PROJECT

PRO-MOTION. Sensitive career management

Erasmus+ Program, KA3: Social inclusion and common values: the contribution in the field of education and training

No.: 621491-EPP-1-2020-1-PL-EPPKA3-IPI-SOC-IN

TITLE OF DOCUMENT: WP3 – PREPARATORY PHASE

CONSOLIDATED REPORT – FOCUS GROUPS/INTERVIEWS & QUESTIONNAIRE RESEARCH

PARTNER ORGANISATIONS:

WSEI University, Poland

University of Alicante, Spain

PRIOS, Norway

Expert Psy, Romania

APSU, Portugal

CRMC, Italy

Introductory information

The purpose of this preparatory phase of the project was to actively involve end users on the labor market, in particular employees, with experience in working with highly sensitive persons (HSPs) in a need analysis. This phase was to assure that the results of the project are based on real needs and real life situations and useful for the stakeholders on the labor market.. To gather relevant information about HSP two exploratory studies were conducted:

- a qualitative analysis based on the information elicited through focus groups and interviews. Within this work package, focus groups and interviews with employees were conducted in order to obtain a perspective about the characteristics and functioning of a HSP
- quantitative analysis based on questionnaire research with the use of relevant questionnaires for the subject area, selected by each partner institution for research in a given country.

1. QUALITATIVE ANALYSIS

The main objective of this task from the WP3 was to explore the functioning of highly sensitive people in the workplace, from the perspective of a highly sensitive employee of various sectors. For that purpose a series of focus groups and individual interviews were performed by each partner institution in each country.

After collecting the data an inductive qualitative analysis was performed by each partner institution, based on the previous codes identified in the qualitative analysis that took place. Atlas.ti was used to develop the codes. The areas (themes) relating to professional satisfaction were distinguished and formulated.

The areas /themes for category of employees are as follows:
- The beliefs of high sensitivity

- Targeting management style

- Motivating

- Relations

- Physical working conditions

- Implications for employee management

Overall, the results are in line with the main themes and codes identified in the initial analysis and no substantial modification was made to the initial codification proposal. In the report of the qualitative part we outline the main characteristics of the participants and we attach the excel file with the most important codes identified in the analysis, for employees. The results obtained by each partner institution are presented separately.

1.1. Dates of focus groups/interviews

The interviews and the focus groups were conducted from October 2021 to March 2022.

Poland

Focus Group 1 (Employees): 02.03.2022

Focus Group 2 (Employees): 29.10.2021

Focus Group 3 (Employees): 28.01.2022

Interview 1 (Employee): 09.02.2022

Interview 2 (Employee): 26.01.2022

Interview 3 (Employee): 26.01.2022

The attachment of excel file includes the information of each participant.

Spain

Focus Group 1 (Employees): 22/11/2021

Focus Group 2 (Employees): 23/11/2021

Interview 2 (Employee): 07/11/2021

Interview 4 (Employee): 17/12/2021

Inteview 6 (Employee): 16/12/2021

Interview 7 (Employee): 14/03/2021

We attach two excels files that include the information of each participants as well as the signed informed consent to participate in the study.

Romania

Focus Group 1 - 8.02.2022

Focus Group 2 - 8.02.2022

Focus Group 3 - 9.02.2022

Focus Group 4 - 10.02.2022

Focus Group 5 - 15.02.22

Focus Group 6 - 21.02.22

Focus Group 7 - 9.03.22

Interview 1 - 17.02.22

Interview 2 - 17.02.22

Interview 3 - 17.02.22

Also, two fill in forms with open questions as an interview were send to a highly sensitive employee and a HR specialist. They returned the open questionnaire completed on 15.02.23 and 13.03.23, respectively

Portugal

Focus Group 1 (Employee) – 21.01.2022

Focus Group 2 (Employee) – 02.09.2022

Interview 1 (Employee) – 01.11.2022

Interview 2 (Employee) – 01.12.2022

1.2. Place of focus groups/interviews

Considering the COVID-19 situation majority of the focus groups and interviews were performed online through the Google Meet platform (and using the WSEI e-learning platform in Lublin; some at the Education Development Center in Warsaw in case of Poland). All of them were recorded in audio and in video to make the verbatim transcripts.

1.3. Number of participants per each of focus groups/interviews:

Poland

The number of participant in each focus group and interview is described as follows:

Focus Group 1 (Employees): N=11

Focus Group 2 (Employees): N=8

Focus Group 3 (Employees): N=7

Interview 1 (Employee): 1 participant

Interview 2 (Employee): 1 participant

Interview 3 (Employee): 1 participant

Spain

The number of participant in each focus group and interview is described as follows:

Focus Group 1 (Employees): N=4

Focus Group 2 (Employees): N=2

Interview 2 (Employee): 1 participant

Interview 4 (Employee): 1 participant

Inteview 6 (Employee): 1 participant

Interview 7 (Employee): 1 participant

Norway

Regarding the Employees that took part in the focus groups and in the individual interviews, a total of 10 participants were recruited

Romania

Focus Group 1 - 2 participants
Focus Group 2 - 2 participants
Focus Group 3 - 2 participants
Focus Group 4 - 5 participants
Focus Group 5 –4 participants
Focus Group 6 - 4 participants
Focus Group 7 – 4 participants
Interview 1 – 1 participant
Interview 2 – 1 participant
Interview 3 – 1 participant

Portugal

Focus Group 1 (Employees) – 4 participants

Focus Group 2 (Employees) – 4 participants

Interview 1 (Employee) – 1 participant

Interview 2 (Employee) – 1 participant

1.4. Type of participants

Poland

In the case of the WSEI professionals from the various economic sectors administration and local government were selected. Below is a description of the focus groups and participants of individual interviews in terms of professional profile. The specific characteristics of each group are described with their numbers.

Employee/Focus groups

The participants of the focus groups were employees, i.e. people employed under an employment contract, appointment, election or appointment. The employees were selected based on their highly sensitive characteristics. The awareness of their own high sensitivity was different in each of them. They also differed in the degree to which they experienced high sensitivity as a negative or positive resource.

Focus Group 1 (Employees) was comprised of employees from the categories of technicians and other mid-level personnel, as well as services and sales. There was also an office worker, a specialist and an employee doing simple work.

Focus Group 2 (Employees) was comprised of public administration employees from Warsaw. They are all highly sensitive people. Most of them are employees who are aware of their own

high sensitivity. They also differed in the degree to which they experienced high sensitivity as a burden or as a positive resource.

Focus Group 3 (Employees) participants were clergy from three dioceses: Lublin, Radom and Przemyśl. The selection was purposeful to avoid focusing on the experiences of highly sensitive priests in only one diocese. The clergy were selected based on their highly sensitive qualities. The awareness of their own high sensitivity was different in each of them. They also differed in the degree to which they experienced high sensitivity as a burden or as a positive resource.

Employee/Interviews

The participants for individual interviews were employees, i.e. people employed under an employment contract, appointment, election or appointment. The employees were selected based on their highly sensitive characteristics. The awareness of their own high sensitivity was different in each of them. They also differed in the degree to which they experienced high sensitivity as a negative or positive resource

Interview 1 (Employee): technical sales advisor

Interview 2 (Employee): deputy director of education center development

Interview 3 (Employee): clergy person

Spain

The type of participants is described after each focus group in addition we have included the area of work.

Focus Group 1 (Employees): Health Care Professionals with Highly Sensitivity

Focus Group 2 (Employees): Health Care Professionals with Highly Sensitivity

Interview 2 (Employee): Education. Highly Sensitive Person.

Interview 4 (Employee): Health Care Professional. Highly Sensitive Person.

Inteview 6 (Employee): Education. Highly Sensitive Person.

Interview 7 (Employee): Education. Highly Sensitive Person

Romania

Regarding the employee, data was collected from 11 employee. The analysed sample was rather eclectic, consisting of people activating in various industries such as IT, tourism, education, mental health, law.

Portugal

The online focus group was conducted with four participants belonging to the professional group of Plant and Machine Operators (ISCO Occupational Group Code 8), the two interviews were also conducted with professionals of the same group and the second focus group was done in person with 4 people from the Professionals group (ISCO Occupational Group Code 2).

