, 49.1% felt Worried/Anxious, 24.0% said that they felt Irritable, 11.2% reported feeling Numb, 10.4% said that they felt

Tearful, 21.4% reported feeling Isolated or Lonely, 39.9% said they felt Scared, 16.0% reported feeling Surprised, and 46.7% reported that they felt that losing their job was Unfair. 22.6% of the participants said that they felt Relieved and 23.3% reported feeling Peaceful. Additional descriptive statistics can be reviewed in Table 2 in Appendix A.

In the T2 data Numb had the highest rate of having no response given at 26 participants, and Angry had the lowest non-response rate at 16 participants. Unfair had the highest rate of participants selecting the "Extremely" ranking of "7" on the survey at 28.9% (n=150).

T2 Statements. The following statements were assessed for time two:

S1 "I still find myself getting ready for work or doing other things as if I was still employed at my former job."

Of the 519 participants, 327 (63.0%) selected that they disagreed with the statement and 95 participants (18.3%) selected that they agreed with the statement. Leaving 97 people (18.7%) who either declined to make a response or who chose the neutral option.

S2 "The whole world seems different or "off balance" since I lost my job."

Of the 519 participants, 245 (47.2%) selected that they disagreed with the statement and 161 participants (31.0%) selected that they agreed with the statement. Leaving 113 people (21.8%) who either declined to make a response or who chose the neutral option.

S3 "I find it difficult to motivate myself to do things that will help me to get a new job."

Of the 519 participants, 261 (50.3%) selected that they disagreed with the statement and 157 participants (30.3%) selected that they agreed with the statement.

Leaving 101 people (19.5%) who either declined to make a response or who chose the neutral option.

S4 "I feel differently about myself since losing my job."

Of the 519 participants, 195 (37.5%) selected that they disagreed with the statement and 210 participants (40.4%) selected that they agreed with the statement. Leaving 114 people (22.0%) who either declined to make a response or who chose the neutral option.

S5 "I know what I need to do to get a new job, and am regularly doing those things."

Of the 519 participants, 82 (15.7%) selected that they disagreed with the statement and 340 participants (65.4%) selected that they agreed with the statement. Leaving 97 people (18.7%) who either declined to make a response or who chose the neutral option.

S6 "I feel I am not worth as much (as a person) since I lost my job."

Of the 519 participants, 279 (53.7%) selected that they disagreed with the statement and 126 participants (24.3%) selected that they agreed with the statement. Leaving 114 people (22.0%) who either declined to make a response or who chose the neutral option.

S7 "I am pleased with the amount of personal support I currently get to help me deal with the end of my previous job."

Of the 519 participants, 146 (28.1%) selected that they disagreed with the statement and 232 participants (44.7%) selected that they agreed with the statement. Leaving 141 people (27.2%) who either declined to make a response or who chose the neutral option.

S8 "Most of my thoughts and feelings are centered on the fact that I lost my job. I seem to have the same thoughts over and over again."

Of the 519 participants, 249 (48.0%) selected that they disagreed with the statement and 151 participants (29.1%) selected that they agreed with the statement. Leaving 119 people (23.0%) who either declined to make a response or who chose the neutral option.

S9 "I am irritable with family and friends."

Of the 519 participants, 328 (63.2%) selected that they disagreed with the statement and 98 participants (18.9%) selected that they agreed with the statement. Leaving 93 people (17.9%) who either declined to make a response or who chose the neutral option.

S10 "I cannot believe/accept that I lost my job."

Of the 519 participants, 330 (63.6%) selected that they disagreed with the statement and 92 participants (17.7%) selected that they agreed with the statement. Leaving 97 people (18.6%) who either declined to make a response or who chose the neutral option.

S11 "I find it hard to sleep."

Of the 519 participants, 255 (49.1%) selected that they disagreed with the statement and 172 participants (33.1%) selected that they agreed with the statement. Leaving 92 people (17.7%) who either declined to make a response or who chose the neutral option.

S12 "I feel a need to do things that were part of my usual going-to-work routine, even though I know that I no longer have that job."

Of the 519 participants, 298 (57.4%) selected that they disagreed with the statement and 115 participants (22.2%) selected that they agreed with the statement. Leaving 106 people (20.5%) who either declined to make a response or who chose the neutral option.

S13 "I am glad that the job came to an end."

Of the 519 participants, 240 (46.3%) selected that they disagreed with the statement and 166 participants (32%) selected that they agreed with the statement. Leaving 113 people (21.8%) who either declined to make a response or who chose the neutral option.

S14 "I believe my job loss happened for a reason."

Of the 519 participants, 142 (27.4%) selected that they disagreed with the statement and 266 participants (51.2%) selected that they agreed with the statement. Leaving 111 people (21.4%) who either declined to make a response or who chose the neutral option.

S15 "I still cannot make sense of my job loss."

Of the 519 participants, 285 (54.9%) selected that they disagreed with the statement and 115 participants (22.2%) selected that they agreed with the statement. Leaving 119 people (23.0%) who either declined to make a response or who chose the neutral option.

When the 18 grief items that coincide with the Grief Experience Inventory – Loss Version (GEI-LV; Sanders, Mauger, & Strong, 1985) for time-two were examined only 7

(1.35%) of the 519 involuntarily unemployed participants endorsed that they experienced every item. Fourteen (2.70%) participants endorsed that they experienced at least 16 out of the 18 items and of these 14, 7 (1.35%) were participants who endorsed sixteen or more of the grief items in both T1 and T2. Of the 14 participants who reported that they experienced at least 16 out of the 18 items in T2, 11 (2.70%) were men, 3 (0.58%) were women and all 14 of these participants had scores on the CES-D of 16 or greater. Six (42.9%) of the 14 participants reported the highest level of work centrality (80-100%), however only 3 of these highest concept of work centrality participants were also participants who endorsed 16 or more of the grief items in both T1 and T2.

Comparing T1 to T2. Paired sample t-tests were performed to determine if there was a significant difference between the individual T1 and T2 grief measures. Significant differences were found on the measures of: Angry $t(498) = 13.916$, $p < .01$; Confused $t(495) = 13.012$, $p < .01$; Sad $t(495) = 13.389$, $p < .01$; Worried/Anxious $t(496) = 8.892$, $p < .01$; Irritable $t(491) = 8.791$, $p < .01$; Numb $t(486) = 10.707$, $p < .01$; Tearful $t(490) = 8.575$, $p < .01$; Peaceful $t(487) = -4.175$, $p < .01$: Isolated/Lonely $t(491) = 2.185$, $p < .05$; Scared $t(496) = 3.509$, $p < .01$: Surprised $t(496) = 15.899$, $p < .01$; Unfair $t(497) = 7.803$, $p < .01$; Statement 1 $t(486) = 8.007$, $p < .01$; Statement 2 $t(487) = 10.863$, $p < .01$; Statement 3 $t(487) = 6.520$, $p < .01$; Statement 4 $t(487) = 3.624$, $p < .01$; Statement 5 $t(482) = -5.268$, $p < .01$; Statement 6 $t(485) = 4.654$, $p < .01$: Statement 7 $t(480) = -3.323$, $p < .05$; Statement 8 $t(478) = 11.790$, $p < .01$; Statement 9 $t(484) = 10.627$, $p < .01$; Statement 10 $t(481) = 12.089$, $p < .01$; Statement 11 $t(479) = 6.851$, $p < .01$; Statement 12 $t(479) = 7.098$, $p < .01$; Statement 13 $t(485) = -2.276$, $p < .05$; and Statement 15 $t(484) = 7.782$, $p < .01$.

There was no statistically significant difference between the T1 and T2 means for the grief measures of Relieved $t(488) = -1.197$, $p > .05$, and Statement 14 $t(478) = .138$, $p > .05$.

CES-D Scale

Of the 519 participants only 458 completed the Center for Epidemiologic Studies Depression Scale (see Appendix B, Figure 1.). The mean score for all these participants was 18.72 (SD = 12.274), with scores ranging from 0 to 53 out of a possible 0 to 60. There were 39.9% of participants who scored less than a 16 on the CES-D, 48.7% who scored 16 or over and 11.4% who did not complete the scale.

LOT-R Scale

Of the 519 participants only 491 completed the Life Orientation Scale-Revised (see Appendix B, Figure 2.). The mean score was 13.78 (SD = 4.775), with scores ranging from 1 to 24 out of a possible 0 to 24.

AHS Scale

Of the 519 participants only 490 completed the Adult Hope Scale (see Appendix B, Figure 3.). The mean score was 48.39 (SD = 8.984), with scores ranging from 16 to 64 out of a possible 8 to 64.

GSE Scale

Of the 519 participants only 490 completed the General Perceived Self-Efficacy Scale (see Appendix B, Figure 4.). The mean score was 31.70 (SD = 4.554), with scores ranging from 13 to 40 out of a possible 10 to 40.

Differences between men and women (t-tests)

The following examines the differences between the sexes on the variables of mean work centrality level, mean CES-D score, the means of the grief measures, the mean LOT-R score, the mean AHS score, and the mean GSE score (see Table 8 in Appendix A). There was found to be a statistically significant difference, $t(511) = 2.182$, $p < .05$, between the mean scores for males ($X = 2.26$) and females ($X = 2.07$) on the work centrality variable. There was also found to be a statistically significant difference, $t(454) = -3.555$, $p < .05$, between the mean scores for males ($X = 17.27$) and females ($X = 21.50$) on the Center for Epidemiologic Studies Depression Scale. However, on the three positive psychology variables of optimism, hope and self-efficacy the null hypothesis could not be rejected when comparing the mean scores for men and women.

On the T1 retrospective grief measures, statistically significant differences were found between the mean scores for men and women for: Confused $t(503) = -3.267$, $p < .05$; Sad $t(505) = -6.738$, $p < .05$; Worried/Anxious $t(507) = -4.403$, $p < .05$; Irritable $t(500) = -2.809$, $p < .05$; Relieved $t(499) = -3.593$, $< .05$; Numb $t(496) = -5.464$, $p < .05$; Tearful $t(499) = -10.057$, $p < .05$; Isolated/Lonely $t(502) = -4.564$, $p < .05$; Scared $t(505) = -5.875$, $p < .05$; Statement 2 $t(506) = -3.869$, $p < .05$; Statement 4 $t(508) = -3.652$, $p < .05$; Statement 6 $t(508) = -3.469$, $p < .05$; Statement 8 $t(500) = -3.120$, $p < .05$; Statement 9 $t(505) = -2.019$, $p < .05$; Statement 10 $t(507) = -2.790$, $p < .05$; Statement 11 $t(504) = -2.547$, $p < .05$; Statement 13 $t(506) = -2.201$, $p < .05$; and Statement 14 $t(502) = -2.458$, $p < .05$. For all of these measures women had the higher mean score (see Table 9 in Appendix A).

On the T2 grief measures reflecting current status, statistically significant differences were found between the mean scores for men and women for: Sad $t(497) = -4.510$, $p < .05$; Worried/Anxious $t(495) = -3.743$, $p < .05$; Numb $t(489) = -2.145$, $p < .05$; Tearful $t(494) = -5.930$, $p < .05$; Isolated/Lonely $t(491) = -3.266$, $p < .05$; Scared $t(496) = -4.774$, $p < .05$; Statement 2 $t(487) = -3.057$, $p < .05$; Statement 3 $t(486) = -2.002$, $p < .05$; Statement 4 $t(486) = -2.025$, $p < .05$; Statement 11 $t(479) = -1.986$, $p < .05$; and Statement 13 $t(484) = -2.301$, $p < .05$. For all of these measures women had the higher mean score (see Table 10 in Appendix A).

