

See discussions, stats, and author profiles for this publication at: <https://www.researchgate.net/publication/279616755>

Hardiness and Vitality: The Role of Passion for Work

Poster · June 2015
DOI: 10.13140/RG.2.1.4095.4249


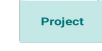
CITATIONS
0

2 authors:



[Caroline Leduc](#)
Université du Québec à Montréal
13 PUBLICATIONS 2 CITATIONS
[SEE PROFILE](#)

Some of the authors of this publication are also working on these related projects:

-  « Precarious employment, atypical schedules and work-family balance: An interdisciplinary analysis on individual and collective strategies» (Houffort et coll. CRSH Partnership Grant, 2015-2019) [View project](#)
-  basketball and passion [View project](#)

READS
121



[Nathalie Houffort](#)
Université du Québec à Montréal
38 PUBLICATIONS 225 CITATIONS
[SEE PROFILE](#)

Abstract

Hardiness is defined as “a composite of the interrelated attitudes of commitment, control, and challenge that helps in managing stressful circumstances by turning into growth-inducing rather than debilitating experiences” (Maddi, 1997). As working conditions increase in difficulty, hardiness can help employees adapt to such contexts (Maddi & Khoshaba, 2005). But what predicts hardiness? We hypothesized that passion for work, and more precisely harmonious passion for work would positively predict hardiness, whereas obsessive passion for work would negatively predict hardiness. Results from a correlational study with teachers (N=123), revealed that HP positively predicts two components of hardiness (commitment and challenge) while OP did not predict hardiness ($X^2(3)=1.21$, $p=.75$; $X^2/df=0.40$; CFI = 1.00, RMSEA = 0.00, [.00;.10]; SRMR=.02). Mediation analyses also confirmed that commitment and challenge predicted teachers’ vitality. These findings suggest that passion for work, and more specifically harmonious passion, predisposes individuals to turn stressful situations into growth-inducing experiences.

Introduction

- **Passion for work** is a strong inclination towards work, an activity that the person values and finds important, and in which he or she invests a significant amount of time and energy (Dualistic Model of Passion; Vallerand et al., 2003; Vallerand & Houlfort, 2003). Furthermore, there’s two types of passion, namely harmonious and obsessive, and both of them lead to distinct experiences and outcomes.

- Nurturing an **harmonious Passion (HP) for work** allow for more integration, and thus, fewer conflicts between the passionate activity (i.e.: work) and other life spheres because of the controllable urge of the individual towards his work (Vallerand et al., 2003, Vallerand & Houlfort, 2003);

- Nurturing an **obsessive Passion (OP) for work** leads to conflicts between the passionate activity (i.e.: work) and other life spheres because of the uncontrollable urge of the individual towards his work (Vallerand et al., 2003; Vallerand & Houlfort, 2003).

- **Hardiness** has been described as a composite of interrelated attitudes of **commitment**, **control**, and **challenge** that helps in managing stressful circumstances by turning them into growth-inducing rather than debilitating experiences (Maddi, 1997) :

- People strong in **commitment attitude** get involved rather than withdraw, seeing this as the best way to turn whatever they are experiencing into something that seems interesting and important (Maddi, 1997);

- People strong in **control attitude** think that, through effort, they can more often than not influence what is going on around them rather than seeing themselves as powerless in the face of circumstances (Maddi, 1997);

- People strong in **challenge attitude** believe that fulfillment is to be found not in easy comfort, security, and routine but rather in the continual growth in wisdom through what is learned from the negative and positive experiences of an active life (Maddi, 1997).

Previous Research on Passion and Hardiness

- **Passion for work** and **hardiness** are two concepts widely studied independently in the positive psychology field, but to our knowledge, no research has investigated the relationship between **passion** and **hardiness**.

- **Hardiness** was repeatedly found to moderate the relationship between stress and illness symptoms (e.g., Bartone, Ursano, Wright, & Ingraham, 1989; Kobasa Maddi, & Kahn, 1982; Kuo & Tsai, 1986), hence the use of the variable **vitality** in the present study.

- Several studies have shown that this moderating effect is due to the tendency of hardy people to view life events as less stressful (e.g., Ghorbani Watson, & Morris, 2000; Rhodewalt & Zone, 1989) and cope effectively with these events (e.g., Maddi, 1999; Maddi & Hightower, 1999).

- Can **passion for work** predicts hardiness attitudes?

- For psychometric reasons, the present study conceptualizes only two dimensions of **hardiness**: **commitment attitude** and **challenge attitude**.

Goal of the research

The present research investigated the relationships in the work domain between the types of **passion for work**, the dimensions of **hardiness** and **vitality**.

Hypothesized model

Figure 1. Hypothesized model



Legend: positive relationships; negative relationships

Methods

Participants and Procedures :

Participants (N = 123; 76% woman, 19.2% men and 4.8 % unspecified) were teachers in Quebec (mean age 41.47 years old, SD = 10.2) with an average of 14.78 years of experience (SD = 9.2). They were invited via email to participate to an online study (Survey Monkey).

Measures :

- **Passion for work**: Passion for Work Scale (Vallerand & Houlfort, 2003), two 6-item subscales, French version:

- **HP for work** (e.g.: “My work is in harmony with the other activities in my life.”)

