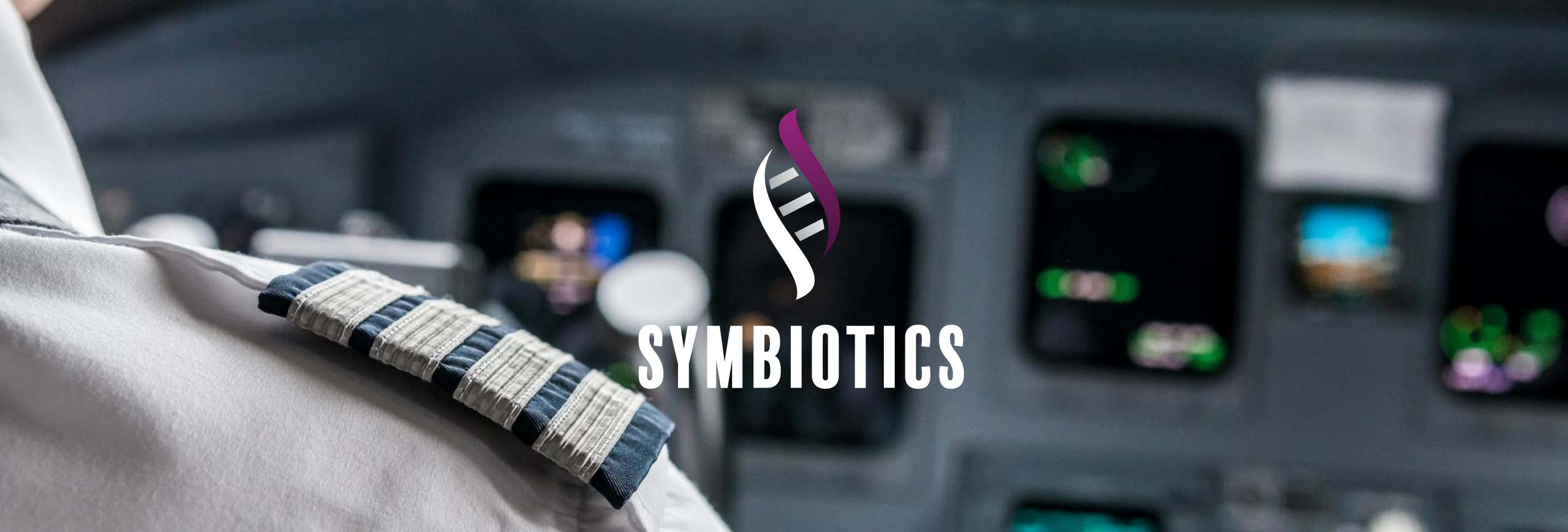




SYMBIOTICS

Selecting for Resilience then maintaining mental wellbeing – keeping the stuffing in the ‘right stuff’

Karen Moore Cpsychol Csci AFBPsS Principal Occupational Psychologist



Agenda

- Background
- Selecting the right stuff
- Measuring mental wellbeing
- Recent results

Background



Symbiotics specialise in assessing for recruitment and promotion in high-risk industries

20 years' experience





Requirements in High risk sector

- Low Anxiety
- High stress tolerance
- Self-attributor
- Locus of Control
- Low levels of competitiveness
- Motivation