Correlations

The following correlation statistics are to be considered exploratory in nature but due to the number of comparisons may reflect a Type I error and await further replication.

When comparing CES-D scores with the T1 measures of grief there were several significant correlations found (see Tables 4 and 5 in Appendix A). At TI, CES-D scores showed significant, positive relationships to scores for Angry ($r^2 = .328$, $p = .01$), Confused ($r^2 = .369$, $p = .01$), Sad ($r^2 = .457$, $p = .01$), Worried/Anxious ($r^2 = .451$, $p = .01$), Irritable ($r^2 = .516$, $p = .01$), Numb ($r^2 = .465$, $p = .01$), Tearful ($r^2 = .425$, $p = .01$), Isolated/Lonely ($r^2 = .547$, $p = .01$), Scared ($r^2 = .510$, $p = .01$), Surprised ($r^2 = .204$, $p = .01$), Unfair ($r^2 = .306$, $p = .01$), Statement 2 ($r^2 = .460$, $p = .01$), Statement 3 ($r^2 = .431$, $p = .01$), Statement 4 ($r^2 = .515$, $p = .01$), Statement 6 ($r^2 = .583$, $p = .01$), Statement 8 ($r^2 = .499$, $p = .01$), Statement 9 ($r^2 = .558$, $p = .01$), Statement 10 ($r^2 = .407$, $p = .01$), Statement 11 ($r^2 = .541$, $p = .01$), Statement 12 ($r^2 = .135$, $p = .01$), and Statement 15 ($r^2 = .259$, $p = .01$). CES-D scores showed significant, negative relationships to scores for

Peaceful (r^2 = -.244, p = .01), Statement 5 (r^2 = -.179, p = .01) and Statement 7 (r^2 = -.263, p = .01).

At T2 (see Tables 6 and 7 in Appendix A), CES-D scores showed significant, positive relationships with scores for Angry (r^2 = .427, p = .01), Confused (r^2 = .428, p = .01), Sad (r^2 = .521, p = .01), Worried/Anxious (r^2 = .550, p = .01), Irritable (r^2 = .547, p = .01), Numb (r^2 = .550, p = .01), Tearful (r^2 = .493, p = .01), Isolated/Lonely (r^2 = .614, p = .01), Scared (r^2 = .547, p = .01), Surprised (r^2 = .244, p = .01), Unfair (r^2 = .295, p = .01), Statement 2 (r^2 = .506, p = .01), Statement 3 (r^2 = .486, p = .01), Statement 4 (r^2 = .546, p = .01), Statement 6 (r^2 = .525, p = .01), Statement 8 (r^2 = .539, p = .01), Statement 9 (r^2 = .551, p = .01), Statement 10 (r^2 = .376, p = .01), Statement 11 (r^2 = .585, p = .01), Statement 12 (r^2 = .140, p = .01), and Statement 15 (r^2 = .286, p = .01). CES-D scores showed significant, negative relationships to scores for Peaceful (r^2 = -.266, p = .01), Statement 5 (r^2 = -.119, p = .01) and Statement 7 (r^2 = -.263, p = .01).

When comparing the variable of work centrality to CES-D scores and the grief measures there are several significant, negative correlations. Work centrality showed significant relationships with the following T1 grief measures (see Tables 4 and 5 in Appendix A): Angry (r^2 = -.102, p = .05); Confused (r^2 = -.121, p = .01); Worried/Anxious (r^2 = -.098, p = .05); Irritable (r^2 = -.125, p = .01); Tearful (r^2 = -.148, p = .01); Isolated/Lonely (r^2 = -.108, p = .05); Scared (r^2 = -.140, p = .01); Surprised (r^2 = -.144, p = .01); Statement 1 (r^2 = -.185, p = .01); Statement 2 (r^2 = -.109, p = .05); Statement 5 (r^2 = -.088, p = .05); Statement 10 (r^2 = -.131, p = .01); Statement 11 (r^2 = -.105, p = .05); Statement 12 (r^2 = -.119, p = .01); and Statement 15 (r^2 = -.112, p = .05). There were fewer significant relationships with the T2 grief measures (see Tables 6 and 7

in Appendix A): Statement 1 (r^2 = -.134, p = .01); Statement 5 (r^2 = -.090, p = .05); Statement 12; and Statement 15 (r^2 = -.094, p = .05). Of note is that a negative relationship suggests that as the work centrality score increases as the scores on several grief measures decrease. This is misleading as the higher the work centrality scores the lower the participant's actual level of work centrality is. For example, a work centrality score of 5 translates to 1-20% of time spent in work-related activities, whereas a work centrality score of 1 translates to 80-100% of time spent in work-related activities. There was no evidence of any significant relationship between the level of work centrality and CES-D scores (see Table 3 in Appendix A).

When comparing the optimism variable from the LOT-R scores to CES-D scores and the grief measures there are several significant correlations (see Tables 3 through 7 in Appendix A). Optimism score showed significant negative relationships with the following T1 grief measures: Angry (r^2 = -.292, p = .01); Confused (r^2 = -.224, p = .01); Sad (r^2 = -.291, p = .01); Worried/Anxious (r^2 = -.330, p = .01); Irritable (r^2 = -.355, p = .01); Numb (r2 = -.229, p = .01); Tearful (r^2 = -.227, p = .01); Isolated/Lonely (r^2 = -.302, p = .01); Scared (r^2 = -.303, p = .01); Surprised (r^2 = -.158, p = .01); Unfair (r^2 = -.211, p = .01); Statement 2 (r^2 = -.300, p = .01); Statement 3 (r^2 = -.374, p = .01); Statement 4 (r^2 = -.317, p = .01); Statement 6 (r^2 = -.380, p = .01); Statement 8 (r^2 = -.358, p = .01); Statement 9 (r^2 = -.383, p = .01); Statement 10 (r^2 = -.223, p = .01); Statement 11 (r^2 = -.316, p = .01); and Statement 15 (r^2 = -.145, p = .01). There were also significant positive relationships with the T1 grief measures of Peaceful (r^2 = .177, p = .01), Statement 1 (r^2 = .136, p = .01), Statement 5 (r^2 = .198, p = .01), and Statement 7 (r^2 = .229, p = .01).

When LOT-R score was compared to the T2 grief measures the following significant negative correlations were found: Angry (r^2 = -.298, p = .01); Confused (r^2 = -.209, p = .01); Sad (r^2 = -.333, p = .01); Worried/Anxious (r^2 = -.422, p = .01); Irritable (r^2 = -.390, p = .01); Numb (r2 = -.296, p = .01); Tearful (r^2 = -.250, p = .01); Isolated/Lonely (r^2 = -.364, p = .01); Scared (r^2 = -.406, p = .01); Surprised (r^2 = -.156, p = .01); Unfair (r^2 = -.230, p = .01); Statement 2 (r^2 = -.305, p = .01); Statement 3 (r^2 = -.370, p = .01); Statement 4 (r^2 = -.341, p = .01); Statement 6 (r^2 = -.394, p = .01); Statement 8 (r^2 = -.368, p = .01); Statement 9 (r^2 = -.401, p = .01); Statement 10 (r^2 = -.170, p = .01); Statement 11 (r^2 = -.361, p = .01); and Statement 15 (r^2 = -.125, p = .01). There were also significant positive relationships with the T1 grief measures of Peaceful (r^2 = .229, p = .01), Statement 1 (r^2 = .110, p = .05), Statement 5 (r^2 = .115, p = .05), and Statement 7 (r^2 = .237, p = .01).

The scores on the LOT-R were also found to be in a negative relationship with CES-D scores (r^2 = -.537, p = .01), as well as in positive relationships with AHS (r^2 = .623, p = .01), and GSE (r^2 = .514, p = .01) scores.

When comparing the hope variable of AHS scores to CES-D scores and the grief measures there are several significant correlations (see Tables 3-7 in Appendix A). Hope score showed significant negative relationships with the following T1 grief measures: Angry (r^2 = -.204, p = .01); Confused (r^2 = -.167, p = .01); Sad (r^2 = -.222, p = .01); Worried/Anxious (r^2 = -.306, p = .01); Irritable (r^2 = -.274, p = .01); Numb (r^2= -.232, p = .01); Tearful (r^2 = -.193, p = .01); Isolated/Lonely (r^2 = -.304, p = .01); Scared (r^2 = -.270, p = .01); Unfair (r^2 = -.123, p = .01); Statement 2 (r^2 = -.260, p = .01); Statement 3 (r^2 = -.399, p = .01); Statement 4 (r^2 = -.360, p = .01); Statement 6 (r^2 = -.365, p = .01);

Statement 8 (r^2 = -.355, p = .01); Statement 9 (r^2 = -.366, p = .01); Statement 10 (r^2 = -.179, p = .01); Statement 11 (r^2 = -.256, p = .01); and Statement 15 (r^2 = -.096, p = .05). There were also significant positive relationships with the T1 grief measures of Peaceful (r^2 = .166, p = .01), Statement 1 (r^2 = .148, p = .01), Statement 5 (r^2 = .277, p = .01), and Statement 7 (r^2 = .222, p = .01).

When AHS score was compared to the T2 grief measures the following significant negative correlations were found: Angry (r^2 = -.235, p = .01); Confused (r^2 = -.195, p = .01); Sad (r^2 = -.320, p = .01); Worried/Anxious (r^2 = -.422, p = .01); Irritable (r^2 = -.381, p = .01); Numb (r^2 = -.297, p = .01); Tearful (r^2 = -.283, p = .01); Isolated/Lonely (r^2 = -.429, p = .01); Scared (r^2 = -.423, p = .01); Surprised (r^2 = -.102, p = .05); Unfair (r^2 = -.136, p = .01); Statement 2 (r^2 = -.334, p = .01); Statement 3 (r^2 = -.426, p = .01); Statement 4 (r^2 = -.410, p = .01); Statement 6 (r^2 = -.400, p = .01); Statement 8 (r^2 = -.371, p = .01); Statement 9 (r^2 = -.394, p = .01); Statement 10 (r^2 = -.155, p = .01); Statement 11 (r^2 = -.330, p = .01); and Statement 15 (r^2 = -.138, p = .01). There were also significant positive relationships with the T1 grief measures of Peaceful (r^2 = .237, p = .01), Statement 1 (r^2 = .103, p = .05), Statement 5 (r^2 = .235, p = .01), and Statement 7 (r^2 = .272, p = .01).

The scores on the AHS were also found to be in a negative relationship with CES-D scores (r^2 = -.448, p = .01), as well as in positive relationships with GSE scores (r^2 = .727, p = .01).

When comparing the variable of GSE scores to CES-D scores and the grief measures there are several significant correlations (see Tables 3-7 in Appendix A). Self-Efficacy score showed significant negative relationships with the following T1 grief

measures: Angry (r^2 = -.172, p = .01); Confused (r^2 = -.183, p = .01); Sad (r^2 = -.126, p = .01); Worried/Anxious (r^2 = -.194, p = .01); Irritable (r^2 = -.166, p = .01); Numb (r^2= -.091, p = .05); Tearful (r^2 = -.144, p = .01); Isolated/Lonely (r^2 = -.143, p = .01); Scared (r^2 = -.170, p = .01); Unfair (r^2 = -.094, p = .05); Statement 2 (r^2 = -.125, p = .01); Statement 3 (r^2 = -.332, p = .01); Statement 4 (r^2 = -.210, p = .01); Statement 6 (r^2 = -.280, p = .01); Statement 8 (r^2 = -.207, p = .01); Statement 9 (r^2 = -.171, p = .01); Statement 10 (r^2 = -.167, p = .01); Statement 11 (r^2 = -.162, p = .01); and Statement 15 (r^2 = -.157, p = .01). There were also significant positive relationships with the T1 grief measures of Peaceful (r^2 = .106, p = .05), Statement 1 (r^2 = .113, p = .05), and Statement 5 (r^2 = .244, p = .01).