1.5. Information about participants (from the recruitment form) - *sociodemographic characteristics of the respondents*

Poland

Sociodemographic Characteristics of Employees

Regarding the Employees that took part in the focus groups and in the individual interviews, a total of 23 participants were recruited. The majority were female (n=16) with a mean age of 38,2 years old (Minimum= 22 and Maximun= 60). There were n=13 male participants with a mean age of 35,6 years old (Minimum = 23 and Maximum= 54).

Spain

Sociodemographic Characteristics of Employees

Regarding the Employees that took part in the focus groups and in the individual interviews, a total of 10 participants were recruited. The majority were female (n=7) with a mean age of 33.23 years old (Minimum= 27 and Maximun= 44). Regarding their educational level, two participants had advanced vocational training, three have an University Degree, four have reached the level of Master and one of them had a Ph.D. The majority of them lived in a city, with the exception of one participant that came from a town. With regard to their profession three of them were teachers and the rest were health care professionals. All of them considered themselves as a highly senstive person and showed higher values in the Highly Sensitivity Scale (HSC). The mean value for the total score of the scale was 4.07 being the higher score 6.6 and the lower 3.

Norway

*Sociodemographic Characteristics of Employees*

Regarding the Employers that took part in the focus groups and in the individual interviews, all were female (n=3) with a mean age of 49 years old (Minimum= 45 and Maximum= 53). Regarding their educational level, all three participants a University Degree. With regard to their profession one of the employers was a Civil marketer, one worked with economics and business development, and the last one was an HR manager. One of the participants was married while two were single.

Romania

Regarding the employee, data was collected from 11 employee, from the age range 24-56 years old. The analysed sample was rather eclectic, consisting of 3 male persons and 8 female persons.
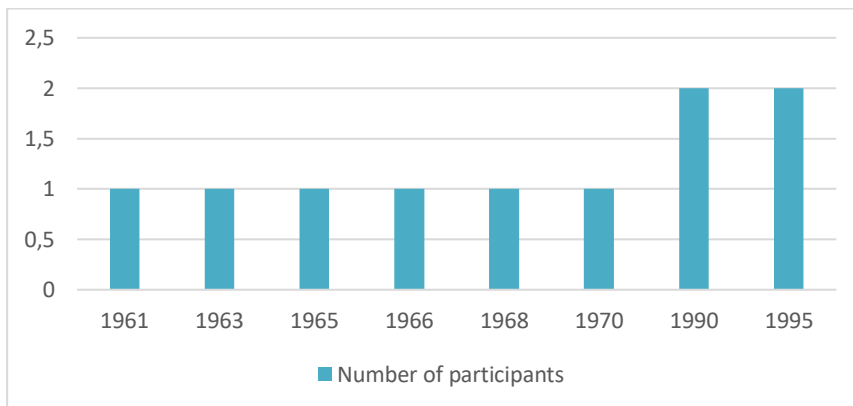
Portugal

Ten employees were involved in this research study, eight women and two men (see pie chart 1).
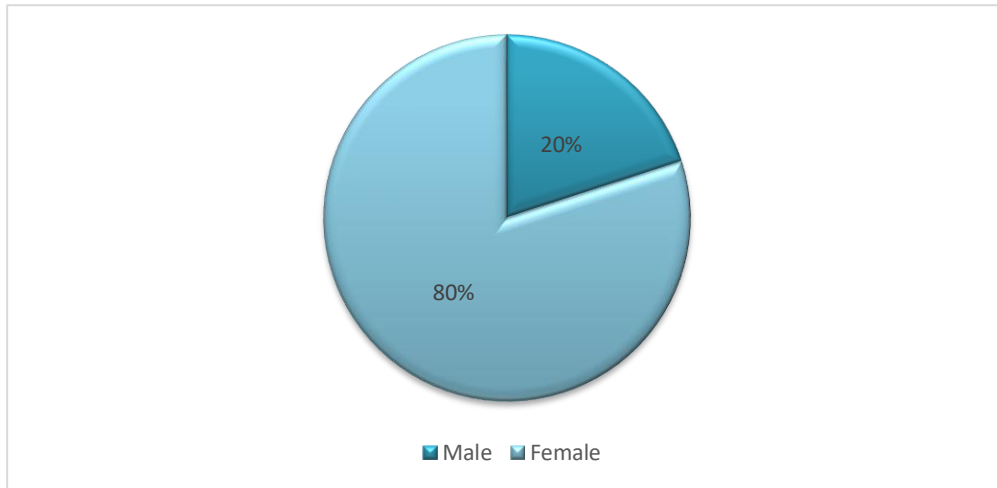
Pie chart 1 - Sex of the participants