Mental
Wellbeing



1:5 – 1:7
people at
work have
symptoms of
an existing
mental health
condition



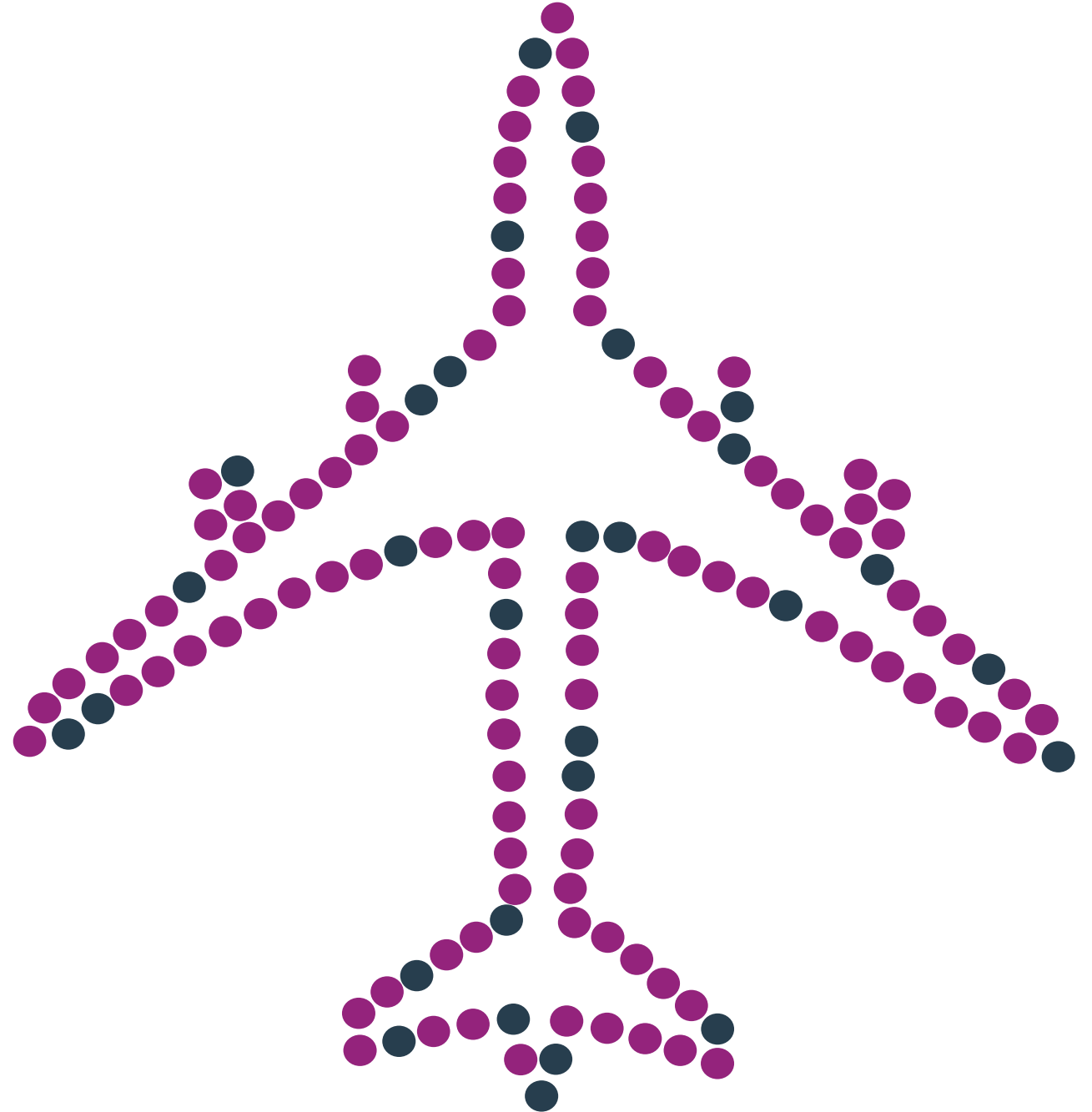
Putting
figures into
perspective



2011 –
618000 FAA
certificated
pilots

By 2035
predicted
growth
further
617000 pilots

2017 – 65000
in UK civil
nuclear
sector, set to
grow with
new plants



Aviation Sector - Precipitating Factor

- Regulatory changes following publication of report into Germanwings 9525 (2015)



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EASA July 2018

- Access to a *support programme*;
- *Psychological assessment* of pilots;