When AHS score was compared to the T2 grief measures the following significant negative correlations were found: Angry (r^2 = -.168, p = .01); Confused (r^2 = -.185, p = .01); Sad (r^2 = -.216, p = .01); Worried/Anxious (r^2 = -.268, p = .01); Irritable (r^2 = -.185, p = .01); Numb (r^2 = -.186, p = .01); Tearful (r^2 = -.138, p = .01); Isolated/Lonely (r^2 = -.236, p = .01); Scared (r^2 = -.280, p = .01); Surprised (r^2 = -.090, p = .05); Statement 2 (r^2 = -.174, p = .01); Statement 3 (r^2 = -.304, p = .01); Statement 4 (r^2 = -.241, p = .01); Statement 6 (r^2 = -.243, p = .01); Statement 8 (r^2 = -.248, p = .01); Statement 9 (r^2 = -.238, p = .01); Statement 10 (r^2 = -.153, p = .01); and Statement 11 (r^2 = -.209, p = .01). There were also significant positive relationships with the T1 grief measures of Peaceful (r^2 = .154, p = .01), Statement 1 (r^2 = .108, p = .05), Statement 5 (r^2 = .203, p = .01), Statement 7 (r^2 = .123, p = .01), and Statement 14 (r^2 = .117, p = .05).

The scores on the AHS were also found to be in a negative relationship with CES-D scores (r^2 = -.360, p = .01).

Chapter Five

Discussion

The purpose for this study was to examine whether job loss grief was present in the Canadian population and if so to determine if work centrality or sex differences could be used in predicting levels or frequency of job loss grief. Possible protective factors were also examined to see if they would mitigate any negative reactions to job loss.

H1: Job loss grief will be present in our population sample.

There was no single grief measure used or single grief score calculated, hence it is difficult to say, with any clarity, what percentage of participants experienced a grief-like reaction and which did not. It was possible to show that 18 of the grief items used in this study, which had a face and construct validity for the measurement of grief and were similar to a better known grief measure, the GEI-LV, could be examined together to produce a very conservative percentage of participants (6.94% in T1) who experienced the majority of these items.

It was also possible to show that the grief measures, as a whole, were distinct from the related depression measure. This difference was most evident when examining the work centrality data. Work centrality had small but significant relationships with the majority of T1 grief items: Angry, Confused, Worried/Anxious, Irritable, Tearful, Isolated/Lonely, Scared, Surprised, Statement 1, Statement 2, Statement 5, Statement 10, Statement 11, Statement 12 and Statement 15 but had no significant relationship with CES-D scores.

The negative relationships indicated by the correlation statistics indicates that when the level of work centrality is high, the grief measures that are listed above appear

to be low. However, the high level of work centrality indicated in the test is referring to the levels attributed to the work centrality divisions on the demographic survey sheet; where 5 (the highest level) was actually 1-20% investment of time in work related activities. Therefore as the work centrality variable level increases the actual sense of work centrality decreases and the correlation results can be interpreted as when a participant's work centrality concept is low their levels on the grief items are also low, conversely, we then see when work centrality concept is high (ie. 80-100%) then scores on the grief items will also be high.

The depression measure of CES-D score also had significant and strong relationships with the T1 grief items of: Angry, Confused, Sad, Worried/Anxious, Irritable, Numb, Tearful, Isolated/Lonely, Scared, Surprised, Unfair, Statement 2, Statement 3, Statement 4, Statement 6, Statement 8, Statement 9, Statement 10, Statement 11, Statement 12, and Statement 15. CES-D scores showed significant, negative relationships to scores for Peaceful, Statement 5 and Statement 7.

CES-D score and work centrality level did not produce a statistically significant relationship, nor are their relationships with the grief measures of a similar strength. Therefore CES-D score and the grief measures can be deemed as measuring separate constructs and that grief is more related to work centrality level than depression.

The majority of grief item levels significantly decreased between T1 and T2, except for the items of Relieved and Statement 14, which had no statistical difference between time points. The measure of Peaceful as well as Statements 5, 7 and 13 all had significant changes in means between T1 and T2 but these means appeared to increase over time. Since these increases were in the measures that support positive coping and the

items that decreased in intensity were the negative grief feelings and statements, this suggests that if the retrospective report of participants was accurate that levels of grief ease over time.

H2: Men will indicate higher levels of grief after involuntary job loss than women.

The majority of the literature suggested that men would indicate a higher level of grief after experiencing an involuntary job loss. The results of this study found some conflicting results. It was found that men and women experienced more significant mean differences on grief items than non-significant mean differences. Significant differences were found in both time periods for: Confused, Sad, Worried/Anxious, Irritable, Numb, Tearful, Isolated/Lonely, Scared and Statements 2, 4, 6, 8, 9, 10, and 11. Additionally, in time period one there were significant mean differences between the sexes on the grief items of Relieved, and Statements 13 and 14. In time period two there were also significant mean differences on the grief items of Angry, Surprised and Unfair, as well as Statements 3, 12 and 15. On all of these comparisons it was found that the women always had the significantly higher mean. These results are also supported by the conservative examination of the 18 core grief items in T1; where there were more women than men who endorsed sixteen or more of the grief items. This would suggest that women, and not men, are experiencing a more emotional grief reaction after involuntary unemployment and replicates the findings in Donahue's (2009) study. However, in T2 there were more men than women who endorsed sixteen or more of the grief items, which might suggest that men may either experience a grief reaction longer or they take longer to develop a grief reaction, as approximately half of the men who endorsed 16 or more grief items in T2 had not done so in T1.

H3: Persons who indicate greater work centrality will experience higher levels of grief after involuntary job loss.

Due to the multidimensional nature of the grief and the structure of the grief measures used in this study, a numerical level of grief could not be determined to be compared to the level of work centrality. However, the correlation data does support that when work centrality concept is high the levels on many of the T1 grief items also increase. However, the relationships found between these grief measures and work centrality are not strong, which may be due to how grief and work centrality were measured in this study or due to a weak relationship overall.

When the conservative estimate of those who experienced a grief-like reaction in T1 (6.94%) is examined, only 19.44% indicated the highest concept of work centrality (80-100%). In T2 of the 14 participants who had endorsed sixteen or more of the eighteen grief items, nearly 43% had indicated the highest concept of work centrality.

H4: Persons who score lower on the optimism, hope and self-efficacy measures are expected to score higher on the grief and depression measures, as compared to persons who have high scores on the positive psychology measures.

This hypothesis was supported by the results. All the positive psychology variables, (optimism, hope and self-efficacy) measured by the LOT-R, AHS and GSE scales, showed negative correlations with scores on the CES-D and the majority of grief items that look at the eighteen conservative grief items in both T1 and T2 time periods. Conversely, the LOT-R, AHS and GSE were shown to have statistically significant positive relationships with the grief items designed to not code for a grief reaction, such as Peaceful(ness) and having a positive plan of action (Statement 5).

In support of the existing research that asserts that the constructs of optimism, hope and self-efficacy are related yet individually distinct, the results of this study show that these three variables have strong significant positive relationships with each other but none are so close to a value of $r^2 = 1$ that they could be deemed to be in perfect relationship with one another.

Overall the positive psychology scores were higher than was expected in an unemployed population. This may be, in part, due to the population being examined. Since they were all actively seeking re-employment assistance from Goodwill services it could explain why they had high levels of optimism, hope and self-efficacy. If they were low on these variables they would be less likely to see any usefulness in Goodwill's programs.

Conclusions

Relevance to Counselling Psychology. The results of this study can have a considerable impact on the counselling profession in Canada, as well as future counselling psychology research. Currently, considerable government funding is going into employment services programs that are, primarily being run by Career Development Practitioners or persons who only have on the job training. These employment services staff members do not have the training or practiced skills to provide the counselling needed to persons who require emotional support and interventions that will address their depression or grief symptoms. Some agencies, after working with a client for several sessions, will refer their client to a community agency for counselling services; however, these agencies are underfunded and have long waiting lists for their reduced cost services. The unemployed (or underemployed) are seldom able to afford private counselling or

they are unaware of the benefits a counsellor could provide to their ability to cope with involuntary unemployment.

The recognition that people who lose their job can experience a grief reaction is the first step to making changes within the systems already in place that are designed to support the unemployed in finding new work. Knowing that such a reaction to unemployment can occur means that employment agencies can train their staff to look for cues or incorporate grief evaluation measures into their intake assessments. This will help identify those who would benefit from personal counselling sooner. Identification of the need for personal counselling to be available to those who have become unemployed can allow for additional funding to be made available to agencies that provide community counselling services. New programming can be developed within employment agencies to address the grieving process while clients wait for personal counselling to become available or may alleviate the symptoms enough that grief counselling is no longer necessary.

At the counsellor level, knowledge of the existence of unemployment grief will assist career and personal counsellors in identifying this issue sooner in their clients as their clients are unlikely to self-identify as grieving their lost job. Counsellors can provide education to their clients to help normalize their experience and use targeted interventions (potentially positive psychology interventions to improve clients' feelings of hope, optimism and self-efficacy), to address the grieving process. This earlier identification may help reduce the duration of therapy necessary for the client to experience wellness.

At the government level, this research can assist in the procurement of funding at multiple agencies (counselling, employment services, as well as government programs) that will make the provision for additional resources to those who need to proceed through the grieving process and may take longer to become re-employed.

Limitations

There were a number of limitations within this study that need to be addressed. First, the uniqueness of the population examined in this study needs to be taken into consideration. London, Ontario as a city does not have the proportional level of diversity to be able to be able to clearly represent the Canadian population as a whole. Those who seek out re-employment services and specifically Goodwill Industries' services, rather than performing a job search on their own are also exceptional. The very action of coming to Goodwill's workshop indicates that scores on the grief measure Statement 5, "I knew what I needed to do to get a new job and took those actions right away," may not reflect the Canadian population as a whole. Also, the uniqueness of the participants versus those that declined to fill out the survey must be considered. It is possible that many of those who filled out the survey may have chosen to lessen the severity of their grief- and depression-like symptoms and conversely increase the weight they placed on the positive psychology measures in order to present themselves in a better light, perhaps in an effort to maintain government funding and re-employment support. It was reported anecdotally by members of research team who worked for Goodwill and Daya that those workshop participants who were most often being referred later to Daya for counselling had chosen not to participate in the survey. If this information is true then it seems that there is something distinctive about those that require the additional support of

counselling in order to be ready for re-employment that makes them resistant to participating in this survey. Unfortunately, the number of people who declined to participate in the survey was not kept track of and so the refusal percentage cannot be determined.

In addition to the missing information on the percentage of participation refusal, the length of unemployment for the people who did participate was not consistently collected by the research team. Participants were asked on the survey, "When did your job end (last day of employment)," and there was a space provided for the month and year to be filled out, however, the date that the participant filled out the survey was not placed on the survey packet and so could not be tracked. This oversight was not addressed for several months of the data collection process and so there are not consistent records for this information for all participants. This data was requested by petitioning the person at Goodwill Industries who controls the master list of names to participant numbers to match the dates on each workshop list to the participant numbers but at the time of writing this information had not yet been provided.

There was a noticeable drop-out rate as the survey progressed, particularly in regards to the time-one and time-two grief measures. Several participants would fill out the time-one measures in their entirety and then for the time-two measures leave some or all of the items blank and then resume filling out the remaining survey pages. While research team members who were collecting the data were instructed to point out that there were pages that looked similar but were not identical it could be that participants did not understand and thought that the time-two pages were duplicates. Some participants wrote on their survey pages that the time between losing their job and taking

the survey was so short that their feelings had not changed but they did not fill out the time-two measures. One participant used the back of the last page of his/her survey package to write feedback saying that he/she felt the survey was too long and repetitive.