The following graph shows the year of birth of the participants.

Graph 1 - Participants per year of birth
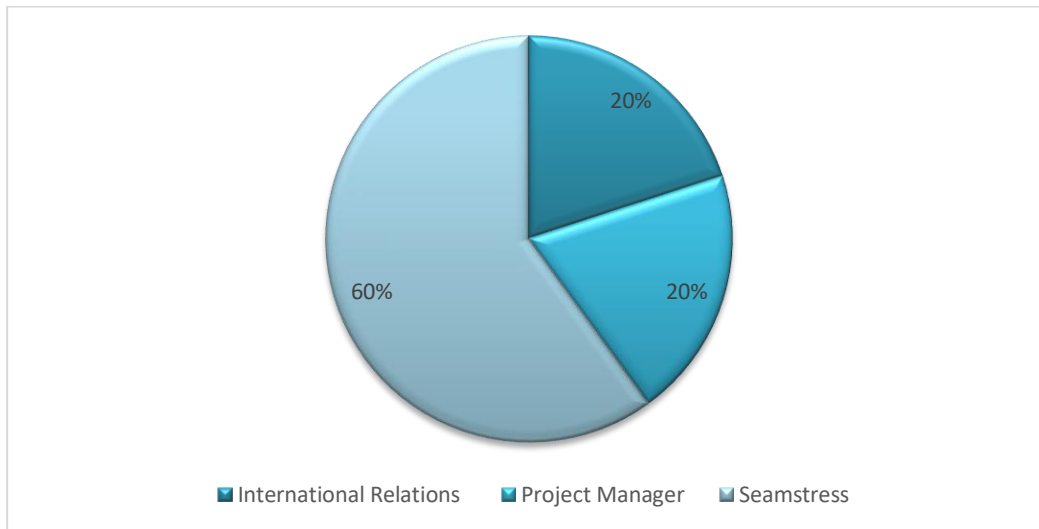
When it comes to the participants, 4 participants had the 9th grade of education, 3 participants had a Master's degree, 2 participants had the 6th year and one participant had completed the 12th year of education.

When it comes to the place of residence, nine of the ten participants lived in a town or village with up to 20 000 inhabitants and one participant lived in a village.

Concerning marital status, 6 participants were married, 3 were single and one was in a non-marital partnership. Regarding occupations, two were project managers, two worked in International Relations and four worked as seamstresses in a factory (graph 2).

Pie chart 2 - Professions of the participants

All of the participants considered themselves to be highly sensitive and were also considered so upon analysis of their responses to the high sensitivity test from the high sensitivity questionnaire.

1.6. Categories from the results (based on the categories sent by the leader)

The Excel files with the results of the codification for employees is included as an additional files broken down by individual countries and partner institutions.

1.7. Transcripts (as an attachment)

All the transcriptions of the focus groups and the individual interviews are included as an attachments, broken down by individual countries and partner institutions. The transcripts are in their original languages.

2 QUANTITATIVE DATA

2.1 Sample and data - characteristics of the research group-

Descriptive statistics of the sample.

Descriptive statistics for the participants who took part in the quantitative phase of the project are given below broken down by individual countries and partner institutions.