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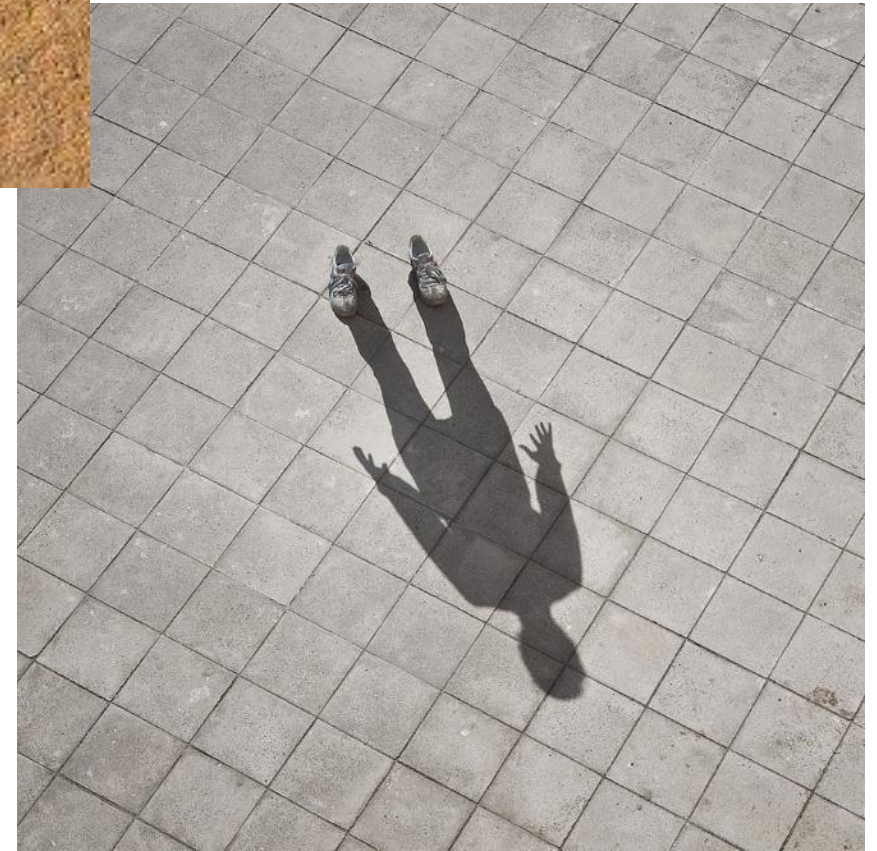
Personality vs Mental Health



Personality is
stable over
time

Mental health
varies from
day to day
and even hour
to hour

Sudden
severe
psychotic
episodes are
extremely
rare



What's missing?

Current mental state

What level of understanding is required?

- Risk indicator
- Diagnostic



Clinical tests



Mental Health
surveillance
including
environmental
factors

General
psychosocial traits

Substance use

Trauma/exposure

Global functioning

Suicide
assessment

Specific diagnostic
tests



The background of the slide is an abstract, artistic representation of a human brain. The brain is depicted in a translucent, blue, wireframe-like style, with glowing orange and yellow points of light representing neural activity or synapses. Swirling, ethereal lines in shades of blue, orange, and yellow flow around and through the brain, suggesting the complex and dynamic nature of the mind. The overall color palette is dominated by deep blues, vibrant oranges, and bright yellows, creating a sense of energy and scientific wonder.

Mental Health (Wellbeing)

MMPI-2

- Published 1989
- 'most widely used psychological test in the world'
- Assist in psychiatric diagnosis
- Clinical scales



