



Universitat d'Alacant
Universidad de Alicante



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Sensitive Career Management
& Sensitive Workplace Design

Relationship between Sensory Processing Sensitivity and Work-related Quality of Life

A QUANTITATIVE PILOT STUDY

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Index

- 1 Introduction
- 2 Objectives
- 3 Methods
- 4 Results
- 5 Conclusions
- 6 References

1

2

3

4

5

6

Introduction

Sensory processing sensitivity is **multidimensional**

LOW
SENSORY
THRESHOLD

EASE OF
EXCITATION

AESTHETIC
SENSITIVITY

(Lionetti et al., 2019; Schmitt, 2022)

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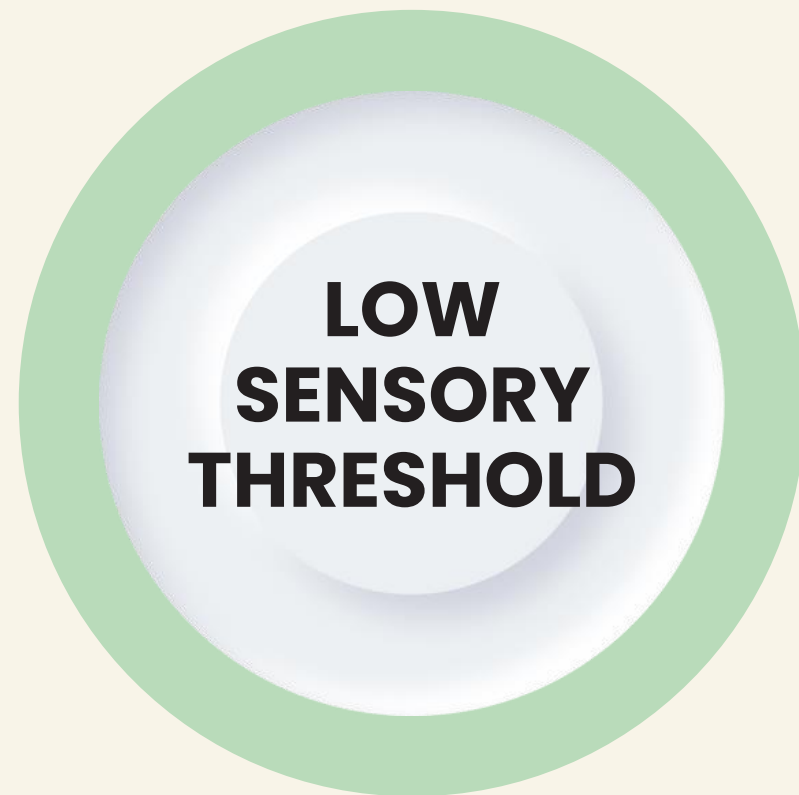
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Introduction

Sensory processing sensitivity is **multidimensional**



Unpleasant sensory arousal in the face of intense stimuli (i.e. loudness or bright lights)

(Lionetti et al., 2019; Schmitt, 2022)

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Introduction

Sensory processing sensitivity is **multidimensional**



To be mentally overwhelmed by internal and external stimuli

(Lionetti et al., 2019; Schmitt, 2022)

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Introduction

Sensory processing sensitivity is **multidimensional**



Awareness of and openness to positive aspects of one's surroundings

(Lionetti et al., 2019; Schmitt, 2022)

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Introduction

SPS increases the likelihood to feel overwhelmed to external and internal aversive stimuli

Highly sensitive workers may indicate greater stress and higher levels of burnout

The relationship between SPS and workplace environments has been studied in health and clinical fields

(Redfearn et al., 2020; Schmitt, 2022)

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Objective

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The aim was to carry out a cross-sectional study to find out the relationship between SPS and burnout in a sample of Spanish workers

