

Appendix A: SONA Posting

Study Title: Title of Research: Processing Adverse Experiences: Causes, Processes, and Outcomes

Brief Abstract: This research study is being performed to assess and add to a theoretical model proposed to explain how individuals process adverse experiences, their causes and outcomes. No experience of extreme trauma is necessary to participate in this study.

Research Investigators:

Aaron Halliday (M.Sc. Candidate)

Dr. Mitch Rothstein (Masters Thesis Supervisor)

Participants are required for a study regarding adverse life experiences and their correlates. No experience or history of serious trauma is needed to participate. The study will be conducted in the Social Science Center or via the internet. Please email to schedule an appointment. All participants will be asked to complete a battery of questionnaires and the study will take approximately a half hour to complete. Participants will receive one credit for their participation in this study.

Appendix B: M-Turk Poster

1.1 Processing Adverse Experiences: Causes, Processes, & Outcomes

This study assesses a theoretical model proposed to explain how individuals process adverse experiences, their causes and outcomes. No experience of extreme trauma is necessary to participate. The survey will take approximately 30 minutes to complete.

Brief Description:

2 Survey link:

2.1.1 Processing Adverse Experiences: Causes, Processes, and Outcomes

2.1.2 **Principal Investigators: Aaron Halliday, M.Sc. Candidate & Mitch Rothstein Ph.D**

Thank you for participating in this study regarding the processing of adverse experiences. Throughout the study you will be asked to complete several questionnaires that should take approximately 1 hour of your time. The questionnaire battery will ask you reflective questions about your work and life experiences an attributions regarding the cause of these experiences as well as questions regarding your current state of mind and overall health and wellbeing (e.g., physical health, mental health, stress, etc.). The survey will also include questions about demographic information such as age and sex.

Your responses will remain confidential and will be used for research purposes only. Your name will not be associated in any way with the information you provide. There are no known risks to participating in this study.

This survey will take approximately one hour to complete and you will be awarded \$2.50 for your time. Participation is voluntary. You are free to decline to answer any questions, though we ask that you try to answer them all. You are also free to withdraw from the study at any time without loss of compensation.

Upon completion of the survey, you will be provided with additional information about this study.

If you have any questions or concerns please email Aaron Halliday or Mitch Rothstein.

Thank you very much for your time,
Aaron Halliday M. Sc. Candidate
Department of Psychology
University of Western Ontario

Mitch Rothstein, Ph.D.
Director, Aubrey Dan Program in Management and Organizational Studies Professor,
Department of Psychology,
University of Western Ontario

Appendix C: Student Letter of Information
Processing Adverse Events: Causes, Processes and Outcomes



LETTER OF INFORMATION

Principal Investigators: Aaron Halliday, M.Sc. Candidate & Mitch Rothstein Ph.D

Thank you for participating in this study regarding the processing of adverse experiences. Throughout the study you will be asked to complete several questionnaires administered over the period of half an hour. The questionnaire battery will ask you reflective questions about your work and life experiences an attributions regarding the cause of these experiences as well as questions regarding your current state of mind and overall health and wellbeing (e.g., physical health, mental health, stress, etc.). The survey will also include questions about demographic information such as age and sex.

Your responses will remain confidential and will be used for research purposes only. Your name will not be associated in any way with the information you provide. There are no known risks to participating in this study.

This survey will take approximately half an hour to complete and you will be awarded 1 class credit toward the 6-credit completion of your introductory psychology class requirement. Participation is voluntary. You are free to decline to answer any questions, though we ask that you try to answer them all. You are also free to withdraw from the study at any time without loss of research credit.

Upon completion of the survey, a letter of information will be given to you that will provide additional information about this study.

If you have any questions or concerns please email Aaron Halliday or Mitch Rothstein.

Thank you very much for your time,
Aaron Halliday M. Sc. Candidate
Department of Psychology
University of Western Ontario

Mitch Rothstein, Ph.D.
Director, Aubrey Dan Program in Management and Organizational Studies Professor,
Department of Psychology,
University of Western Ontario

Appendix D: Non-Student (M-Turk) Letter of Information & Consent

Processing Adverse Events: Causes, Processes and Outcomes

LETTER OF INFORMATION

Principal Investigators: Aaron Halliday, M.Sc. Candidate & Mitch Rothstein Ph.D

Thank you for participating in this study regarding the processing of adverse experiences. Throughout the study you will be asked to complete several questionnaires that should take approximately half an hour of your time. The questionnaire battery will ask you reflective questions about your work and life experiences an attributions regarding the cause of these experiences as well as questions regarding your current state of mind and overall health and wellbeing (e.g., physical health, mental health, stress, etc.). The survey will also include questions about demographic information such as age and sex.