SYMBIOTICS

Wellbeing indicator



MindQ

Derived from
clinical
assessments

Published 2015

Indicate risk of
participant
developing
symptoms of
mental illness

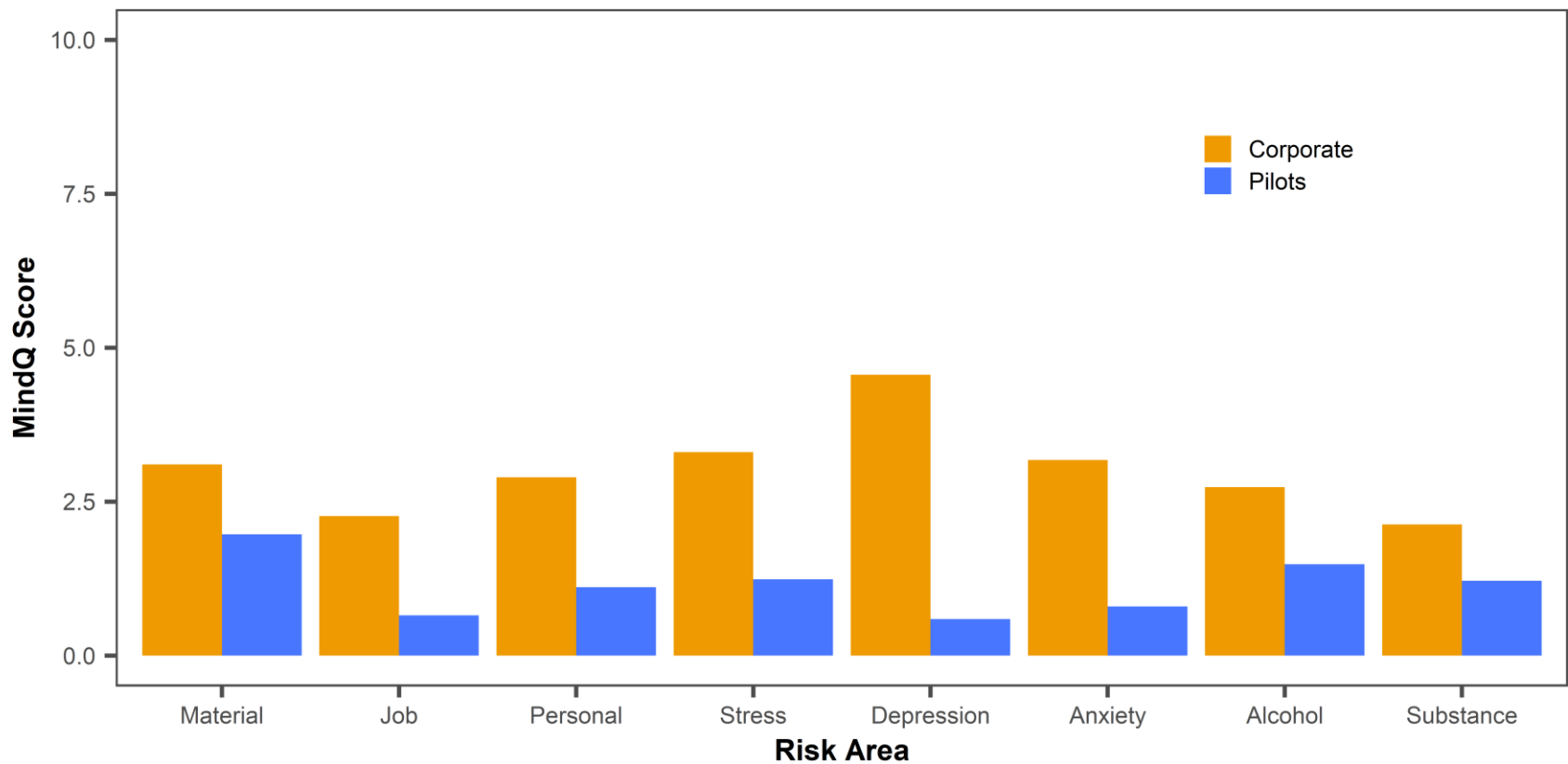