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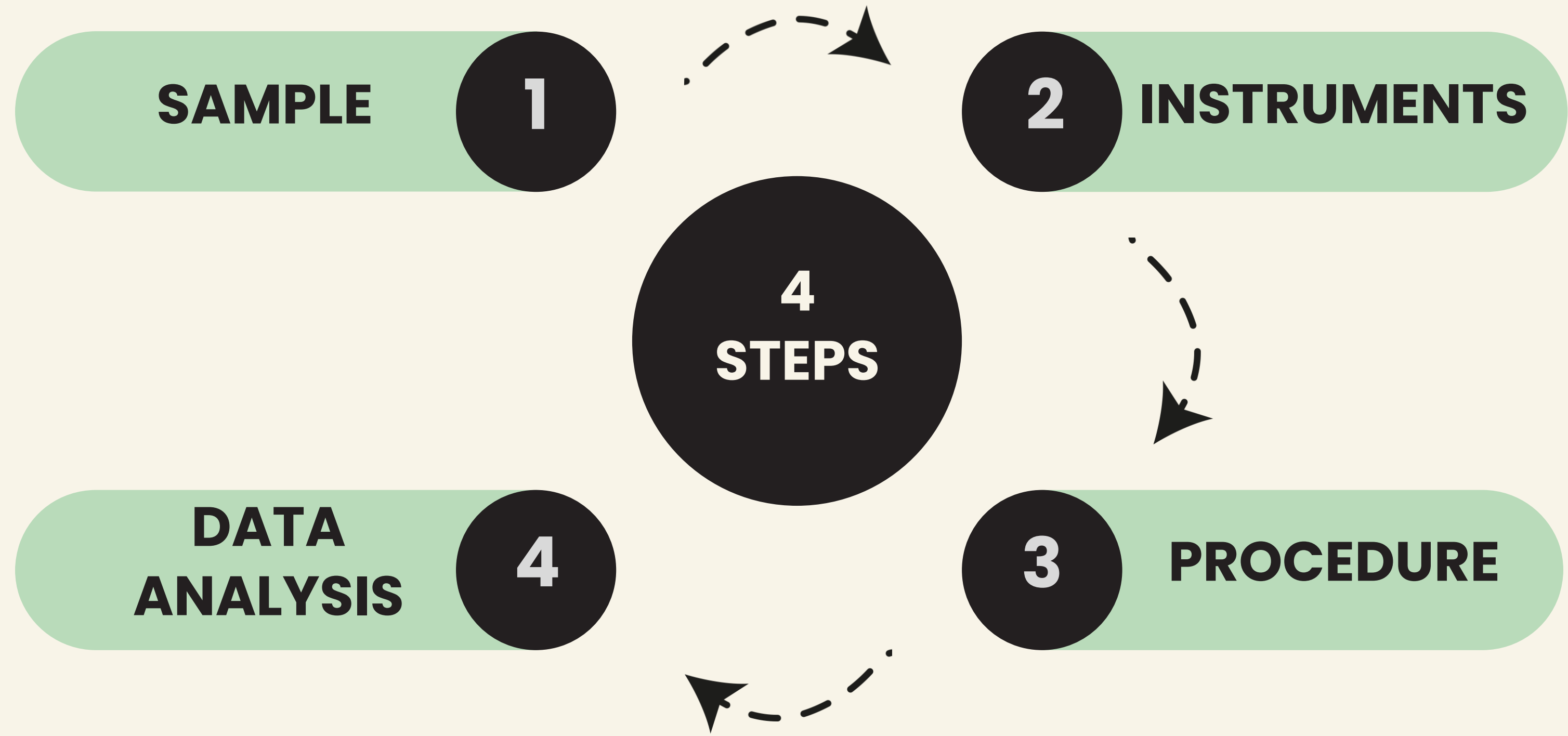
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Methods