Your responses will remain confidential and will be used for research purposes only. Your name will not be associated in any way with the information you provide. There are no known risks to participating in this study.

This survey will take approximately half an hour to complete and you will be awarded \$2.50 for your time. Participation is voluntary. You are free to decline to answer any questions, though we ask that you try to answer them all. You are also free to withdraw from the study at any time without loss of compensation.

Upon completion of the survey, you will be provided with additional information about this study.

If you have any questions or concerns please email Aaron Halliday or Mitch Rothstein.

Thank you very much for your time,
Aaron Halliday M. Sc. Candidate
Department of Psychology
University of Western Ontario

Mitch Rothstein, Ph.D.
Director, Aubrey Dan Program in Management and Organizational Studies Professor,
Department of Psychology,
University of Western Ontario

Appendix E: Consent Form

Organizational Events: Causes, Processes and Outcomes

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

Name of Participant (print please)

Signature of Participant

Date

Name of person responsible for obtaining this consent

Signature of person responsible for obtaining this consent

Date

Appendix F: Prime

Please imagine filling out the next series of surveys after having survived a major loss or setback at school or work. Try to think of some situation that happened to you that you considered to be a difficult experience that required you to change your response, thinking, or behaviour significantly.

If you cannot think of a work- or school-related experience that fits this description, or would prefer not to, please remember some other past event or experience that may be close to this description. Some common examples you may be able to use are:

- Threats to physical safety (e.g., exposure to a hazardous event [fire, burglary, murder])
- Threats to self-esteem (e.g., being fired, failing, losing a major client or internship, being looked over for a promotion, or getting a low grade)
- Threats to fundamental beliefs (e.g., being betrayed by a project partner, close colleague, or supervisor)
- Problems with workplace relationship(s) (e.g., unable to resolve conflict with a colleague or supervisor)
- Problems with job performance (e.g., unable to meet objectives or goals)
- Problems adapting to change (e.g., unable to adapt to a change in the workplace, classroom, or learning environment)
- Problems with organizational justice (e.g., feeling exploited due to a low reward for effort, feeling treated unjustly)
- Problems with work-life or school-life balance (e.g., work or school issues dominating time and energy away from other aspects of life)
- Break-up with a significant other
- Academic performance problems
- Traumatic family-related event (i.e., parents getting divorced)
- Moving away from home and starting university
- Serious illness or accident
- Serious illness or accident experienced by a close friend or family member
- Death of a significant other
- Substance abuse or addictions

As a means of ensuring the validity of this experiment, please briefly describe the situation or event that you have recalled, and will use to provide a frame-of-mind for this questionnaire.

If applicable how many months have passed since this experience / incident has taken place?:

Appendix G: Demographic Questionnaire

Please indicate your biological sex: Male

Female

Please indicate your age by indicating your birthdate (dd/mm/yyyy): ___/___/_____

Please indicate the highest academic degree you have *completed in full* to date:

Secondary School

Four-year Undergraduate Degree

Masters Degree

Doctoral Degree

When do you anticipate you will complete your current degree? ___/___/_____

Appendix H: Causal Dimensions Scale

Instructions: Think about the reason or reasons you have written above. The items below concern your impressions or opinions of this cause or causes of your outcome. Circle one number for each of the following scales.

1. Is the cause(s) something that:

Reflects an aspect of yourself	9	8	7	6	5	4	3	2	1	Reflects an aspect of the situation
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 2. Is the cause(s):

Controllable by you or other people	9	8	7	6	5	4	3	2	1	Uncontrollable by you or other people
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 3. Is the cause(s) something that is:

Permanent	9	8	7	6	5	4	3	2	1	Temporary
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 4. Is the cause(s) something:

Intended by you or other people	9	8	7	6	5	4	3	2	1	Unintended by you or other people
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 5. Is the cause(s) something that is:

Outside of you	1	2	3	4	5	6	7	8	9	Inside of you
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 6. Is the cause(s) something that is:

Variable over time	1	2	3	4	5	6	7	8	9	Stable over time
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 7. Is the cause(s):

Something about you	9	8	7	6	5	4	3	2	1	Something about others
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 8. Is the cause(s) something that is:

Changeable	1	2	3	4	5	6	7	8	9	Unchanging
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 9. Is the cause(s) something for which:

No one is responsible	1	2	3	4	5	6	7	8	9	Someone is responsible
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Appendix I: Workplace Resiliency Inventory

Questionnaires and responses are collected anonymously.
Please respond to the following items as honestly as possible.