Catch people
and intervene
to prevent



Pilot
profiles



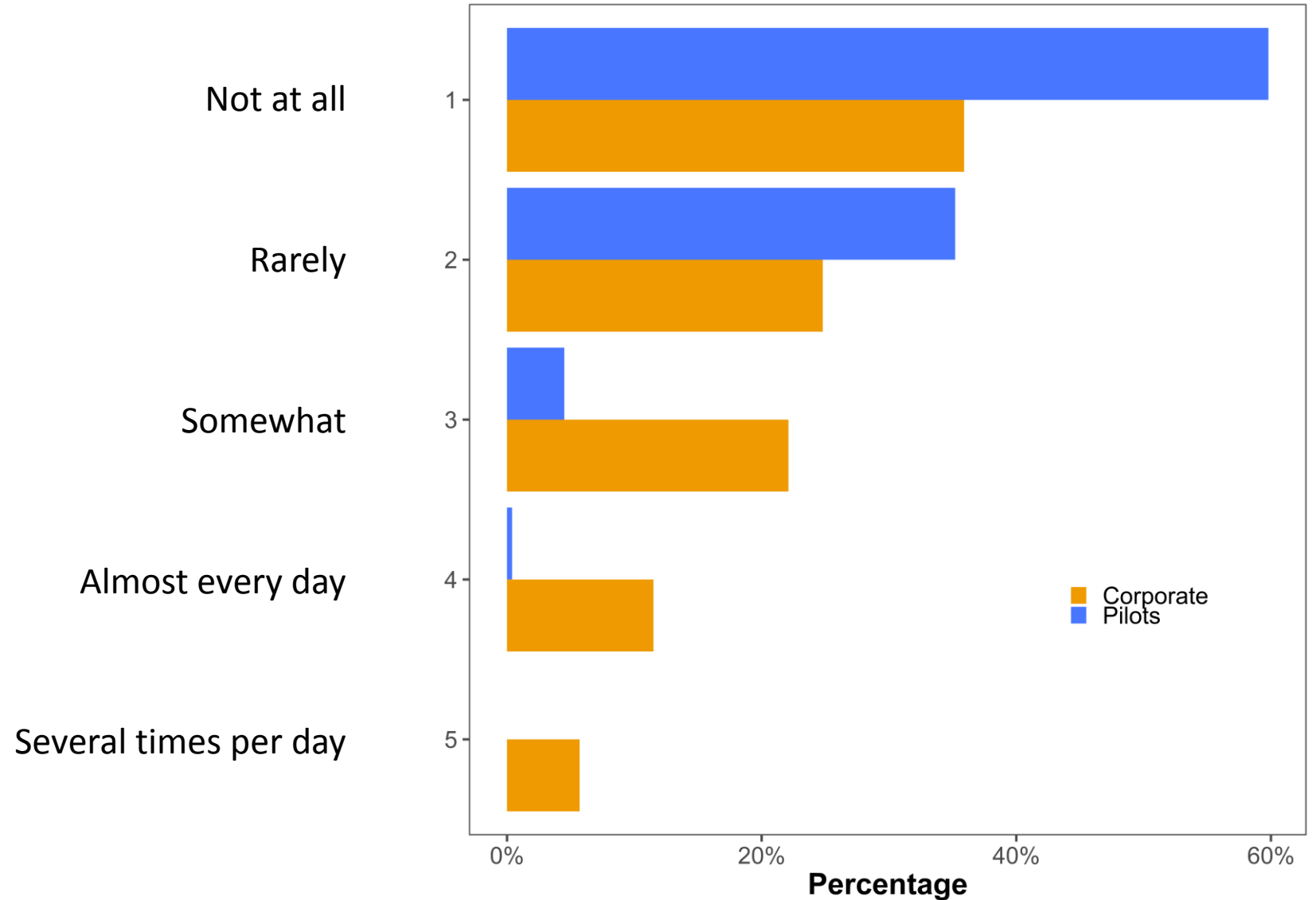
Overview: MindQ Scores of Pilots and Corporate Employees



Pilot profiles

Depression Item:

Difficulty expressing yourself or knowing what you are feeling

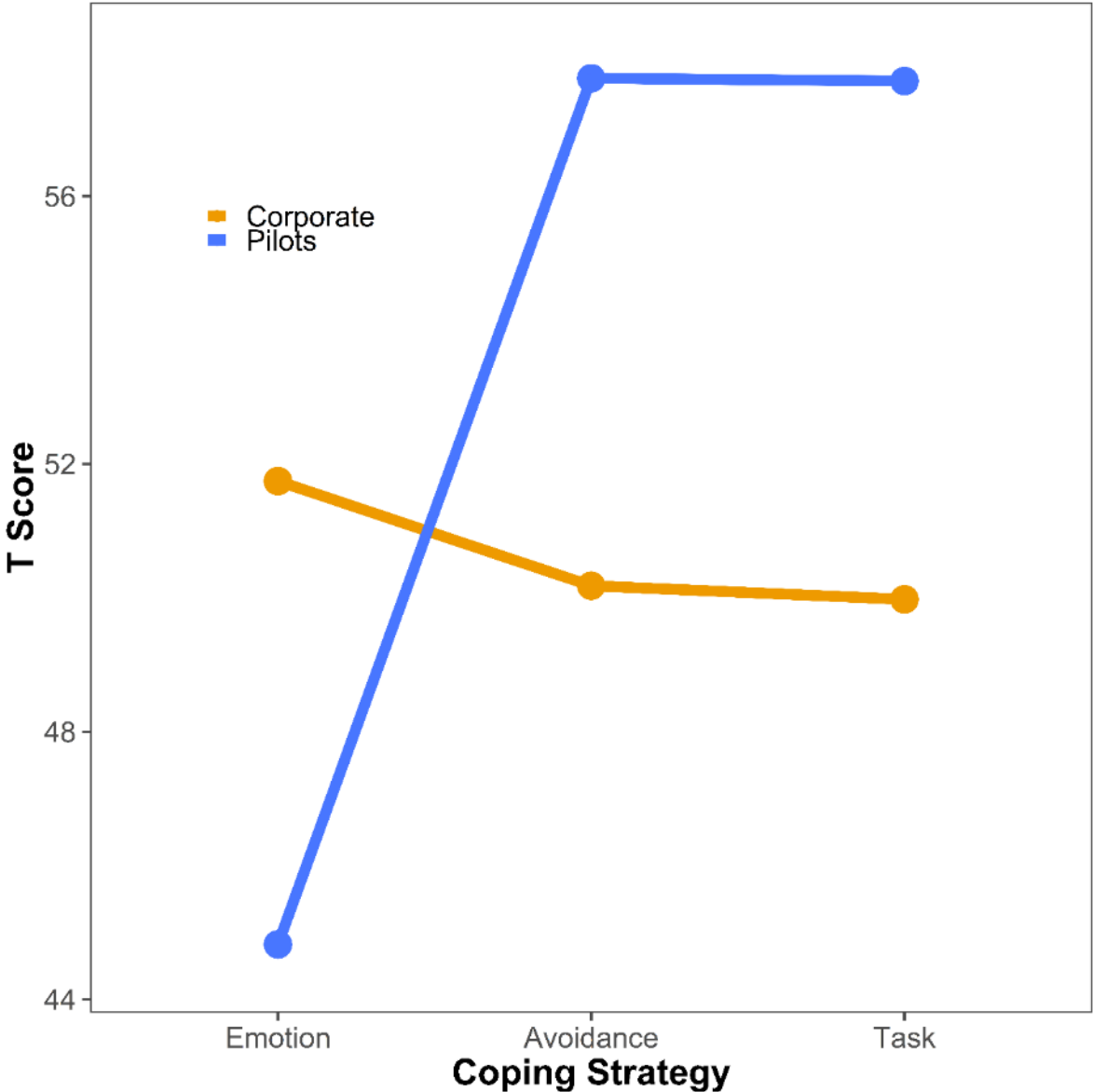


Pilot profiles

“The following are ways people react to difficult, stressful, or upsetting situations. Indicate how much you engage in these types of activities:”