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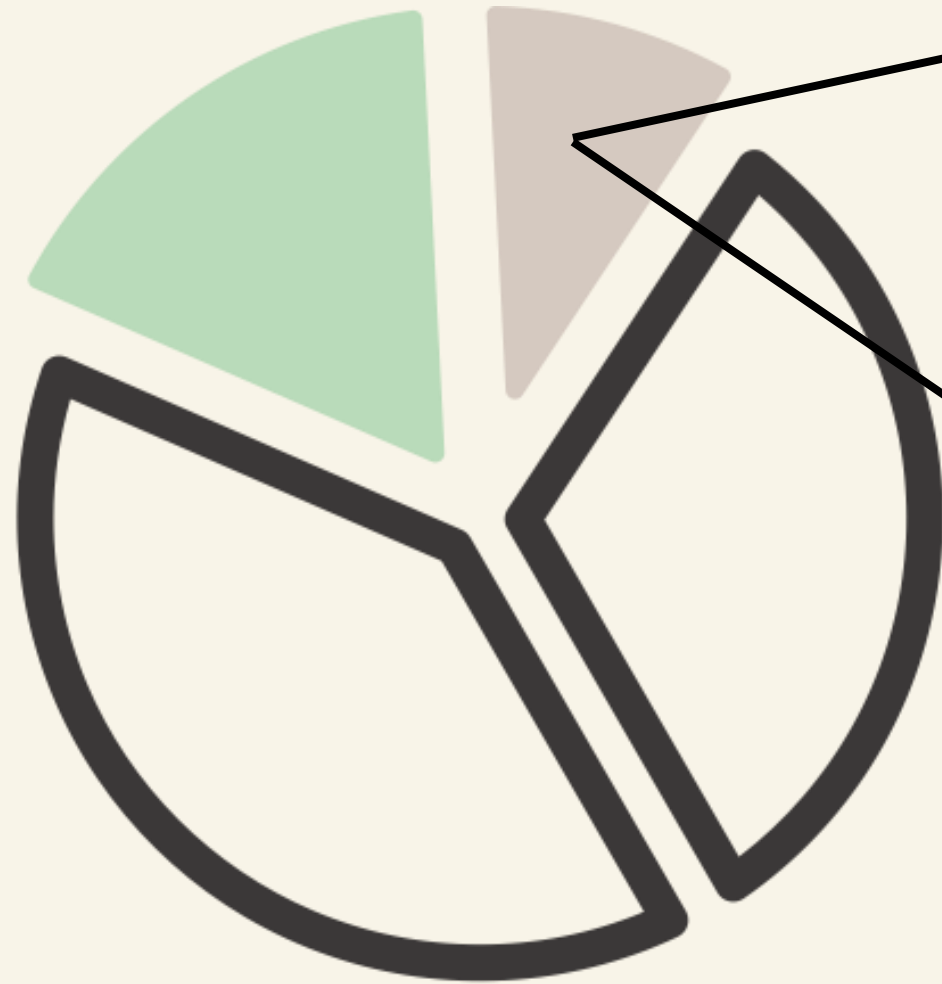
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SAMPLE



POPULATION

N = 39
M = 39.49 YEARS
(SD = 10.48)

N = 29 WOMEN	N = 10 MEN
M=39.90 YEARS (SD=10.21)	M=38.30 YEARS (SD=11.71)



INSTRUMENTS

Highly Sensitive Person Scale (HSPS) (Aron & Aron, 1997)

A self-report questionnaire to identify high sensitivity

27 items, 7-point-Likert scale

1 = not at all; 7 = extremely

The Spanish version shows 5 dimensions (Chacón et al., 2021):

**Sensitivity to
overstimulation**

**Low sensory
threshold**

**Aesthetic
sensitivity**

**Psychophysiological
discrimination**

**Harm
avoidance**

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INSTRUMENTS

Maslach Burnout Inventory (MBI) (Maslach, 1976)

A self-report questionnaire to identify perceived burnout

22 items, 7-point-Likert scale

0 = never; 6 = everyday

3 dimensions:

