

PERSONAL AND WORK-RELATED RESOURCES AS CONTRIBUTORS TO WORK ABILITY IN SPORT COACHES

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Työsuojelurahasto

ME OLEMME PALOMIEHIÄ

Emme pyydä aiantasi tai kysy mitä Jumalaa sinä rukkoilet.

Emme kysy seksuaalista suuntautumistasi tai kuinka paljon sinulla on rahaa.

Emme välitä mitä rotua, sukupuolta tai kansallisuutta edustat.

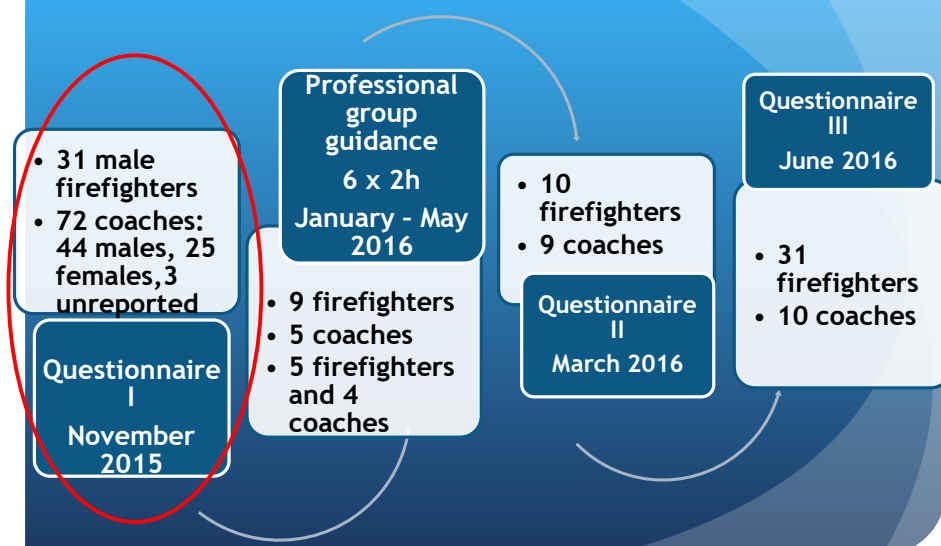
Tulemme joka kerta ja riskeeraamme elämäämme pelastaaksemme omasi.



Background

- coaching (Blomqvist ym. 2012) and firefighting (Hotti 2014) are very male-dominant in Finland
- occupational hazards are rather different:
 - physical strains in firefighting (hot, noisy, chemically dangerous and ergonomically challenging environment), also mentally very demanding
 - psychological challenges in coaching (human relationships, media pressure, public scrutiny, lack of organizational support, job insecurity)
- previous studies focused on occupational ill-being (stress, burnout, depression, anxiety, suicides, poor health behaviors)