The variables reflecting levels of grief and work centrality were central to this study and yet neither of the measures used to assess these variables had any tested reliability or validity prior to being used. Secondly, there was no pre-evaluation of the grief measures to determine conclusively that they were measuring a grief reaction and not a depression reaction; though evidence was found during the analysis of the data to support that they were indeed independent but related constructs. However, the results showing that all but one of the participants who endorsed sixteen or more out of the eighteen conservative grief items also scored 16 or higher on the CES-D (indicating the presence of a depression-like reaction), shows how similar these two constructs are. Therefore the results regarding the levels of grief and work centrality in the population studied can be considered only preliminary or suggestive at best and need to be re-examined prior to any conclusions being drawn.

Future Research

Despite the lack of a clear, indisputable presence of a grief reaction, the findings do support future research in this area. The findings from this study, though limited, do support the previous research that some people experience a strong emotional reaction to becoming unemployed and that it is similar to, but not exactly the same as depression. Whether or not this reaction can be predicted by a person's level of work centrality also bears further research.

Future studies on grief related to job loss in Canada should look at drawing participant samples from either larger, more diverse cities or from several cities across the country in order to be able to reflect a more accurate picture of the Canadian experience with unemployment. Participants should also be recruited from a number of sources such as: different employment agencies and resource centres, job search boards and websites, and advertisements in newspapers. This will address the limitation of working with a specialized population that only seeks out one source of employment assistance.

When examining unemployment grief using a known grief measure that has prior use in the literature and known reliability and validity will allow for more vigorous analysis and clearer results. While the authour is unaware of any standardized measure for work centrality it would be recommended that any measure of work centrality should be tested and analyzed for reliability and validity prior to use in formal research.

Summary

Despite the limitations in the current research, the findings in this study reflect that for many people who have been forced to leave their jobs there is a negative emotional reaction that can be mitigated by a person's innate sense of optimism, hope or self-efficacy, but can also be more pronounced by their innate sense of work centrality. Even if those who experience a grief reaction to involuntary job loss are not in the majority, their experience needs to be validated and understood so that they can be given the assistance they need in order to heal in preparation to rejoin the workforce.

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APPENDIX A

Tables

Table 1

Description of the Sample (N = 519)

Characteristic	*n*	%
Gender		
Male	339	65.3
Female	178	34.3
Gender not given	2	0.4
Age (in years)		
18 - 22	21	4.1
23 - 27	61	11.7
28 - 32	66	12.7
33 - 37	69	13.3
38 - 42	64	12.2
43 - 47	68	13.1
48 - 52	56	10.7
53 - 57	52	10.0
58 - 62	26	5.2
63 – 66	6	1.2
Age not given	30	5.8

Race/Ethnicity		
White	440	84.8
Black	12	2.3
Asian	13	2.5
Hispanic	25	4.8
Native American/First Nations	3	.6
Other	24	4.6
Race/Ethnicity not given	2	0.4
First Language		
English	443	85.4
French	2	0.4
Spanish	21	4.0
Other	47	9.1
Language not given	6	1.2
Fluent in English		
Yes	479	92.3
Partially	19	3.7
No	8	1.5
Fluency not given	13	2.5
Level of Education		
Primary	9	1.7
High School	201	38.7
Technical/Trade School	50	9.6

College	147	28.3
University	69	13.3
Graduate School	6	1.2
Other	35	6.7
Level of education not given	2	0.4
Residency status in Canada		
Canadian Citizen	498	96.0
Landed Immigrant	4	0.8
Permanent Resident	16	3.1
Refugee	1	0.2
If you were not born in Canada, what year did you move to Canada?		
Range of years from 1951 - 2009	86	14.9
Marital status		
Married	183	35.3
Common-law	57	11.0
Single	192	37.0
Divorced	45	8.7
Separated	29	5.6
Widowed	3	0.6
Marital status not given	10	1.9

Number of dependents		
0	196	37.8
1 - 2	174	33.5
3 – 4	53	10.2
5 or more	7	1.4
Number of dependents not given	89	17.1
Length of notice prior to job loss		
None	250	48.2
A day or two	67	12.9
1 week	49	9.4
1-4 weeks	51	9.8
Over a month	42	8.1
Several months	55	10.6
Length of notice not given	5	1.0
Degree of control participant had over the ending of their job		
None	519	100
How much of your household income was from the job?		
All or nearly all (80-100%)	289	55.7
Most (60-80%)	90	17.3
About half (40-60%)	89	17.1
Less than half (20-40%)	38	7.3
Just a little bit (1-20%)	7	1.3
Percentage of income lost not given	6	1.2

How much of your average day was spent in work-related activities?		
All or nearly all (80-100%)	113	21.8
Most (60-80%)	252	48.6
About half (40-60%)	107	20.6
Less than half (20-40%)	23	4.4
Just a little bit (1-20%)	20	3.9
Percentage of work centrality not given	4	0.8
Current employment status		
Employed part time	38	7.3
Employed full time	26	5.0
Self-employed part time	11	2.1
Self-employed full time	2	0.4
Not currently employed	442	85.2

Table 2

Descriptive Statistics of Demographic and Study Variables

Variable	*M*	*SD*	*Maximum*	*Minimum*
Work Centrality	2.19	0.959	5	1
CES-D	18.72	12.274	53	0
LOT-R	13.78	4.775	24	1
AHS	48.38	8.984	64	16
GSE	31.70	4.554	40	13
Angry T1	4.28	2.216	7	1
Confused T1	3.85	2.216	7	1
Sad T1	4.16	2.096	7	1
Worried/Anxious T1	5.01	1.922	7	1
Irritable T1	3.67	2.068	7	1
Relieved T1	2.84	2.034	7	1
Numb T1	3.07	2.140	7	1
Tearful T1	2.59	2.079	7	1
Peaceful T1	2.72	1.851	7	1
Isolated/Lonely T1	2.93	2.098	7	1
Scared T1	3.94	2.185	7	1
Surprised T1	4.15	2.408	7	1
Unfair T1	4.75	2.322	7	1
Statement 1 T1	3.38	2.153	7	1

Statement 2 T1	4.37	2.123	7	1
Statement 3 T1	3.84	2.081	7	1
Statement 4 T1	4.11	2.078	7	1
Statement 5 T1	4.73	1.849	7	1
Statement 6 T1	3.40	2.092	7	1
Statement 7 T1	4.09	2.038	7	1
Statement 8 T1	4.28	1.953	7	1
Statement 9 T1	3.37	1.966	7	1
Statement 10 T1	3.65	2.143	7	1
Statement 11 T1	3.91	2.223	7	1
Statement 12 T1	3.52	2.054	7	1
Statement 13 T1	3.23	2.156	7	1
Statement 14 T1	4.62	2.159	7	1
Statement 15 T1	3.73	2.214	7	1
Angry T2	3.01	2.120	7	1
Confused T2	2.60	1.902	7	1
Sad T2	2.97	2.017	7	1
Worried/Anxious T2	4.29	2.104	7	1
Irritable T2	2.93	1.956	7	1
Relieved T2	2.93	2.060	7	1
Numb T2	2.19	1.682	7	1
Tearful T2	1.93	1.606	7	1
Peaceful T2	3.11	1.970	7	1

Isolated/Lonely T2	2.74	1.933	7	1
Scared T2	3.65	2.202	7	1
Surprised T2	2.43	1.919	7	1
Unfair T2	4.15	2.468	7	1
Statement 1 T2	2.65	2.035	7	1
Statement 2 T2	3.41	2.064	7	1
Statement 3 T2	3.28	2.029	7	1
Statement 4 T2	3.79	2.080	7	1
Statement 5 T2	5.20	1.718	7	1
Statement 6 T2	3.01	2.087	7	1
Statement 7 T2	4.34	1.959	7	1
Statement 8 T2	3.33	1.997	7	1
Statement 9 T2	2.60	1.820	7	1
Statement 10 T2	2.55	1.940	7	1
Statement 11 T2	3.39	2.265	7	1
Statement 12 T2	2.88	2.015	7	1
Statement 13 T2	3.43	2.289	7	1
Statement 14 T2	4.62	2.214	7	1
Statement 15 T2	2.99	2.120	7	1

Note: CES-D – Center for Epidemiologic Studies Depression Scale; LOT-R – Life Orientation Revised Scale; AHS – Adult Hope Scale; GSE – General Perceived Self-Efficacy Scale

Table 3

A Summary of the Intercorrelations among the Study Variables Except for the Grief Measures

Measure	1	2	3	4	5
1. Work Centrality	-				
2. CES-D	-.049	-			
3. LOT-R	-.041	-.537**	-		
4. AHS	-.050	-.448**	.623**	-	
5. GSE	-.014	-.360**	.514**	.727**	-

Note: *p < .05 and **p<.001

Scales: CES-D – Center for Epidemiologic Studies Depression Scale; LOT-R – Life Orientation Revised Scale; AHS – Adult Hope Scale; GSE – General Perceived Self-Efficacy Scale

Table 4

A Summary of the Intercorrelations among the Study Variables and Grief Feelings at Time One (T1)

Measure	Work Centrality	CES-D	LOT-R	AHS	GSE
Angry	-.102*	.328**	-.262**	-.204**	-.172**
Confused	-.121**	.369**	-.224**	-.167**	-.183**
Sad	-.058	.457**	-.291**	-.222**	-.126**
Worried/Anxious	-.098*	.451**	-.330**	-.306**	-.194**
Irritable	-.125**	.516**	-.355**	-.274**	-.166**
Relieved	.008	.037	-.033	-.063	-.028
Numb	-.084	.465**	-.229**	-.232**	-.091*
Tearful	-.148**	.425**	-.227**	-.193**	-.144**
Peaceful	.023	-.244**	.177**	.166**	.106*
Isolated/Lonely	-.108	.547**	-.302**	-.304**	-.143**
Scared	-.140**	.510**	-.303**	-.270**	-.170**
Surprised	-.144**	.204**	-.158**	-.043	-.017
Unfair	-.049	.306**	-.211**	-.123**	-.094*

Note: *p < .05 and **p<.001

Scales: CES-D – Center for Epidemiologic Studies Depression Scale; LOT-R – Life Orientation Revised Scale; AHS – Adult Hope Scale; GSE – General Perceived Self-Efficacy Scale

Table 5

A Summary of the Intercorrelations among the Study Variables and Grief Statements at Time One (T1)

Measure	Work Centrality	CES-D	LOT-R	AHS	GSE
Statement 1	-.185**	-.038	.136**	.148**	.113*
Statement 2	-.109*	.460**	-.300**	-.260**	-.125**
Statement 3	.015	.431**	-.374**	-.399**	-.332**
Statement 4	-.031	.515**	-.317**	-.360**	-.210**
Statement 5	-.088*	-.179**	.198**	.277**	.244**
Statement 6	.031	.583**	-.380**	-.365**	-.280**
Statement 7	-.031	-.263**	.229**	.222**	.081
Statement 8	-.036	.499**	-.358**	-.355**	-.207**
Statement 9	-.019	.558**	-.383**	-.366**	-.171**
Statement 10	-.131**	.407**	-.223**	-.179**	-.167**
Statement 11	-.105*	.541**	-.316**	-.256**	-.162**
Statement 12	-.119**	.135**	.024	-.040	.027
Statement 13	.050	-.054	-.024	-.081	-.068
Statement 14	.008	-.008	.042	.023	.087
Statement 15	-.112*	.259**	-.145**	-.096*	-.157**