**Emotional
Exhaustion (EE)**

**Depersonalization
(DP)**

**Personal
Accomplishment
(PA)**

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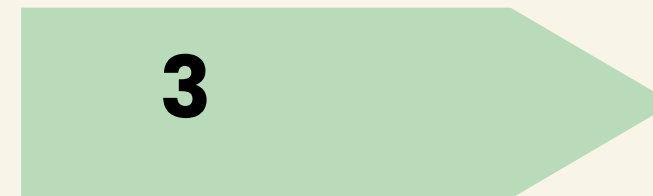
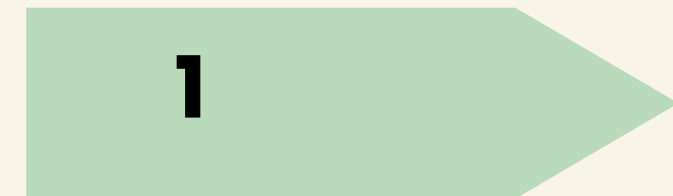
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PROCEDURE

**Ethics
Committee
Approval**

**Questionnaires
administration**



**Sample
recruitment**

**Data
Analysis**

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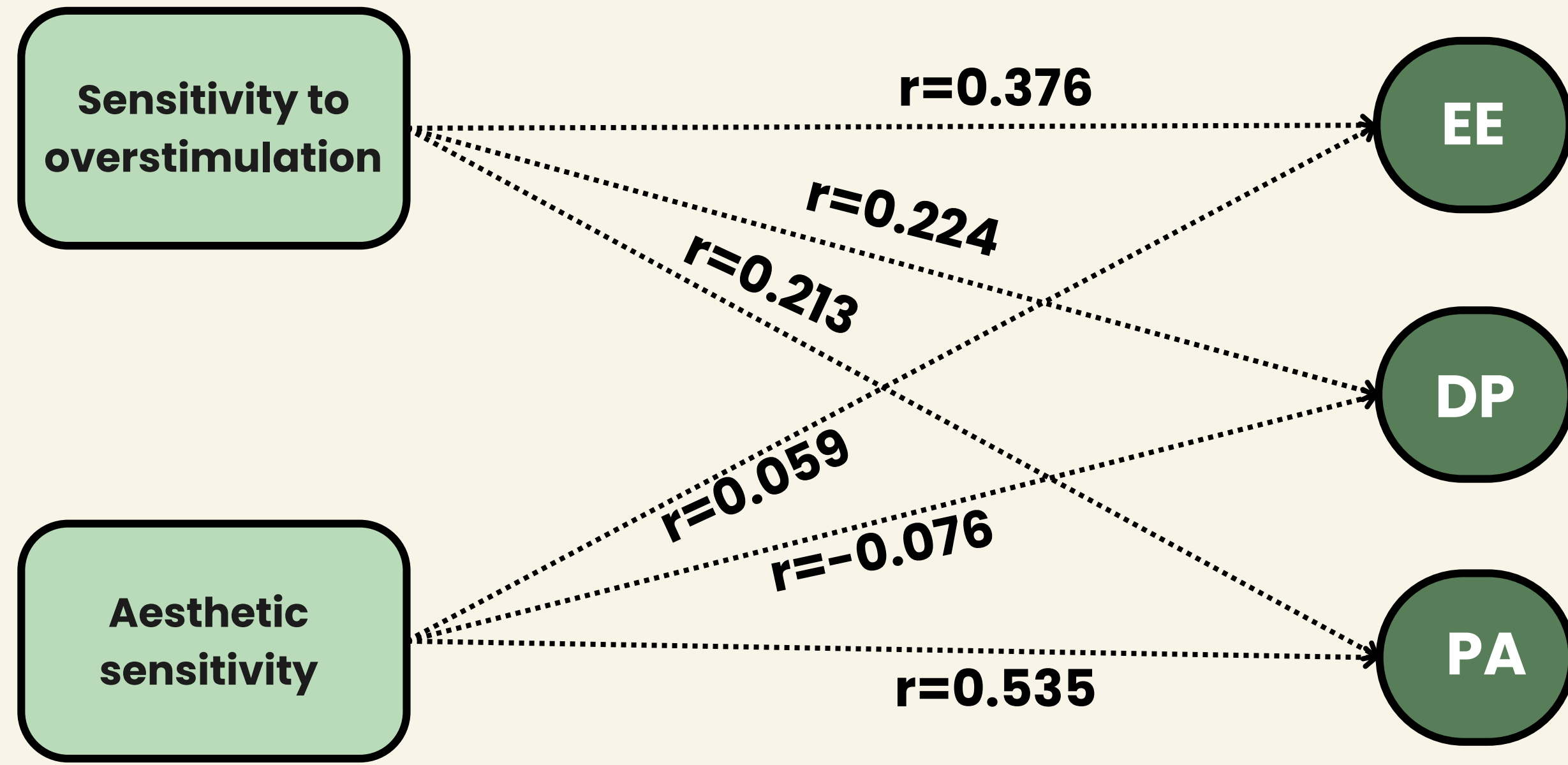
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Results



