

Psychological Self-Sufficiency (PSS) Research

Loyola University of Chicago is conducting a study titled the Evaluation of Goal-Directed Psychological Capital and Employer Coaching in Health Profession Opportunity Development in partnership with Chicago State University (CSU) in Chicago, Illinois. The concept of Psychological Self-Sufficiency, outlined below, is integral to this study and key to improving employment services for low-income individuals through CSU's HPOG programming.

What is Psychological Self-Sufficiency?



An individual process, when one's outlook shifts from **seeing barriers** to success to **having hope** for success.



The force inside someone that **drives cognitive change**, transforming barriers into action.

In short, PSS keeps individuals and families moving forward, despite personal and/or external obstacles.

What Do We Know So Far?

PSS is associated with improvements in:

- Physical Health
- Mental Health
- Executive Functioning
- Resilience
- Grit
- Economic Self-sufficiency



PSS is affected by psychological-social capital, including:

- Self-Esteem
- Self-Efficacy
- Forgiveness
- Spirituality
- Gratitude
- Social Support



About HPOGUP: This research is funded in part through the Health Profession Opportunity Grants (HPOG) University Partnership program. HPOG provides funds for demonstration projects that provide training and education to low-income individuals for occupations in the healthcare field that pay well and are expected to experience labor shortages or be in high demand. The HPOG University Partnership Research Grants (HPOGUP) are part of the HPOG Program's comprehensive evaluation strategy and fund studies conducted by university researchers partnering with one or more HPOG program to answer specific questions about how to improve HPOG services within local contexts.

What are the Benefits of PSS for Low-Income Individuals?

PSS allows individuals to:

- Critically think about their lives in a way that they hadn't before.
- Purposefully reflect on who they are and where they are going.
- Want to resolve their barriers once they become aware of them.
- Fully examine their own definition of success in an authentic way, allowing them to recreate inspiration (particularly in under-resourced communities).

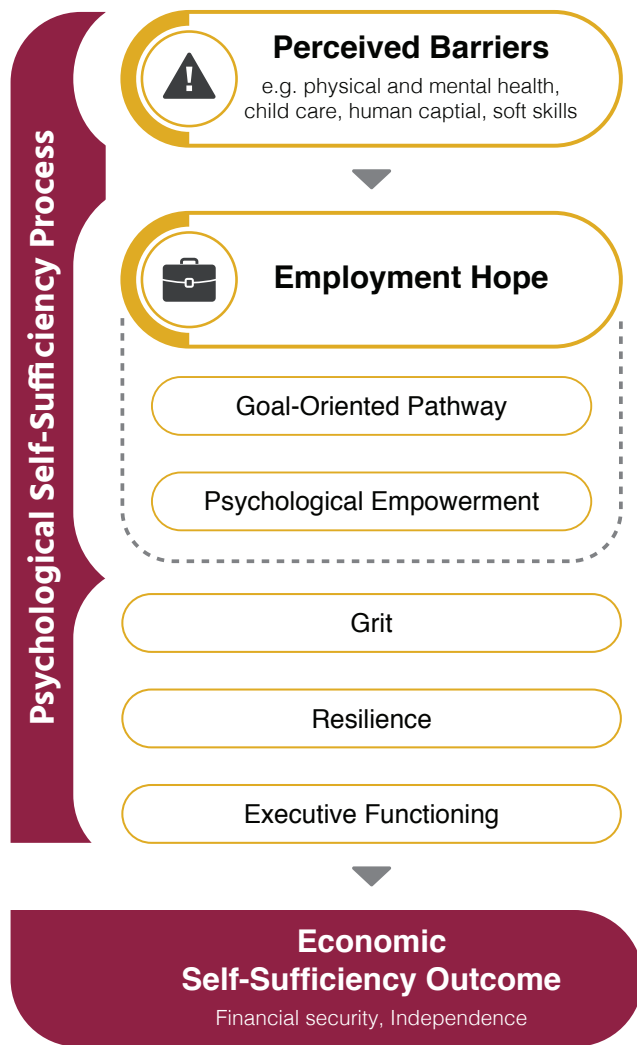
“ [PSS] is when you [have] that little person behind you – whatever your goal is that you are trying to reach – tell you, ‘Gotta keep going. You gotta keep going.’ So I think it’s more inner self that kinda gives you the boost. (HPOG Participant, 2016) ”

What are the Benefits of PSS For Employers and Employment Programs?

Employees who have greater PSS:

- Have a greater commitment to the job search process.
- Are more mentally prepared for working life and their careers.
- Are more likely to retain employment.

“ Self-sufficiency comes from achieving goals. It is a mindset that people are doing...something for themselves. It raises the level of hope. They can do it. They can be self-sufficient, take care of themselves, and take care of their families. (Project Staff, 2016) ”



The PSS process propels individuals toward their ultimate goals through manageable, hope-driven action steps. Participants also become more mindful of the barriers that may slow down their progress and map out strategies to address them.