Note: *p < .05 and **p<.001

Scales: CES-D – Center for Epidemiologic Studies Depression Scale; LOT-R – Life Orientation Revised Scale; AHS – Adult Hope Scale; GSE – General Perceived Self-Efficacy Scale

Table 6

A Summary of the Intercorrelations among the Study Variables and Grief Feelings at Time Two (T2)

Measure	Work Centrality	CES-D	LOT-R	AHS	GSE
Angry	-.051	.427**	-.298**	-.235**	-.168**
Confused	-.086	.428**	-.209**	-.195**	-.185**
Sad	-.020	.521**	-.333**	-.320**	-.216**
Worried/Anxious	-.072	.550**	-.422**	-.422**	-.268**
Irritable	-.039	.547**	-.390**	-.381**	-.185**
Relieved	-.018	-.020	-.018	-.029	-.076
Numb	-.022	.550**	-.296**	-.297**	-.186**
Tearful	-.044	.493**	.250**	.283**	.138**
Peaceful	.027	-.266**	.229**	.237**	.154**
Isolated/Lonely	-.081	.614**	-.364**	-.429**	-.236**
Scared	-.048	.547**	-.406**	-.423**	-.280**
Surprised	-.042	.244**	-.156**	-.102*	-.090*
Unfair	-.063	.295**	-.230**	-.136**	-.078

Note: *p < .05 and **p<.001

Scales: CES-D – Center for Epidemiologic Studies Depression Scale; LOT-R – Life Orientation Revised Scale; AHS – Adult Hope Scale; GSE – General Perceived Self-Efficacy Scale

Table 7

A Summary of the Intercorrelations among the Study Variables and Grief Statements at Time Two (T2)

Measure	Work Centrality	CES-D	LOT-R	AHS	GSE
Statement 1	-.134**	-.017	.110*	.103*	.108*
Statement 2	-.065	.506**	-.305**	-.334**	-.174**
Statement 3	-.031	.486**	-.370**	-.426**	-.304**
Statement 4	-.030	.546**	-.341**	-.410**	-.241**
Statement 5	-.090*	-.119*	.115*	.235**	.203**
Statement 6	.027	.525**	-.394**	-.400**	-.243**
Statement 7	-.067	-.263**	.237**	.272**	.123**
Statement 8	-.026	.539**	-.368**	-.371**	-.248**
Statement 9	-.003	.551**	-.401**	-.394**	-.238**
Statement 10	-.077	.376**	-.170**	-.155**	-.153**
Statement 11	-.060	.585**	-.361**	-.330**	-.209**
Statement 12	-.096*	.140**	.031	-.023	.020
Statement 13	-.004	-.056	-.014	-.003	.031
Statement 14	-.037	-.033	.078	.041	.117*
Statement 15	-.094*	.286**	-.125**	-.138**	-.088

Note: *p < .05 and **p<.001

Scales: CES-D – Center for Epidemiologic Studies Depression Scale; LOT-R – Life Orientation Revised Scale; AHS – Adult Hope Scale; GSE – General Perceived Self-Efficacy Scale

Table 8

Comparison of Mean Scores across Sexes on the Study Variables of Depression, Optimism, Hope, Self-Efficacy and Work Centrality

Scale	Males	Females	95% Confidence Interval of the Difference	*t*
CES-D	*M=17.27* *SD=12.046* *n =297*	*M=21.50* *SD=12.234* *n =159*	[-6.570, -1.891]	-3.555*
LOT-R	*M=13.94* *SD=4.817* *n =319*	*M=13.44* *SD=4.710* *n =170*	[-0.384, 1.400]	1.120
AHS	*M=48.68* *SD=8.956* *n =317*	*M=47.82* *SD=9.065* *n =171*	[-0.826, 2.527]	0.997
GSE	*M=31.92* *SD=4.508* *n =317*	*M=31.32* *SD=4.641* *n =171*	[-0.247, 1.451]	1.393
Work Centrality	*M= 2.26* *SD= 1.002* *n = 336*	*M=2.07* *SD=0.866* *n =177*	[0.018, 0.353]	2.182*

Note: *p < .05.

Scales: CES-D – Center for Epidemiologic Studies Depression Scale; LOT-R – Life Orientation Revised Scale; AHS – Adult Hope Scale; GSE – General Perceived Self-Efficacy Scale.

Table 9

Comparison of Mean Scores across Sexes on the Time One (T1) Grief Measures

Scale	Males	Females	95% Confidence Interval of the Difference	*t*
Angry	*M=4.21* *SD=2.100* *n =331*	*M=4.42* *SD=2.205* *n =176*	[-0.601,0.183]	-1.048
Confused	*M=3.62* *SD=2.191* *n =331*	*M=4.29* *SD=2.198* *n =174*	[-1.075, -0.268]	-3.267*
Sad	*M=3.72* *SD=1.995* *n =333*	*M=4.99* *SD=2.043* *n =174*	[-1.637, 0.898]	-6.738*
Worried/ Anxious	*M=4.74* *SD=1.931* *n =333*	*M=5.52* *SD=1.808* *n =176*	[-1.121, -0.429]	-4.403*
Irritable	*M=3.49* *SD=2.006* *n =329*	*M=4.03* *SD=2.150* *n =173*	[-0.922, -0.163]	-2.809*
Relieved	*M=2.61* *SD=1.957* *n =328*	*M=3.30* *SD=2.105* *n =173*	[-1.074, -0.314]	-3.593*
Numb	*M=2.68* *SD=1.955* *n =325*	*M=3.80* *SD=2.289* *n =173*	[-1.524, -0.717]	-5.464*
Tearful	*M=1.91* *SD=1.592* *n =327*	*M=3.87* *SD=2.288* *n =174*	[-2.340, -1.573]	-10.057*
Peaceful	*M=2.79* *SD=1.908* *n =329*	*M=2.56* *SD=1.739* *n =171*	[-0.111, 0.575]	1.328
Isolated/ Lonely	*M=2.62* *SD=1.964* *n =330*	*M=3.53* *SD=2.221* *n =174*	[-1.307, -0.520]	-4.564*

Scared	*M=3.54* *SD=2.077* *n =332*	*M=4.70* *SD=2.185* *n =175*	[-1.549, -0.773]	-5.875*
Surprised	*M=4.12* *SD=2.387* *n =335*	*M=4.25* *SD=2.444* *n =175*	[-0.576, 0.306]	-0.602
Unfair	*M=4.65* *SD=2.375* *n =331*	*M=4.97* *SD=2.206* *n =177*	[-0.734, 0.096]	-1.512
Statement 1	*M=3.34* *SD=2.105* *n =330*	*M=3.48* *SD=2.240* *n =176*	[-0.535, 0.254]	-0.699
Statement 2	*M=4.11* *SD=2.071* *n =331*	*M=4.86* *SD=2.126* *n =177*	[-1.135, -0.371]	-3.869*
Statement 3	*M=3.71* *SD=2.051* *n =334*	*M=4.09* *SD=2.130* *n =176*	[-0.756, 0.005]	-1.940
Statement 4	*M=3.86* *SD=2.043* *n =333*	*M=4.56* *SD=2.072* *n =177*	[-1.073, -0.322]	-3.652*
Statement 5	*M=4.82* *SD=1.862* *n =332*	*M=4.58* *SD=1.862* *n =176*	[-0.096, 0.581]	1.410
Statement 6	*M=3.17* *SD=2.015* *n =333*	*M=3.84* *SD=2.169* *n =177*	[-1.046, -0.290]	-3.469*
Statement 7	*M=4.07* *SD=1.974* *n =332*	*M=4.12* *SD=2.161* *n =175*	[-0.436, 0.335]	-0.259
Statement 8	*M=4.08* *SD=1.933* *n =329*	*M=4.65* *SD=1.952* *n =173*	[-0.926, -0.210]	-3.120*

Statement 9	*M=3.25* *SD=1.927* *n =332*	*M=3.62* *SD=2.028* *n =175*	[-0.730, -0.010]	-2.019*
Statement 10	*M=3.47* *SD=2.085* *n =332*	*M=4.02* *SD=2.208* *n =177*	[-0.942, -0.164]	-2.790*
Statement 11	*M=3.73* *SD=2.170* *n =331*	*M=4.25* *SD=2.288* *n =175*	[-0.932, -0.120]	-2.547*
Statement 12	*M=3.45* *SD=2.022* *n =326*	*M=3.65* *SD=2.098* *n =176*	[-0.576, 0.177]	-1.043
Statement 13	*M=3.09* *SD=2.166* *n =332*	*M=3.53* *SD=2.116* *n =176*	[-0.835, -0.047]	-2.201*
Statement 14	*M=4.47* *SD=2.225* *n =329*	*M=4.94* *SD=1.973* *n =175*	[-0.854, -0.095]	-2.458*
Statement 15	*M=3.64* *SD=2.164* *n =329*	*M=3.89* *SD=2.298* *n =177*	[-0.648, 0.162]	-1.177

Note: *p < .05.

Table 10

Comparison of Mean Scores across Sexes on the Time Two (T2) Grief Measures

Scale	Males	Females	95% Confidence Interval of the Difference	*t*
Angry	*M=2.98* *SD=2.093* *n =329*	*M=3.07* *SD=2.178* *n =172*	[-0.477, 0.307]	-0.425
Confused	*M=2.63* *SD=1.930* *n =327*	*M=2.54* *SD=1.859* *n =170*	[-0.265, 0.443]	0.493
Sad	*M=2.66* *SD=1.879* *n =327*	*M=3.54* *SD=2.156* *n =172*	[-1.260, -0.494]	-4.510*
Worried/ Anxious	*M=4.04* *SD=2.065* *n =326*	*M=4.77* *SD=2.109* *n =171*	[-1.121, -0.349]	-3.743*
Irritable	*M=2.81* *SD=1.936* *n =326*	*M=3.16* *SD=1.989* *n =170*	[-0.712, 0.014]	-1.888
Relieved	*M=2.85* *SD=2.047* *n =324*	*M=3.10* *SD=2.081* *n =169*	[-0.636, 0.132]	-1.289
Numb	*M=2.07* *SD=1.601* *n =321*	*M=2.43* *SD=1.813* *n =170*	[-0.680, -0.029]	-2.145*
Tearful	*M=1.60* *SD=1.310* *n =325*	*M=2.57* *SD=1.910* *n =171*	[-1.288, -0.646]	-5.930*
Peaceful	*M=3.14* *SD=1.944* *n =325*	*M=3.06* *SD=2.029* *n =169*	[-0.288, 0.447]	0.424
Isolated/ Lonely	*M=2.53* *SD=1.861* *n =324*	*M=3.14* *SD=2.013* *n =169*	[-0.974, -0.242]	-3.266*

Scared	*M=3.31* *SD=2.138* *n =327*	*M=4.28* *SD=2.194* *n =171*	[-1.372, -0.572]	-4.774*
Surprised	*M=2.50* *SD=1.997* *n =327*	*M=2.33* *SD=1.765* *n =171*	[-0.175, 0.511]	0.963
Unfair	*M=4.03* *SD=2.454* *n =325*	*M=4.39* *SD=2.484* *n =174*	[-0.815, 0.095]	-1.555
Statement 1	*M=2.66* *SD=2.057* *n =321*	*M=2.63* *SD=1.990* *n =168*	[-0.342, 0.419]	0.199
Statement 2	*M=3.20* *SD=1.968* *n =321*	*M=3.82* *SD=2.190* *n =168*	[-1.013, -0.220]	-3.057*
Statement 3	*M=3.14* *SD=2.015* *n =320*	*M=3.53* *SD=2.041* *n =168*	[-0.765, -0.007]	-2.002*
Statement 4	*M=3.65* *SD=2.108* *n =320*	*M=4.04* *SD=2.013* *n =168*	[-0.778, -0.011]	-2.025*
Statement 5	*M=5.16* *SD=1.704* *n =318*	*M=5.28* *SD=1.752* *n =167*	[-0.447, 0.199]	-0.755
Statement 6	*M=2.92* *SD=2.052* *n =318*	*M=3.17* *SD=2.158* *n =167*	[-0.635, 0.149]	-1.218
Statement 7	*M=4.34* *SD=1.942* *n =319*	*M=4.33* *SD=2.004* *n =166*	[-0.353, 0.386]	0.087
Statement 8	*M=3.21* *SD=1.953* *n =317*	*M=3.56* *SD=2.073* *n =167*	[-0.726, 0.023]	-1.843