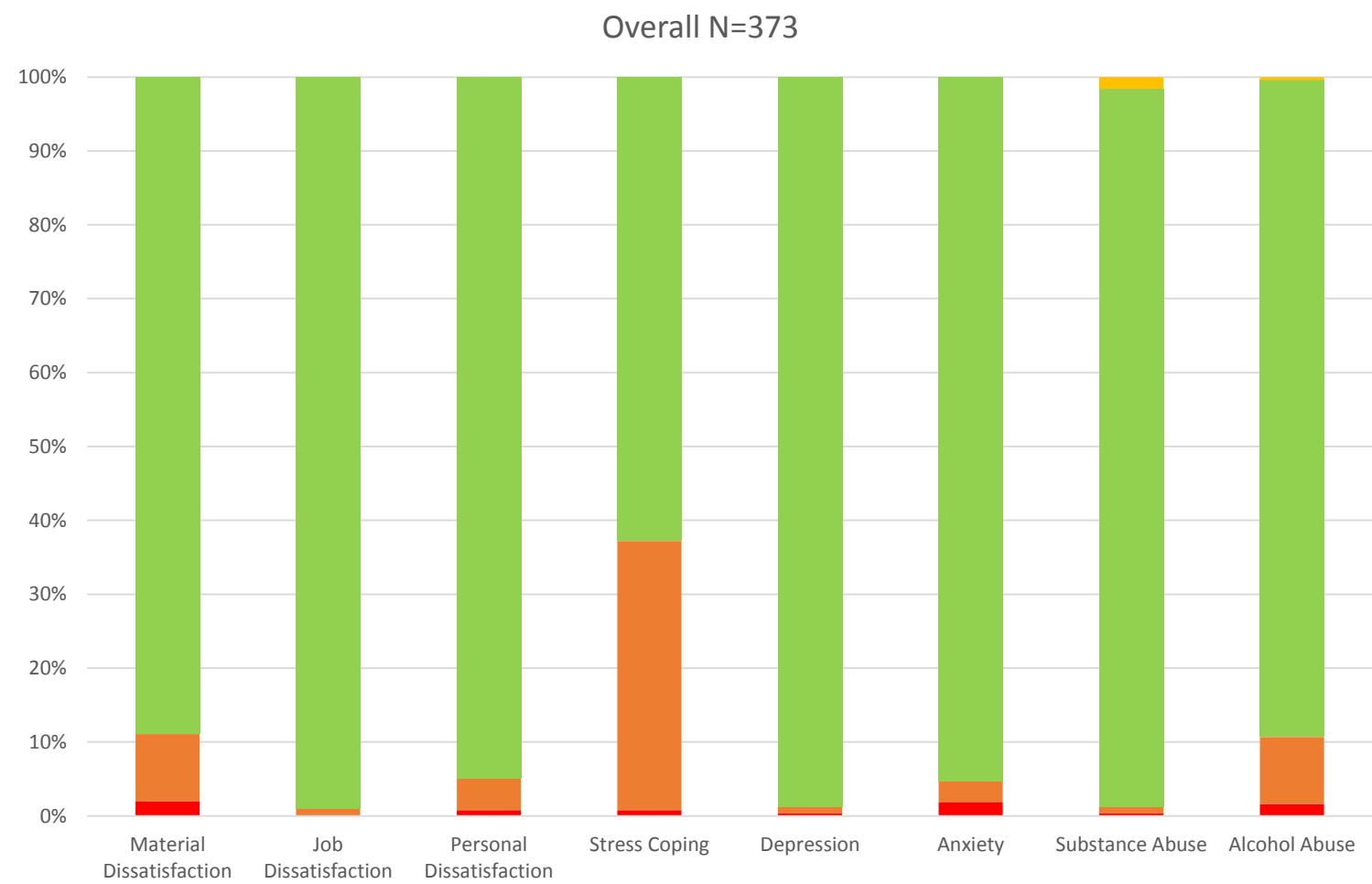
| Coping Style | Item Example |
|--------------|--------------------------------------------------|
| Emotion | Blame myself for not knowing what to do. |
| Avoidance | Treat myself to a favorite food or snack. |
| Task | Focus on the problem and see how I can solve it. |

Coping Strategies



Pilot profiles

Pilot levels of risk



What makes
a good
solution?