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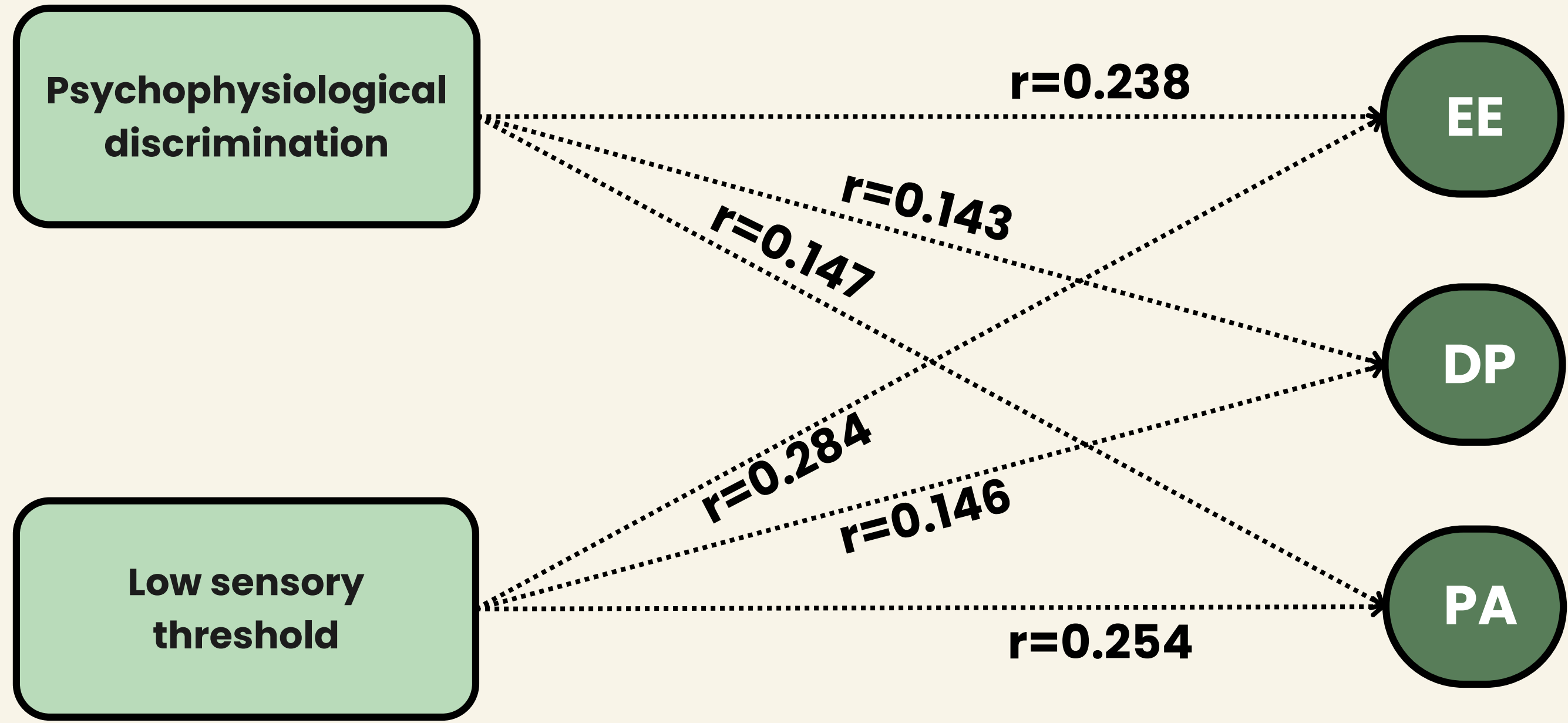
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Results