Statement 9	*M=2.56* *SD=1.824* *n =318*	*M=2.67* *SD=1.826* *n =168*	[-0.458, 0.226]	-0.667
Statement 10	*M=2.53* *SD=1.972* *n =317*	*M=2.60* *SD=1.890* *n =165*	[-0.437, 0.297]	-0.375
Statement 11	*M=3.24* *SD=2.264* *n =315*	*M=3.67* *SD=2.249* *n =166*	[-0.856, -0.005]	-1.986*
Statement 12	*M=2.84* *SD=2.011* *n =317*	*M=2.96* *SD=2.018* *n =168*	[-0.506, 0.249]	-0.668
Statement 13	*M=3.26* *SD=2.273* *n =318*	*M=3.76* *SD=2.301* *n =168*	[-0.929, -0.073]	-2.301*
Statement 14	*M=4.59* *SD=2.248* *n =314*	*M=4.69* *SD=2.161* *n =167*	[-0.526, 0.309]	-0.511
Statement 15	*M=3.00* *SD=2.123* *n =317*	*M=2.96* *SD=2.130* *n =168*	[-0.363, 0.434]	0.176

Note: *p < .05.

APPENDIX B

Figures

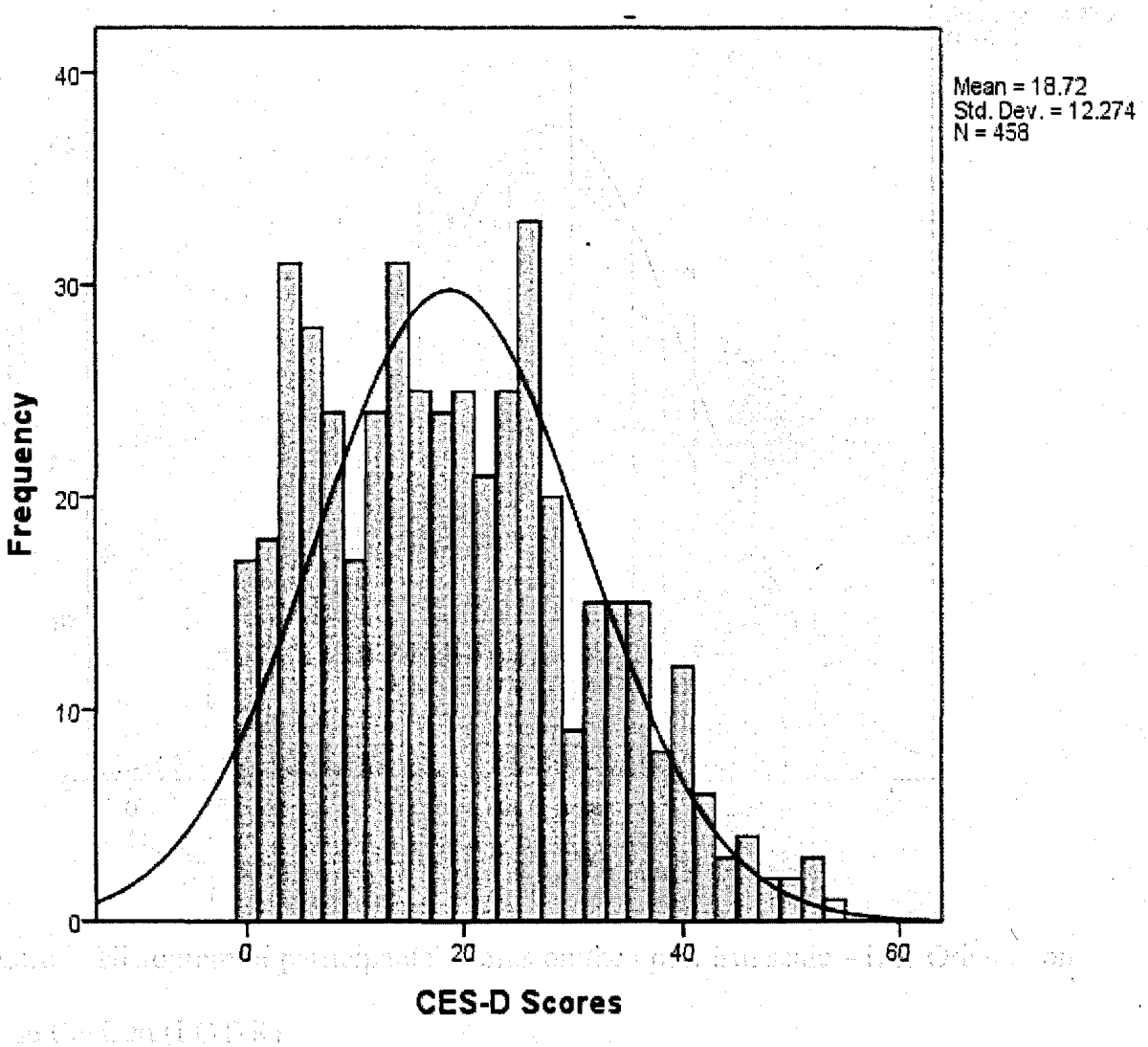

Figure 1. Histogram of participants' scores on the Center for Epidemiologic Studies Depression Scale (CES-D).

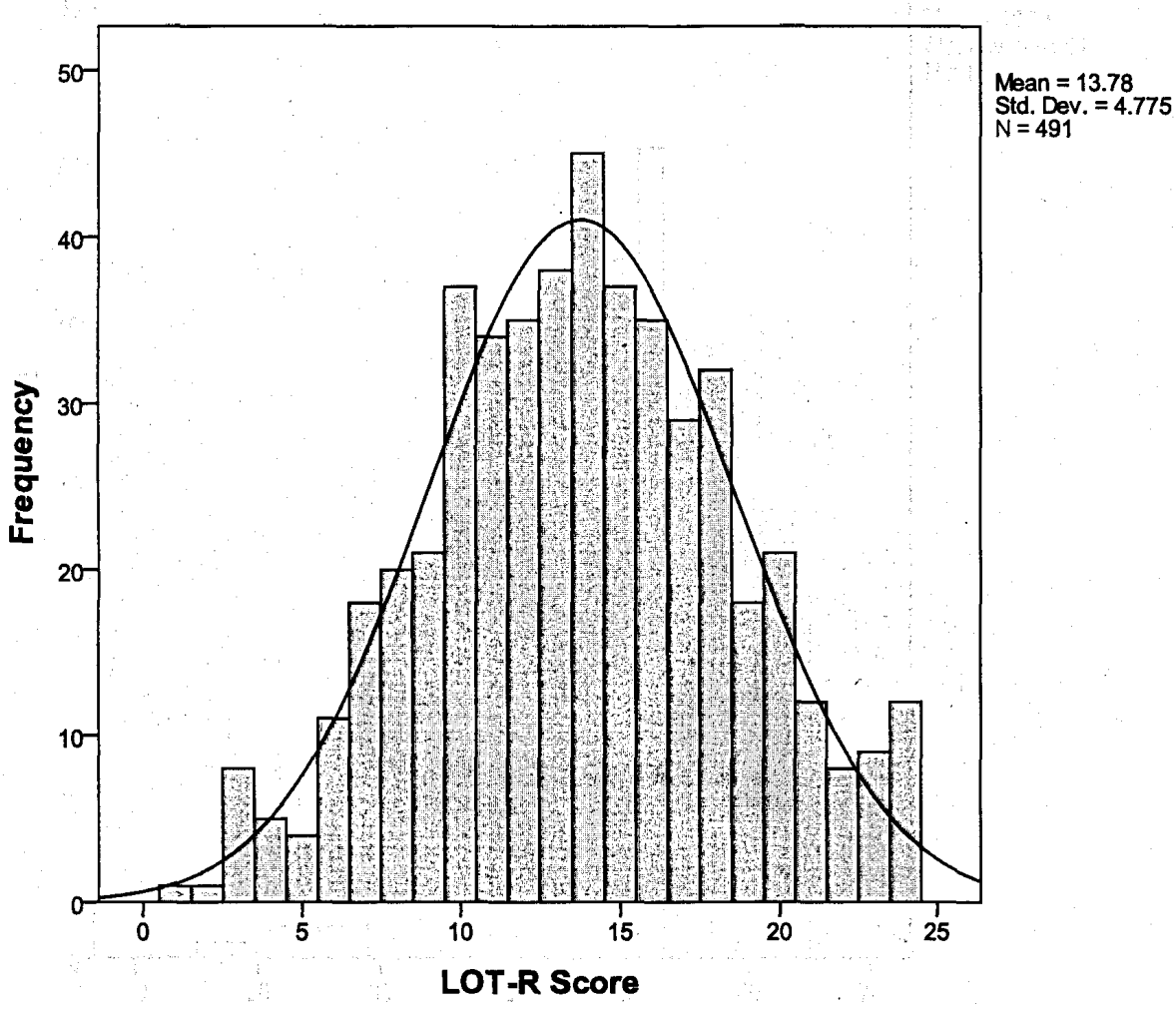

Figure 2. Histogram of participants' scores on the optimism scale – Life Orientation Scale Revised (LOT-R).