Please read the following statements carefully, keeping in mind the instructions you have just read regarding a significant event/experience. Beside each state you will find 5 letters:
A – Strongly Disagree (on the left) to E – Strongly Agree (on the right).
Indicate which letter best fits your feelings and response to the statement.
For example, if you strongly disagree with a statement, fill-in the 'A' corresponding with that statement. If you are neutral fill-in 'C', and if you strongly agree, fill-in 'E'.

	A Strongly Disagree	B Disagree	C Neither Disagree nor Agree	D Agree	E Strongly Agree
PC-A	1. I can control my emotions.				(A B C D E)
	2. I am not easily bothered.				(A B C D E)
	3. I am not easily irritated.				(A B C D E)
	4. I rarely get mad.				(A B C D E)
	5. I get stressed out easily.				(A B C D E)
	6. I get upset easily.				(A B C D E)
	7. My mood changes frequently.				(A B C D E)
	8. I am often overwhelmed by my emotions.				(A B C D E)
	9. I get easily caught up with my emotions.				(A B C D E)
PC-B	10. I push myself very hard to succeed.				(A B C D E)
	11. I am exacting in my work.				(A B C D E)
	12. I complete tasks successfully.				(A B C D E)
	13. I stop working when it becomes too difficult.				(A B C D E)
	14. I set high standards for myself.				(A B C D E)
	15. I am a goal-oriented person.				(A B C D E)
	16. I maintain my focus on completing tasks.				(A B C D E)
	17. I don't complete tasks that I start.				(A B C D E)
	18. I know how to get things done.				(A B C D E)
PC-C	19. I enjoy reading challenging material.				(A B C D E)
	20. I find political discussions interesting.				(A B C D E)
	21. I am interested in a broad range of things.				(A B C D E)
	22. I avoid difficult reading material.				(A B C D E)
	23. I am not interested in abstract ideas.				(A B C D E)
	24. I try to avoid complex people and issues.				(A B C D E)
	25. I try to avoid philosophical discussions.				(A B C D E)
	26. I am not interested in discussing theoretical issues.				(A B C D E)
IR	27. Following the event I was afraid that I would not be able to cope with the change.				(A B C D E)
	28. Following the event I was more anxious than usual.				(A B C D E)
	29. Following the event I was more stressed than usual.				(A B C D E)
	30. Following the event I was unusually depressed.				(A B C D E)
	31. Following the event I was unable to maintain a positive outlook on things.				(A B C D E)
	32. Following the event I felt as if my world was falling apart.				(A B C D E)

OSR	33.	I know there is someone I can depend on when I am troubled.	A B C D E
	34.	I know there is someone that I can go to for advice.	A B C D E
	35.	I know there is someone that I can count on to be there for me.	A B C D E
	36.	I feel that there is somebody I can talk to that will listen to my problems and concerns.	A B C D E
	37.	I know that someone will make time for me if I need them.	A B C D E
SRP-A	* 38.	Since the significant event/experience I have more often based my goals in life on feelings, rather than logic.	A B C D E
	* 39.	Since the significant event/experience I have preferred to plan my life based on how I feel.	A B C D E
	40.	Since the significant event/experience I have planned my life logically and rationally.	A B C D E
	41.	Since the significant event/experience important decisions I have had to make have been based on logical reasoning.	A B C D E
	42.	Since the significant event/experience I have preferred to make decisions based on facts, not feelings.	A B C D E
SRP-B	43.	Since the significant event/experience I have rarely overindulged.	A B C D E
	* 44.	Since the significant event/experience I have often jumped into things without thinking through them.	A B C D E
	* 45.	Since the significant event/experience I have often like to act on a whim.	A B C D E
	* 46.	Since the significant event/experience I have often made last-minute plans.	A B C D E
	47.	Since the significant event/experience I have been a highly disciplined person.	A B C D E
	48.	Since the significant event/experience I have been able to refrain from doing things that may be bad for me in the long run, even if they might make me feel good in the short term.	A B C D E
	49.	Since the significant event/experience I have tended to start tasks right away.	A B C D E
	* 50.	Since the significant event/experience I have found myself procrastinating from work more often.	A B C D E
	* 51.	Since the significant event/experience I have needed more of a push to get started on a project.	A B C D E
	SRP-C	* 52.	Since the significant event/experience I have tended to be discouraged easily.
* 53.		Since the significant event/experience I have been disappointed with my shortcomings.	A B C D E
54.		Since the significant event/experience it has been easy for me to look on the bright side.	A B C D E
* 55.		Since the significant event/experience I have had a dark outlook for the future.	A B C D E
* 56.		Since the significant event/experience I have tended see potential difficulties everywhere.	A B C D E
* 57.		Since the significant event/experience I have questioned my ability to do my work properly.	A B C D E
* 58.		Since the significant event/experience I have been filled with doubts.	A B C D E
* 59.		Since the significant event/experience I have been afraid that I will do the wrong thing.	A B C D E
60.		Since the significant event/experience I have found it easy to control my thoughts.	A B C D E