- **OP for work** (e.g.: “I have a hard time controlling my need to do my work”);

- **Hardiness**: Hardiness Scale (Kobasa, Maddi, & Kahn, 1982), two 5-item subscales, translated in French:

- **Commitment attitude** (e.g.: “Most of the time I find that life is stimulating and interesting”);

- **Challenge attitude** (e.g.: “By working hard, we can almost always achieve our goals”);

- **Vitality**: Vitality Scale (Ryan & Frederick, 1997), 7 items adapted and translated in French:

- **Vitality** (e.g.: “I look forward to each new day”).

Results

Table 1. Correlation matrix

	1	2	3	4	5
1. Harminous Passion	(.83)				
2. Obsessive Passion	-.05	(.80)			
3. Commitment Attitude	.69**	-.02	(.81)		
4. Challenge Attitude	.67**	-.08	.69**	(.61)	
5. Vitality	.55**	-.02	.66**	.61**	(.67)

Notes. ** = p<.01; numbers on the diagonal= Cronbach’s alpha

Figure 2. Tested Model



$X^2(3) = 1.21$, $p=.75$; $X^2/df = .40$; CFI =1.00; RMSEA =.00 [.00;.10]; SRMR = .02; ** = $p<.01$; Bootstrapping analysis of the mediation model confirms complete mediation.

Discussion

- **Harmonious passion** positively predicted the **commitment** and **challenge attitudes**;

- While **obsessive passion** did not significantly predicted any of those two dimensions of **hardiness**.

- These results are in line with DMP (Vallerand et al., 2003) as **harmonious passion** and **obsessive passion** were found, in various studies, to have different relationship patterns with important consequence (see Vallerand, Houlfort, & Forest, 2014, for a review). These studies suggest that **harmonious passion for work** is related with positive outcomes, while **obsessive passion for work** is related to more negative outcomes.

- **Commitment** and **challenge attitudes** positively predicted **vitality**.

- These results are in line with what was expected considering the buffering effect of **hardiness** between stress and illness symptoms, and show that **harmonious passion for work** predicts **vitality** by increasing workers **hardiness**.

- This is the first study to link passion for work to hardiness. Results suggest that only harmonious passion helps to manage stressful circumstances by turning them into growth-inducing rather than debilitating experiences. Having an obsessive passion does not help individuals to efficiently handle stressful situations.

Future research could investigate other outcomes in order to give a more comprehensive understanding of the mechanism of the buffering effect of hardiness. Also, this study should be replicated using all three dimensions of hardiness.

References

- Bartone, P. T., Ursano, R. J., Wright, K. M., & Ingraham, L. H. (1989). The impact of a military air disaster on the health of assistance workers: A prospective study. *Journal of Nervous and Mental Disease*, 177, 317–328.
- Ghorbani, N., Watson, P. J., & Morris, R. J. (2000). Personality, stress, and mental health: Evidence of relationships in a sample of Iranian managers. *Personality and Individual Differences*, 28, 647–657.
- Kobasa, S. C., Maddi, S. R., & Kahn, S. (1982). Hardiness and health: A prospective study. *Journal of Personality and Social Psychology*, 42, 168–177.
- Kuo, W. H., & Tsai, Y. (1986). Social networking, hardiness, and immigrants’ mental health. *Journal of Health and Social Behavior*, 27, 133–149.
- Maddi, S. R. (1997). Personal Views Survey II: A measure of dispositional hardiness. In C.P. Zalaquett & R. J. Woods (Eds.), *Evaluating stress: A book of resources*. New York: Univ. Press.
- Maddi, S. R. (1999). The personality construct of hardiness. I: Effects on experiencing, coping, and strain. *Consulting Psychology Journal*, 51, 83–94.
- Maddi, S. R., & Hightower, M. (1999). Hardiness and optimism as expressed in coping patterns. *Consulting Psychology Journal*, 51, 95–105.
- Maddi, S. R., & Khoshaba, D. M. (2005). *Resilience at work: How to succeed no matter what life throws at you*. San Francisco: AMACOM.
- Rhodewalt, F., & Zone, J. B. (1989). Appraisal of life change, depression, and illness in hardy and nonhardy women. *Journal of Personality and Social Psychology*, 56, 81–88.
- Ryan, R. M., & Frederick, C. (1997). On Energy, Personality, and Health: Subjective Vitality as a Dynamic Reflection of Well-Being. *Journal of Personality*, 65(3), 529–565.
- Vallerand, R. J., & Houlfort, N. (2003). Passion at work: Toward a new conceptualization. In S.W. Gilliland, D. D. Steiner, & D. P. Skarlicki, (Eds.), *Emerging perspectives on values in organizations* (pp.175-204). Greenwich, CT: Information Age Publishing.
- Vallerand, R. J., Houlfort, N., & Forest, J. (2014). Passion for work: Determinants and outcomes. In M. Gagné (Ed.), *The Oxford Handbook of Work Engagement, Motivation, and Self-Determination Theory* (pp. 85-105). Oxford: Oxford University Press.
- Vallerand, R. J., Blanchard, C., Mageau, G. A., Koestner, R., Ratelle, C., Léonard, M., Gagné, M., & Marsolais, J. (2003). Les passions de l’âme: On obsessive and harmonious passion. *Journal of Personality and Social Psychology*, 85, 756–767.

This research was facilitated thanks to the grants from:

