



HOW DID INSPIRE LEARNING
PROGRAM AFFECT THE
MTQ48 SCORES OF SO
MENTALLY SENSITIVE
PARTICIPANTS?

How did Inspire Learning's program affect the MTQ48 scores of Mentally Sensitive Participants?

		Range	Min	Max	Mean
Before	Challenge	8	1	9	3.2568
After	Challenge	8	1	9	3.15356
Before	Commitment	7	1	8	3.4054
After	Commitment	8	1	9	3.661
Before	Control	6	1	7	3.9189
After	Control	8	1	9	4.0508
Before	Emotional Control	7	1	8	4.067
After	Emotional Control	7	2	9	4.661
Before	Life Control	6	1	7	3.473
After	Life Control	9	1	10	3.6271
Before	Confidence	8	1	9	4.0676
After	Confidence	9	1	10	4.1356
Before	Confidence in Abilities	7	1	8	4.0676
After	Confidence in Abilities	9	1	10	4.1525
Before	Total Mental Toughness	6	1	7	3.527
After	Total Mental Toughness	8	1	9	3.678

These findings are useful and valuable as they indicate that Inspire Learning's programs have a significant effect on the Mental Toughness scores of participants. The first observation to be made is that a mean of 3.5 is just above the Mentally Sensitive zone; the mean for the population is 5.5 which is significantly different. Overall, this group would be seen as Mentally Sensitive.

Previous findings have indicated that development programs do not tend to increase the Mental Toughness scores of the Mentally Sensitive as much as they do for those who are mid-range or mentally tough. This means that someone who originally scored a six would be more likely to increase their score to an eight than someone originally scoring a three increasing their score to a five.

In this group, the overall increase in Mental Toughness is 0.15 which is significant as one would reasonably expect this kind of increase if interventions were directed towards Mental Toughness. This five day program was not based around Mental Toughness, but aspects of it

were similar to Mental Toughness interventions. If we look at the clusters, we see that greater improvements can be seen in levels of commitment and control, which range between 0.14 and 0.26- this is very significant.

These components of Mental Toughness link most closely to 'resilience'. Confidence increased slightly at 0.7 and interpersonal confidence reduced slightly, however this was not significant; indicating that the program did not have an impact on this factor. 'Challenge' scores reduced by 0.1. This could be seen to indicate that the challenging aspects of the program intimidated the more mentally sensitive participants rather than exciting them, as they might for people who are closer to the 'mentally tough' end of the scale. A possible conclusion to this finding might be that these aspects of the program should be presented in a different way to participants who are mentally sensitive. These two components link closely to 'positive psychology'.

These findings indicate that the Inspire Learning program helped to significantly increase resilience- an individual's ability to 'survive' in stressful situations. However, it did not seem to increase factors linking to positive psychology- an individual's ability to 'thrive' in stressful situations.

Participants scoring 6+ before program – 5- 6.76%

N= 74

Challenge	9	12.1621
Commitment	9	12.16%
Control	13	17.57%
Emotional Control	19	25.68%
Life Control	7	9.46%
Confidence	13	17.57%
Confidence in abilities	17	22.97%
Interpersonal Confidence	13	17.57%

Participants scoring 6+ after program – 6- 10.17%

N= 59

Challenge	7	11.86%
Commitment	9	15.25%
Control	10	16.95%
Emotional Control	19	32.20%
Life Control	10	16.95%
Confidence	13	22.03%
Confidence in abilities	11	18.64%
Interpersonal Confidence	9	15.25%

Participants with scores of 6 and above on each component were calculated before and after the program. These findings mirror those from above.