* Indicates that item is reverse-scored.

Appendix J: Affectivity, Burnout, and Absenteeism Scale

Please read the following statements carefully, keeping in mind the significant, difficult work or life experience you described earlier. Beside each statement you will find a numbered scale from 1 to 5 (1 indicating Strongly Agree; 5 indicating Strongly Disagree). Please respond to each statement with regards to your work-life at the time of the difficult work experience that you described earlier. Please indicate your response by selecting a number that best fits with your feelings regarding each statement **as it applies closest to the environment of your adversity**.

For example, if you strongly agree with a statement, select “1” corresponding with that statement. If you are neutral select “3”, and if you strongly disagree, select “5”.

1. First, please indicate the nature of the environment of the adverse experience (CIRCLE):

Workplace	Outside of the workplace	Mixed
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2. For me life is a great adventure.

1	2	3	4	5
Strongly Agree				Strongly Disagree

3. I live a very interesting life.

1	2	3	4	5
Strongly Agree				Strongly Disagree

4. I usually find ways to liven up my day.

1	2	3	4	5
Strongly Agree				Strongly Disagree

5. Minor setbacks sometimes irritate me too much.

1	2	3	4	5
Strongly Agree				Strongly Disagree

6. Often I get irritated at little annoyances.

1	2	3	4	5
Strongly Agree				Strongly Disagree

7. There are days when I’m “on edge” all of the time.

1	2	3	4	5
Strongly Agree				Strongly Disagree

Appendix K: Scales of Psychological Wellbeing

Beside each statement you will find a numbered scale from 1 to 6 (1 indicating Strongly Disagree; 6 indicating Strongly Agree) please indicate your response by selecting a number that best fits with your feelings regarding each statement. It is asked that participants respond to each question as accurately as possible.

1. Sometimes I change the way I act or think to be more like those around me.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

2. In general, I feel I am in charge of the situation in which I live.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

3. I am not interested in activities that will expand my horizons.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

4. Most people see me as loving and affectionate.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

5. I feel good when I think of what I've done in the past and what I hope to do in the future.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

6. I feel like many of the people I know have gotten more out of life than I have.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

7. I am not afraid to voice my opinions, even when they are in opposition to the opinions of most people.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

69. I am not the kind of person who gives in to social pressures to think or act in certain ways.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

70. Please respond to this question by selecting strongly agree.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

71. My efforts to find the kinds of activities and relationships that I need have been quite successful.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

72. I enjoy seeing how my views have changed and matured over the years.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

73. I know that I can trust my friends, and they know they can trust me.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

74. My aims in life have been more a source of satisfaction than frustration to me.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

75. I like most aspects of my personality.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

76. I am concerned about how other people evaluate the choices I have made in life.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

86. In the final analysis, I'm not so sure that my life adds up to much.

1	2	3	4	5	6
Strongly Disagree					Strongly Agree

Appendix L: Depression, Anxiety, Stress Scale 21-item

Please indicate the frequency with which you experienced the following over the past week according to the scale provided.

	0 Did not apply to me at all.	1 Applied to me some of the time.	2 Applied to me a considerable amount of time.	3 Applied to me most of the time
1. I found it hard to wind down.	0	1	2	3
2. I was aware of dryness of mouth	0	1	2	3
3. I couldn't seem to experience any positive feelings at all.	0	1	2	3
4. I experienced breathing difficulty (e.g., shortness of breath, etc.).	0	1	2	3
5. I found it difficult to work up the initiative to do things.	0	1	2	3
6. I tended to over react to situations.	0	1	2	3
7. I experienced trembling (e.g., in the hands).	0	1	2	3
8. I felt that I was using a lot of nervous energy.	0	1	2	3
9. I was worried about situations in which I might get panic and make a fool of myself.	0	1	2	3
10. I felt I had nothing to look forward too.	0	1	2	3
11. I found myself getting agitated.	0	1	2	3
12. I found it difficult to relax.	0	1	2	3
13. I felt downhearted and blue.	0	1	2	3
14. I was intolerant of anything that kept me from getting on with what I was doing.	0	1	2	3
15. I felt I was close to panic.	0	1	2	3