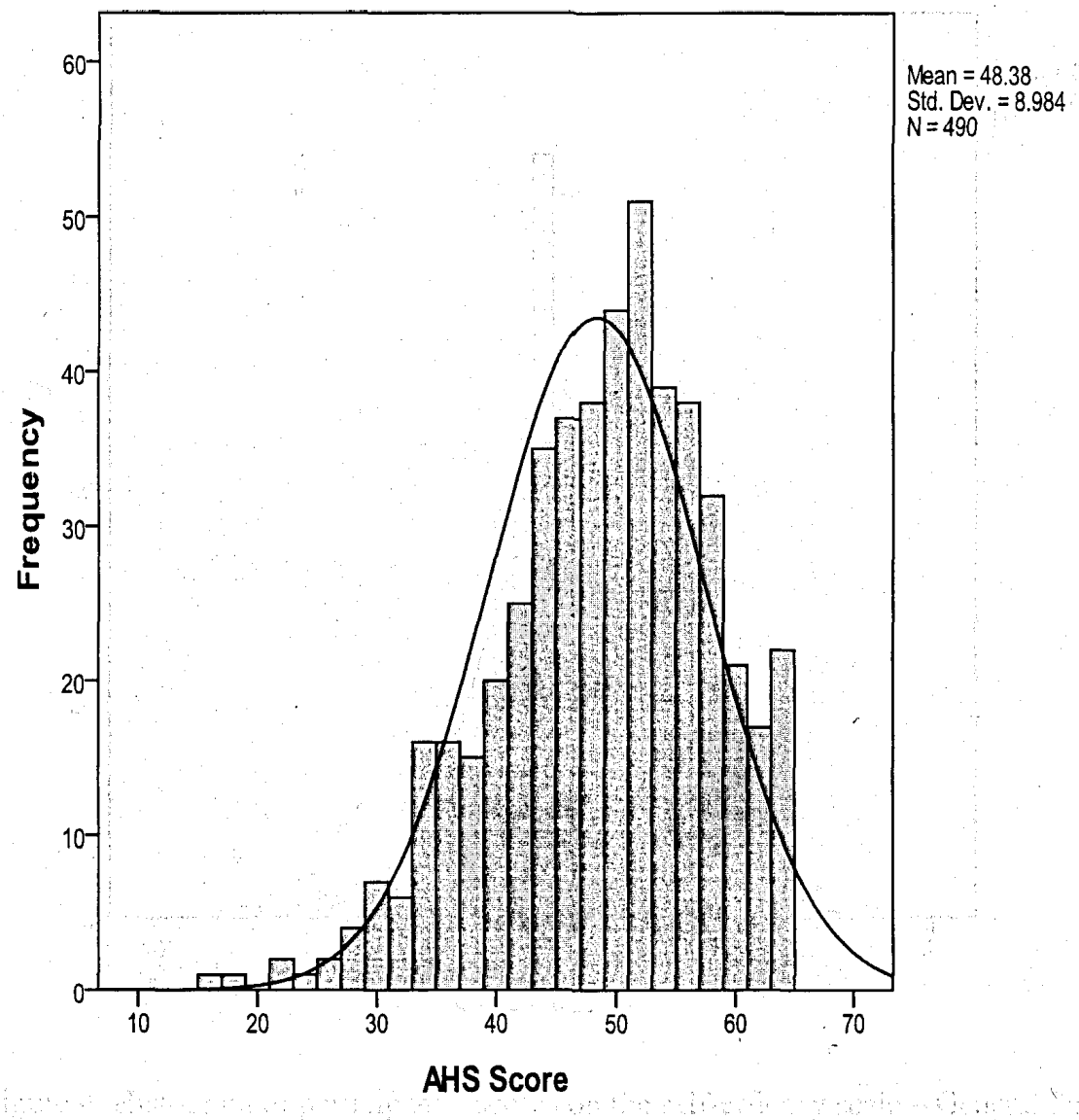

Figure 3. Histogram of participants' scores on the hope scale – Adult Hope Scale (AHS).

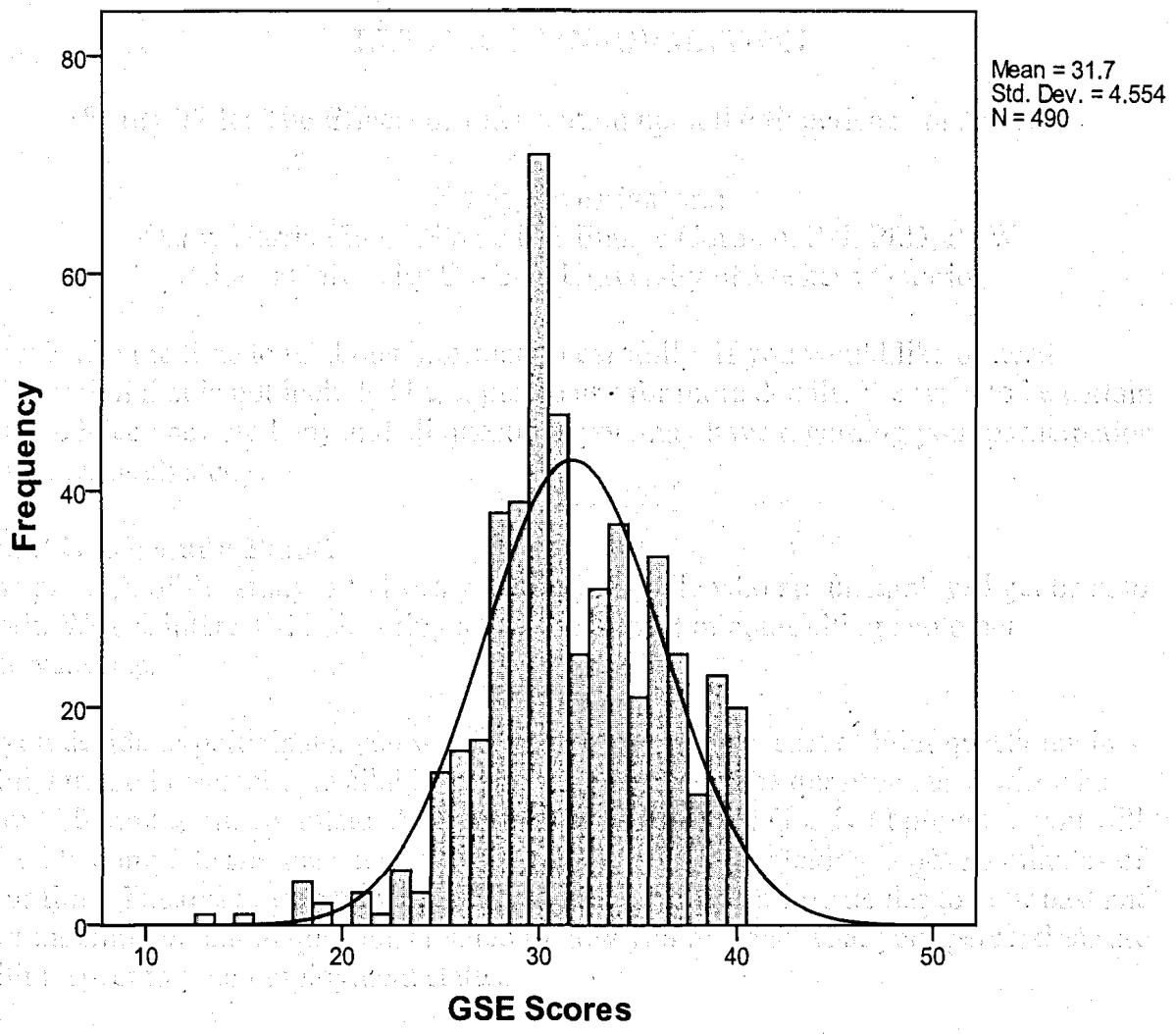

Figure 4. Histogram of participants' scores on the self-efficacy scale – General Perceived Self-Efficacy Scale (GSE).

APPENDIX C

LETTER OF INFORMATION

Study Title: The Effects of Intervention upon the Experience of Job Loss

Study Investigators:
Darcy Harris PhD, RSW, FT & Eunice Gorman, RN, PhD, RSW
King's University College, University of Western Ontario

Please take the time to read this information carefully. If you would like or need information that is not included here, please ask for more details. We want to be certain that we have answered any and all questions you may have regarding your participation in this research study.

What is this study about?
The purpose of the study is to learn what helps people who are unemployed get back to work. We are interested in learning about the impact of counselling and other interventions.

If you decide to participate, you will be asked to complete a set of brief questionnaires with a trained researcher available to answer questions. The questionnaires will take about 30 minutes to complete. After you have finished the Goodwill program, you will be asked to complete another set of questionnaires, once again taking about 30 minutes of your time. The questions you will be asked range from those particular to your past and current employment to questions related to how you feel and what your perceptions are with respect to your employment status.

Your completed questionnaires will be coded and will not have any of your identifying information on them and will not be able to be traced back to you in any way. The study data will be taken to King's University College for analysis and will be stored there for five years and then destroyed.

If I decide to participate, what are the potential risks and benefits?
It is your decision to take part in this study. You will not be denied any services you would ordinarily obtain whether or not you decide to participate. You do not waive any legal rights by signing the consent form.

Many people who choose to participate in this kind of research enjoy the opportunity to share their knowledge and experience. Many people take part in research because they like to know that they are part of an effort to improve care although they themselves may not benefit directly.

It is possible however, that some people might find themselves becoming stressed as they reflect upon a sensitive topic such as unemployment. If you were to find this happening to you, you would be free to withdraw from answering the questionnaires, and to continue talking about the issues that upset you with members of the team you normally

deal with including your case manager. The researcher who is present during questionnaire completion will assist you to follow through on arranging for this if you want assistance. If you are experiencing distress, you may also contact the London Mental Health Crisis Line (519-433-2023) or the Canadian Mental Health Association (519-434-9191) for assistance.

The findings will be used as a guide for ongoing quality improvement efforts in the participating agencies, and will also be published so that other facilities can benefit from our research.

Do I have to take part in this study?

Participation in this study is voluntary. You may refuse to participate, refuse to answer any questions or withdraw from the study at any time with no effect on your future care. No matter what you decide, we will support your decision. No one will be upset with you if you decide not to take part or change your mind and withdraw from the study after you have started.

What about confidentiality? We will use study numbers rather than names to code the questionnaires. Your name will be on the consent form that you sign when you agree to participate in the study, but these forms will be securely stored separate from the study data at King's University College. When we present the results, we will present only summaries that combine the data from all participants. We will never include any information that would allow someone to identify you as a participant in this study.

We will protect your confidentiality to the greatest extent possible. Representatives of The King's University College at UWO Research Ethics Board have reviewed the proposal and have approved the research activities outlined here.

What if I have questions?
If you have questions about the study, you may contact:
Dr. Eunice Gorman or Dr. Darcy Harris, King's University College, (519)XXX-XXXX.

Questions about your rights as a research participant or the conduct of this study may be directed to:
Dr. Sauro Camiletti, Associate Academic Dean, King's University College (519)XXX-XXXX.

You will receive a copy of this information letter to keep.

APPENDIX D

CONSENT

The Effects of Intervention upon the Experience of Job Loss

I acknowledge that the research procedures described in the information letter of which I have a copy have been explained to me and that my questions have been answered to my satisfaction. I know that I may ask now, or in the future, any questions I have about the study or research procedures. I have been reassured that the information about me will be confidential and that no information about me will be released or printed that would disclose my personal identity. I also agree to complete a series of brief questionnaires upon entrance to the study and again after the service with Goodwill Career Centre has ended as part of my participation in this research project.

I understand that this study is completely voluntary and that I am free to withdraw from the study at any time. I understand that if I decide not to participate at any time it will not have any impact on the services and support that I receive from the community agencies involved.

I have read the Letter of Information, had the nature of the study explained to me, and I agree to participate. All questions have been answered to my satisfaction.

I hereby consent to participate in the study.

Signature _____

Date _____

Name (please print) _____

I have carefully explained the nature of the research. I certify that, to the best of my knowledge, the participant understands the nature of the study.

Signature of researcher _____

Complaints regarding any ethical misconduct associated with this study may be directed to Dr. Sauro Camiletti, Associate Academic Dean, King's University College (519) XXX-XXXX. You may contact the London Mental Health Crisis Line (519-433-2023) or the Canadian Mental Health Association (519-434-9191) for assistance if you find that participation in this study has caused you to feel distressed.

APPENDIX E

INSTRUMENTS IN SURVEY PACKAGE

Demographic Information

Please provide the following information about yourself:

1. Gender: ❒ Male ❒ Female

2. Age: _____

3. Race/Ethnicity:
❒ White
❒ Black
❒ Asian
❒ Native American/First Nations
❒ Hispanic
❒ Other: _____ please specify

4. First Language: _____

5. Do you consider yourself to be fluent in English: ❒ Yes ❒ Partially
❒ No

6. Level of education (please check the highest level that you have completed
❒ Primary: Grade Completed: _____
❒ High School: Grade Completed: _____
❒ Technical/Trade School
❒ College
❒ University
❒ Graduate School
❒ Other: Please specify: _____

7. Residency status in Canada
❒ Canadian Citizen
❒ Landed Immigrant
❒ Permanent Resident
❒ Refugee

8. If you were not born in Canada, what year did you move to Canada?:
_____

9. Marital status
❒ Married
❒ Common-law
❒ Single
❒ Divorced
❒ Separated
❒ Widowed

10. Number of dependents: _____

The following questions are being asked specifically with respect to the job loss that led to your enrollment with Goodwill Career Centre:

11. When did your job end (last day of employment)?

Month: _____ **Year:** _____

12. How much advance notice did you have about the loss of your job?

❒ None (I found out on the day that became my last day of work at that job)
❒ A day or two
❒ 1 week
❒ 1-4 weeks
❒ Over a month
❒ Several months

13. How much control did you have over the ending of your job?

❒ It was completely voluntary (e.g., I took early retirement or a buyout because I was ready to leave)
❒ It was partially my choice (e.g., I agreed to leave, but I would have preferred to be able to stay)
❒ I had no choice
❒ Unsure

14 How much of your household income was from the job?

❒ All or nearly all (80-100%)
❒ Most (60-80%)
❒ About half (40-60%)
❒ Less than half (20-40%)
❒ Just a little bit (1-20%)

15. How much of your average day was spent in work-related activities (e.g., at work, getting ready for work, travelling to and from work)?