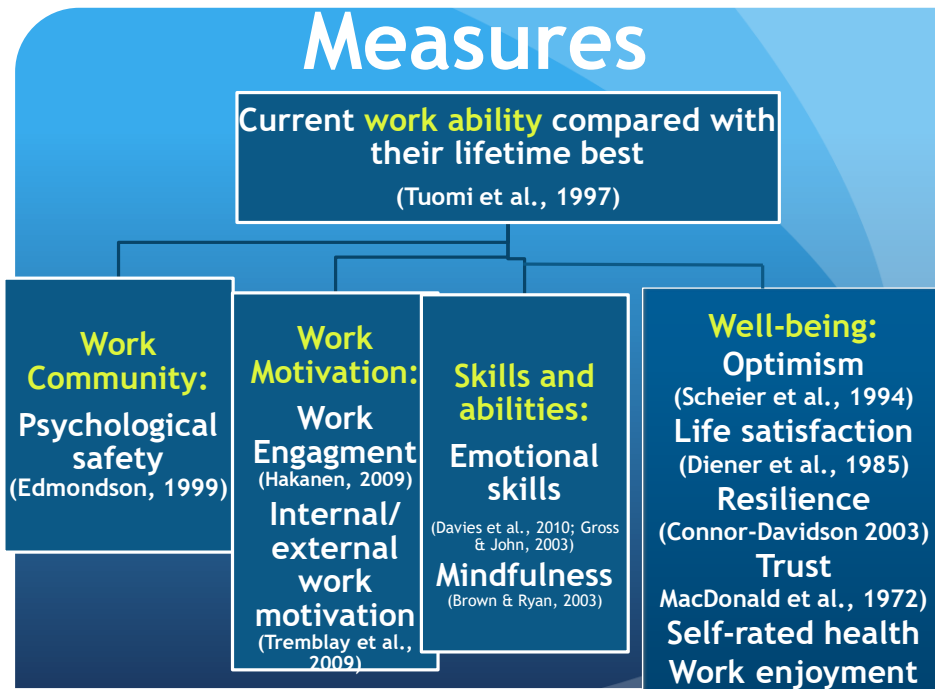
Research Design



Research questions of the present study

- 1) How do the personal and work-related resources explain the variance in Finnish coaches' work ability ?
- 2) How coaches and firefighters differ from each other in these resources ?

Demographic information	Firefighters		Coaches	
	n	%	n	%
Females	0	0	25	34.7
Males	31	100	44	61.6
Single	3	9.7	13	18.1
Co-habiting	9	29.0	16	22.2
Married	16	51.6	35	48.6
Divorced	2	6.5	5	6.9
Basic Education	1	3.2	0	0
BA	7	22.6	33	45.8
MA (or higher)	0	0	13	18.1



Variables	Coaches		Firefighters		df	t-value p	
	M	SD	M	SD			
1.Trustfulness	3.87	.45	3.60	.65	78	2.233	.028
2.Internal work motivation I	4.30	.54	3.99	.77	83	2.162	.033
3.Integrated work motivation	4.37	.62	3.83	.75	83	3.519	.001
4.Introjected work motivation	3.73	.80	3.20	.94	83	2.748	.007
5.External work motivation	2.70	.86	3.30	.89	83	-3.049	.003
6.Team efficacy	3.44	.74	4.19	.93	80	-4.029	.000
7.Internal work motivation II	4.14	.59	3.63	.80	79	3.290	.001
8.My work is my whole life.	2.73	1.00	2.03	.93	79	3.085	.003
9. Work engagement	6.06	.72	5.07	1.15	79	4.251	.000
10. Emotional intelligence	3.98	.34	3.72	.63	79	2.498	.015
11.Reappraisal	4.79	.83	4.28	.95	78	2.539	.013
12.Mindfulness	4.09	.58	4.61	.54	78	-3.941	.000

Coaches' work ability was related to...

- trustfulness ($r=.54$, $p=.000$)
- optimism ($r = .43$, $p = .020$)
- self-rated good health ($r = .60$, $p = .000$)
- life satisfaction ($r = .60$, $p=.000$)
- mindfulness ($r = .46$, $p = .001$)
- resilience ($r=.40$, $p=.004$)
- work enjoyment ($r=.62$, $p = .000$)
- support from the supervisors ($r=.34$, $p = .016$)
- support from the organisation ($r=.44$, $p = .001$)
- perceived psychological safety ($r=.47$, $p = .001$)

Personal resources explaining coaches current work ability

Personal resources	β	t-value	p
1. Self-rated good health	.39	4.456	.000
2. Work enjoyment	.40	4.523	.000
3. Mindfulness	.27	3.242	.002

$R^2 = .63$

$F = 17,644$

Conclusions

- Self-rated good health, work enjoyment and mindfulness skills contributed to Finnish professional coaches' current work ability (63 % of the variance)
- Work-related resources (work motivation, psychological safety of the work community, work engagement) did not explain coaches' work ability
- Practical implications:
 - sport organisations should pay attention to coaches' occupational health care and work enjoyment (and factors contributing to it)
 - coach education should include mindfulness training (focus on awareness and attention)



**Thank you for your
time and attention!**