	0	1	2	3
	Did not apply to me at all.	Applied to me some of the time.	Applied to me a considerable amount of time.	Applied to me most of the time
16. I was unable to feel enthusiastic about anything.	0	1	2	3
17. I felt that I wasn't worth much as a person.	0	1	2	3
18. I felt I was rather touchy.	0	1	2	3
19. I was aware of the action of my heart in the absence of physical exertion (e.g., heart pounding, etc.)	0	1	2	3
20. I felt scared without any good reason.	0	1	2	3
21. I felt that life was meaningless.	0	1	2	3

Appendix M: Debriefing Letter
Debriefing

Title of Research: **Processing Adverse Experiences: Causes, Processes, and Outcomes**
Investigators: **Aaron Halliday M.Sc. Candidate**
Mitch Rothstein Ph.D.

Adversity and stress has been demonstrated to have far reaching impacts to overall health and wellbeing. However, not all individuals process adversity and stress in the same way. Little is known about retrospective attributions regarding the causes of adverse experiences and individual resiliency processes. The proposed project tests the effectiveness of a model of resilience proposed by King and Rothstein (2010) and examine how individual causal attributions impact this process and various outcomes of experienced adversity. This specific model proposes that the resiliency process that unfolds in an affective, cognitive, behavioural route. This particular model is the only model that was proposed regarding resiliency to date that has been developed with a strong theoretical framework in mind. Although other models of resiliency have been proposed, thus far, there is a gap in current resilience research that is driven with a solid theoretical framework in mind.

It is predicted that the proposed resiliency process by King and Rothstein (2010) will be demonstrated by the analyses and that productive causal attributions (attributions that perceive the cause of adversity stemming from internal, unstable [impermanent], and changeable [alterable by the individual] factors) will be more facilitative of effective resiliency processes. It is further predicted that individuals with effective self-regulatory processes, proposed to facilitate effective resiliency processes, and productive causal attributions will be associated with positive outcomes following adversity such as lower levels of stress, higher wellbeing, and greater health, etc. Finally, some exploratory analyses will be performed to investigate how causal attributions may be optimally included in the resiliency process.

The potential findings of this study may contribute to various domains of psychology by providing information that may be used to develop training programs, intervention programs, and perform future research involving this process.

Your responses and participation are much appreciated, thank you.

If you have any further questions about this research please contact research assistant Aaron Halliday. Thank you for helping us with this project--your time and contributions are much appreciated.

If you have questions about your rights as a research participant, you should contact the Director of the Office of Research Ethics.

If you are interested in learning more regarding resiliency, you should read the following article:

King, G. A., & Rothstein, M. G. (2010). Resilience and leadership: The self-management of failure. In M. G. Rothstein & R. J. Burke (Eds.), *Self-management and leadership development* (pp. 361-394). Cheltenham, UK: Edward Elgar.

Curriculum Vitae

- Name:** Aaron Halliday
- Post-secondary Education and Degrees:** University of Western Ontario
London, Ontario, Canada
2007-2011 B.A.
- The University of Western Ontario
London, Ontario, Canada
2011-2013 M.Sc.
- Honours and Awards:** Graduate Thesis Research Award (2012)
The University of Western Ontario
Awarded to students seeking financial support in the completion of their thesis at the University of Western Ontario.
- Western Graduate Research Scholarship (2011, 2012)
The University of Western Ontario
Awarded to students nominated by supporting graduate faculty and the Graduate Chair
- Dean's Honor List (2010, 2011)
The University of Western Ontario
Awarded for greater than 80% average in the College of Arts and Sciences
- Related Work Experience** Teaching Assistant
The University of Western Ontario
2011-2013
- Research Assistant
The University of Western Ontario
2010-2011
- Publications:**
Frewen, P. A., Evans, B., Goodman, J., Halliday, A., Boylan, J., Moran, G., Lanius, R. A. (2013). Development of a childhood attachment and relational trauma screen (CARTS): A relational-socioecological framework for surveying attachment security and childhood trauma history. *European Journal of Psychotraumatology*, 4 doi:<http://dx.doi.org/10.3402/ejpt.v4i0.20>