❒ All or nearly all (80-100%)
❒ Most (60-80%)
❒ About half (40-60%)
❒ Less than half (20-40%)
❒ Just a little bit (1-20%)

16. Current employment status

❒ Employed part time
❒ Employed full time
❒ Self-employed part time
❒ Self-employed full time
❒ Not currently employed

Below is a list of the ways you might have felt or reacted. Please tell us how often you have felt this way during the past week.

	During the Past Week			
	Rarely or none of the time (less than 1 day)	Some or a little of the time (1-2 days)	Occasionally or a moderate amount of time (3-4 days)	Most or all of the time (5-7 days)
1. I was bothered by things that usually don't bother me.	☐	☐	☐	☐
2. I did not feel like eating; my appetite was poor.	☐	☐	☐	☐
3. I felt that I could not shake off the blues even with help from my family or friends.	☐	☐	☐	☐
4. I felt I was just as good as other people.	☐	☐	☐	☐
5. I had trouble keeping my mind on what I was doing.	☐	☐	☐	☐
6. I felt depressed.	☐	☐	☐	☐
7. I felt that everything I did was an effort.	☐	☐	☐	☐
8. I felt hopeful about the future.	☐	☐	☐	☐
9. I thought my life had been a failure.	☐	☐	☐	☐
10. I felt fearful.	☐	☐	☐	☐
11. My sleep was restless.	☐	☐	☐	☐
12. I was happy.	☐	☐	☐	☐
13. I talked less than usual.	☐	☐	☐	☐
14. I felt lonely.	☐	☐	☐	☐
15. People were unfriendly.	☐	☐	☐	☐
16. I enjoyed life.	☐	☐	☐	☐
17. I had crying spells.	☐	☐	☐	☐
18. I felt sad.	☐	☐	☐	☐
19. I felt that people dislike me.	☐	☐	☐	☐
20. I could not get "going."	☐	☐	☐	☐

Feelings after Job Loss

Please think about how you felt **immediately after losing your job**, and circle the number that best represents your feelings at that time.

Right after I lost my job I felt:

	Not at all						Extremely
Angry	1	2	3	4	5	6	7
Confused	1	2	3	4	5	6	7
Sad	1	2	3	4	5	6	7
Worried/Anxious	1	2	3	4	5	6	7
Irritable	1	2	3	4	5	6	7
Relieved	1	2	3	4	5	6	7
Numb	1	2	3	4	5	6	7
Tearful	1	2	3	4	5	6	7
Peaceful	1	2	3	4	5	6	7
Isolated/lonely	1	2	3	4	5	6	7
Scared	1	2	3	4	5	6	7
Surprised	1	2	3	4	5	6	7
That this was unfair	1	2	3	4	5	6	7

The following are a list of statements describing things you may have experienced **when you first lost your job**. Please read the statements and then circle the number that shows how much you agree or disagree with the statement.

		Strongly disagree			Neither agree nor disagree			Strongly agree
1	I found myself getting ready for work or doing other things as if I was still employed at my former job.	1	2	3	4	5	6	7
2	The whole world seemed different or "off balance" when I first lost my job.	1	2	3	4	5	6	7
3	I found it difficult to motivate myself to do things that would help me to get a new job.	1	2	3	4	5	6	7
4	I felt differently about myself after I lost my job	1	2	3	4	5	6	7
5	I knew what I needed to do to get a new job and took those actions right away.	1	2	3	4	5	6	7
6	I felt I was not worth as much (as a person) after I lost my job	1	2	3	4	5	6	7
7	I was pleased with the amount of personal support I got when my job ended.	1	2	3	4	5	6	7
8	Most of my thoughts and feelings were centred on the fact that I had lost my job. I seemed to have the same thoughts over and over again.	1	2	3	4	5	6	7
9	I was irritable with family and friends	1	2	3	4	5	6	7
10	I could not believe/accept that I had lost my job.	1	2	3	4	5	6	7
11	I found it hard to sleep after I lost my job.	1	2	3	4	5	6	7
12	I felt a need to do things that were part of my usual going-to-work routine, even though I knew that I no longer had that job.	1	2	3	4	5	6	7
13	I was glad that the job had come to an end.	1	2	3	4	5	6	7
14	I believed my job loss happened for a reason.	1	2	3	4	5	6	7
15	I could not make sense of my job loss when it happened.	1	2	3	4	5	6	7

Feelings about Past Job Loss

Please think about how you feel **today** about having lost your job, and circle the number that best represents your feelings.

Today, when I think about having lost my job I feel:

	Not at all						Extremely
Angry	1	2	3	4	5	6	7
Confused	1	2	3	4	5	6	7
Sad	1	2	3	4	5	6	7
Worried/Anxious	1	2	3	4	5	6	7
Irritable	1	2	3	4	5	6	7
Relieved	1	2	3	4	5	6	7
Numb	1	2	3	4	5	6	7
Tearful	1	2	3	4	5	6	7
Peaceful	1	2	3	4	5	6	7
Isolated/lonely	1	2	3	4	5	6	7
Scared	1	2	3	4	5	6	7
Surprised	1	2	3	4	5	6	7
That this was unfair	1	2	3	4	5	6	7

The following are a list of statements describing things you may be experiencing **today** in relation to your job loss. Please read the statements and then circle the number that shows how much you agree or disagree with the statement.

		Strongly disagree			Neither agree nor disagree			Strongly agree
1	I still find myself getting ready for work or doing other things as if I was still employed at my former job.	1	2	3	4	5	6	7
2	The whole world seems different or "off balance" since I lost my job.	1	2	3	4	5	6	7
3	I find it difficult to motivate myself to do things that will help me to get a new job.	1	2	3	4	5	6	7
4	I feel differently about myself since losing my job.	1	2	3	4	5	6	7
5	I know what I need to do to get a new job, and am regularly doing those things.	1	2	3	4	5	6	7
6	I feel I am not worth as much (as a person) since I lost my job	1	2	3	4	5	6	7
7	I am pleased with the amount of personal support I currently get to help me deal with the end of my previous job.	1	2	3	4	5	6	7
8	Most of my thoughts and feelings are centered on the fact that I lost my job. I seem to have the same thoughts over and over again.	1	2	3	4	5	6	7
9	I am irritable with family and friends	1	2	3	4	5	6	7
10	I cannot believe/accept that I lost my job.	1	2	3	4	5	6	7
11	I find it hard to sleep.	1	2	3	4	5	6	7
12	I feel a need to do things that were part of my usual going-to-work routine, even though I know that I no longer have that job.	1	2	3	4	5	6	7
13	I am glad that the job came to an end.	1	2	3	4	5	6	7
14	I believe my job loss happened for a reason.	1	2	3	4	5	6	7
15	I still cannot make sense of my job loss.	1	2	3	4	5	6	7

Life Orientation Scale

The ten statements below are examples of how people think about themselves and others. Read each statement carefully. For each statement, please think about whether or not it describes you most of the time. Place a check inside the circle that describes YOU the best. For example, place a check (✓) in the circle (O) above "Strongly disagree," if this describes you. Or, if you "Strongly agree" with the sentence, check this circle. Please answer every question by putting a check in only one of the circles for each statement. There are no right or wrong answers.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. In uncertain times, I usually expect the best.	O	O	O	O	O
2. It's easy for me to relax.	O	O	O	O	O
3. If something can go wrong for me, it will.	O	O	O	O	O
4. I'm always optimistic about my future.	O	O	O	O	O
5. I enjoy my friends a lot.	O	O	O	O	O
6. It's important for me to keep busy.	O	O	O	O	O
7. I hardly ever expect things to go my way.	O	O	O	O	O
8. I don't get upset too easily.	O	O	O	O	O
9. I rarely count on good things happening to me.	O	O	O	O	O
10. Overall, I expect more good things to happen to me than bad.	O	O	O	O	O

The Future Scale

The twelve statements below are examples of how people think about themselves and others. Read each statement carefully. For each statement, please think about whether or not it describes you most of the time. Place a check inside the circle that describes YOU the best. Please answer every question by putting a check in only one of the circles for each statement.

	Definitely False	Mostly False	Somewhat False	Slightly False	Slightly True	Somewhat True	Mostly True	Definitely True
1. I can think of many ways to get out of a jam.	O	O	O	O	O	O	O	O
2. I energetically pursue my goals.	O	O	O	O	O	O	O	O
3. I feel tired most of the time.	O	O	O	O	O	O	O	O
4. There are lots of ways around any problem.	O	O	O	O	O	O	O	O
5. I am easily downed in an argument.	O	O	O	O	O	O	O	O
6. I can think of many ways to get the things in life that are important to me.	O	O	O	O	O	O	O	O
7. I worry about my health.	O	O	O	O	O	O	O	O
8. Even when others get discouraged, I know I can find a way to solve the problem.	O	O	O	O	O	O	O	O
9. My past experiences have prepared me well for my future.	O	O	O	O	O	O	O	O
10. I've been pretty successful in life.	O	O	O	O	O	O	O	O
11. I usually find myself worrying about something.	O	O	O	O	O	O	O	O
12. I meet the goals that I set for myself.	O	O	O	O	O	O	O	O

The General Perceived Self-Efficacy Scale

The ten statements below are examples of how people think about themselves and others. Read each statement carefully. For each statement, please think about whether or not it is true for you in most situations. Place a check inside the circle that describes YOU the best. For example, place a check (✓) in the circle (O) above "Not at all true," if this describes you. Or, if you find the statement "Exactly true" for you, check this circle. Please answer every question by putting a check in only one of the circles for each statement. There are no right or wrong answers.

	Not at all true	Hardly true	Moderately true	Exactly true
1. I can always manage to solve difficult problems if I try hard enough.	O	O	O	O
2. If someone opposes me, I can find the means and ways to get what I want.	O	O	O	O
3. It is easy for me to stick to my aims and accomplish my goals.	O	O	O	O
4. I am confident that I could deal efficiently with unexpected events.	O	O	O	O
5. Thanks to my resourcefulness, I know how to handle unforeseen situations.	O	O	O	O
6. I can solve most problems if I invest the necessary effort.	O	O	O	O
7. I can remain calm when facing difficulties because I can rely on my coping abilities.	O	O	O	O
8. When I am confronted with a problem, I can usually find several solutions.	O	O	O	O
9. If I am in trouble, I can usually think of a solution.	O	O	O	O
10. I can usually handle whatever comes my way.	O	O	O	O

Thank you for your participation in this study. If you have any questions regarding this study, you may contact Dr. Eunice Gorman or Dr. Darcy Harris at King's University College, (519) XXX-XXXX.

If you find that your participation in this has caused you to feel distressed, you may contact the London Mental Health Crisis Line (519-433-2023) or the Canadian Mental Health Association (519-434-9191) for assistance.