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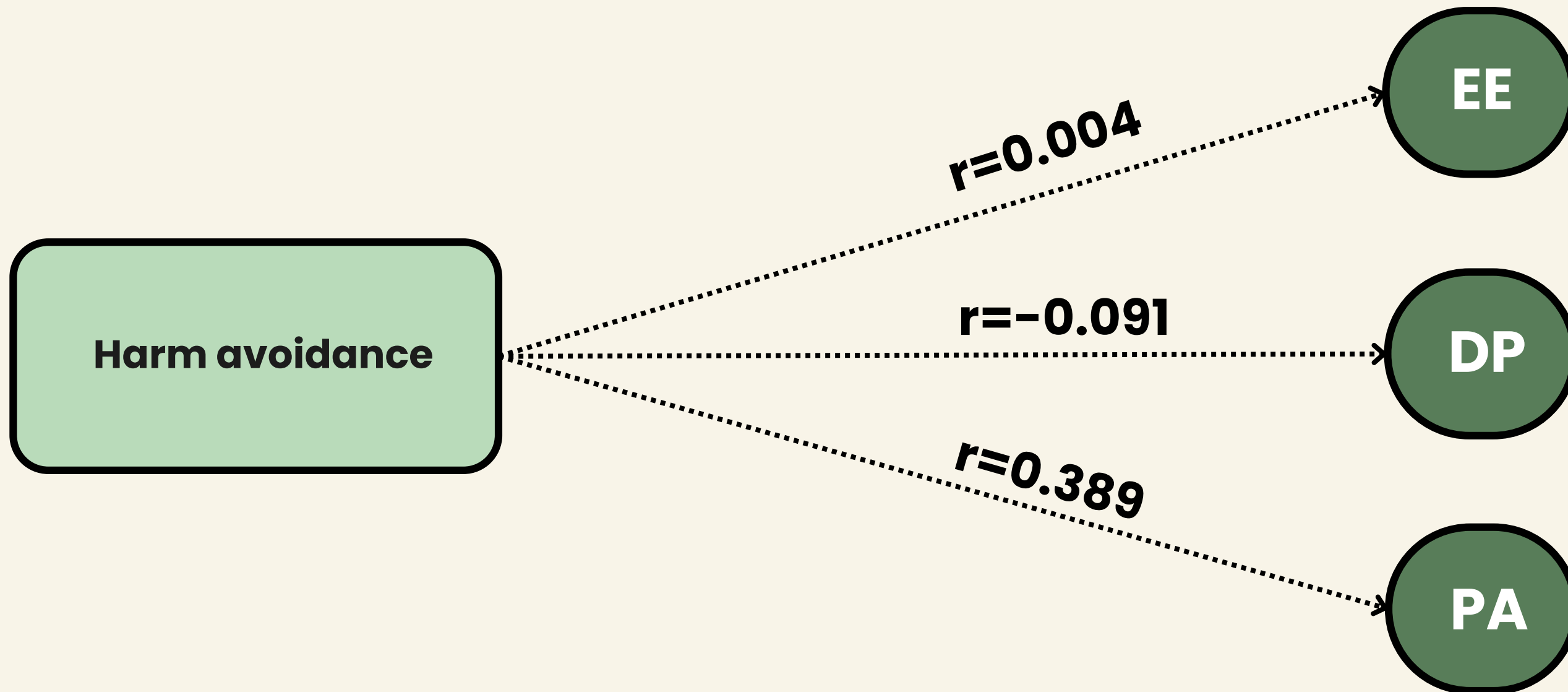
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Results



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Conclusions

These pilot study results could indicate SPS may have both a bright and a dark side

High sensitivity can be a vulnerability factor to burnout

Aesthetic sensitivity may act as a protective factor and increase the personal compliance



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