Online

Short

Non-
threatening

Easy to
administer

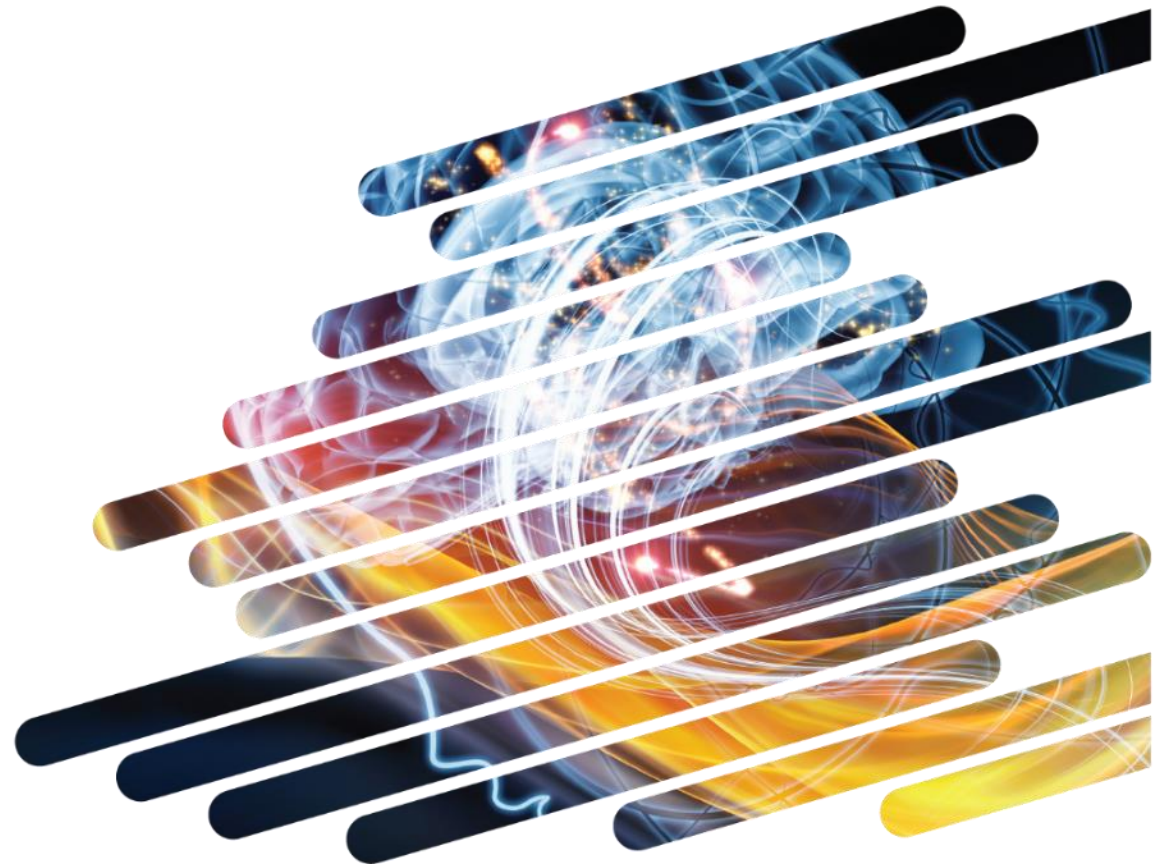
Repeatable

Cost effective



Thank you for listening

Any questions?



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