Poland

Table 1.1. Sociodemographic data of the sample in Poland

	Total sample N
Age	
Gender	
Male	34 (19)
Female	145 (81)
Level of education	
Post-secondary	10 (5.6)
Secondary vocational	16 (8.9)
Secondary general education	14 (7.8)
Basic vocational	1 (0.6)
Higher education below PhD	131 (73.2)
Higher education including or above PhD	7 (3.9)
Marital status	
Single	47 (26.3)
In a partnership (cohabitation)	47 (26.3)
Married	81 (45,2)

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Engineering	5 (2.8)
Food and food service technician	4 (2.2)
Cosmetic and hairdressing services technician	6 (3.4)
Medical doctor and paramedic	4 (2.2)
Advertising organization technician	2 (1.1)
Logistics	2 (1.1)
Pedagogy	6 (3.4)
Tailor	2 (1.1)
Economy	30 (16.8)
Philology	6 (3.4)
Administration	16 (8.9)
Student	5 (2.8)
Management	23 (12.8)
Teacher	13 (7.3)

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Administration	1 (0.6)
Workers in simple jobs	5 (2.8)
Industrial and craft workers	2 (1.1)
No data	1 (0.6)

Table 3 Sociodemographic data of the sample in Spain

Spain

Sociodemographic variables	Total sample N=39 n (%)/Mean (DT)
Age	39.49 (10.47)
Gender	
Male	10 (25.6)

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Formal background	
Biology	1 (2.6)
Nursing	7 (17.9)
Philology	2 (5.1)
Philosophy	1 (2.6)
History	1 (2.6)
Engineering	1 (2.6)
Teaching	10 (25.6)
Psychology	16 (41)
Current professional field	
Education	19 (49.7)
Health Sciences	17 (43.6)
Others	3 (7.8)

Table

Age	
Gender	
Male	
Female	
Level of education	
High school	15 (40.5)
Undergraduate	12 (32.4)
Postgraduate	10 (27.0)
Marital status	
In a couple or married	25 (67.6)
Single	12 (32.4)
Size of the place of residence	
Until 20,000 inhabitants	17 (45.9)
From 20,001 to 100,000 inhabitants	15 (20.5)
100,001 inhabitants or more	5 (13.5)

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E...	
P...	
IT	
Management	1 (2.7)
Mechanical engineering	1 (2.7)
Media	2 (5.4)
N...	1 (2.7)
Sales & service	5 (13.5)
Social studies	4 (10.8)
Sports science	2 (5.4)
Teachers	1 (2.7)
Current professional field	
Management	8 (21.6)
Professionals	6 (16.2)

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Others   4 (10.8)

Romania

Table 1.4 Sociodemographic data of the sample (Romania).

Sociodemographic variables	Total sample N=37
Age	42,78
Gender	
Male	18
Female	19
Level of education	
High school	5
Undergraduate	16
Postgraduate	16
Marital status	
In a couple or married	34
	3
Single	

Size of the place of residence	
< 20.000	4
20.000 – 100.000	2
> 100.000	31
Formal background	
Economy	9
Justice	2
Military	2
Teacher	1
Psychology	6
Director/ Manager	2

Electrician	
2	
Accountant	
1	
Service Administrator	
1	
Pharmacist	
1	
Engineer	
2	
Carpenter	
1	
IT	
5	
Health (other than psychology)	
2	
Total	**N = 37**

Portugal

A total of 32 responded to the questionnaires. The following tables presents the demographic data of the sample.

Table 1 - Sex of the respondents

Sex of the respondents	Number of respondents

Male	6 (18.75%)
Female	26 (81.25%)

Table 2 - Year of birth

Year of birth	Number of respondents
1965	1 (3.13%)
1968	1 (3.13%)
1969	1 (3.13%)
1970	1 (3.13%)
1974	1 (3.13%)
1975	4 (12.5%)
1976	2 (6.25%)
1977	2 (6.25%)
1979	4 (12.5%)
1980	1 (3.13%)
1982	3 (9.38%)
1984	1 (3.13%)
1985	1 (3.13%)
1990	3 (9.38%)
1991	1 (3.13%)
1993	2 (6.25%)
1995	2 (6.25%)
1999	1 (3.13%)

Concerning qualifications, the answers were the following:

Type of qualification	Number of respondents
Technological Specialisation Course	2 (6.25%)
Bachelor's Degree	18 (56.25%)
Master's Degree	12 (37.5%)

Concerning the dimension of the respondents' area of residence, the results were the following:

Place of residence	Number of respondents
Village	3 (9.38%)
Town/City with up to 20,000 inhabitants	11 (34.38%)
Town/City with 20,000 to 100,000 inhabitants	11 (34.38%)
City with more than 100,000 inhabitants	7 (21.88%)

Regarding the marital status of the respondents:

Marital Status	Number of respondents
Married	15 (46.88%)
Single	10 (31.25%)
Non-marital partnership	3 (9.38%)
Divorced	3 (9.38%)
Widow/er	1 (3.13%)

Concernig the occupation of the respondents:

Table 6 - Occupation

Occupation	Number of respondents
Teacher	20 (62.50%)
Nurse	3 (9.38%)
Architect	1 (3.13%)
International Relations Technician	2 (6.25%)
Beautician	1 (3.13%)
Psychologist	1 (3.13%)
Project Manager	2 (6.25%)
Social Educator	1 (3.13%)
Marketeer	1 (3.13%)

When asked about their occupational group, the responses were the following:

Table 7 - Occupational group

ISCO Occupational Group	Number of respondents
Professionals (e. g. Healthcare professional, teacher, business/administration professional, lawyer, technical and scientific personnel)	29 (90.63%)
Managers (e. g. Executive Diretor, Senior Executive, Manager, Supervisor)	2 (6.25%)
Other	1 (3.13%)

2.2 Measures

The characteristics of the instruments (with relevant country adaptations) employed in the quantitative phase of the project are described below broken down by individual countries and partner institutions.

Poland	Spain	Norway	Romania	Portugal	Italy
The Highly Sensitive Person Scale	The Highly Sensitive Person Scale	x	The Highly Sensitive Person Scale	The Highly Sensitive Person Scale	
The Maslach Burnout Inventory	The Maslach Burnout Inventory	The Maslach Burnout Inventory	The Maslach Burnout Inventory	The Maslach Burnout Inventory	
The Satisfaction with Life Scale	The Satisfaction with Life Scale	The Satisfaction with Life Scale	The Satisfaction with Life Scale	The Satisfaction with Life Scale	
x	Quantitative Workload Inventory	x	x		
x	The Interpersonal Conflict at Work Scale	x	x		
			Job Satisfaction Survey		

2.3 Process of research carried out

Prior to complete the research survey electronically via Google platform, participants in each partner country were provided with the informed consent, and they were asked to accomplish the online questionnaire, which took 7 minutes roughly. Participation was voluntary anonymous, and no compensation of any kind was received for it. Participants could drop out of the study at any time. Appropriate measures were taken to safeguard the information in compliance with Organic Law 3/2018 on data protection and guarantee of digital rights.

2.4 Data - as an attachment in Excel databases

The data of the quantitative phase of the Project has been attached broken down by individual countries and partner institutions.

2.5 Descriptive Statistics of the questionnaires

Poland

In the Table 2.1, the mean and standard deviation of the total score and the score obtained in each dimension of the Highly Sensitive Person Scale (HSPS) questionnaire have been included (Poland).

Table 2.1 Means and standard deviations of the HSPS total score and its dimensions (Poland).

Total score/dimensions	M (SD)
Aesthetic sensitivity	5 (1.41)
Low sensory threshold	4.54 (1.84)
Ease of excitation	4.25 (1.57)
HSPS total score	4.53 (1.31)

Table 3.1 includes means and standard deviations of the Maslach Burnout Inventory (MBI) dimensions (Poland).

Table 3.1 Means and standard deviations of the MBI dimensions (Poland).

Dimensions	M (SD)
Emotional exhaustion	14.12 (7.7)
Despersonalization	12.36 (7.14)
Personal accomplishment at work	24.81 (7.28)

In the Table 4.1, means and standard deviations of the total score in the Satisfaction with Life Scale (SWLS), (Poland).

Table 4.1 Means and standard deviations of the SWLS total scores (Poland).

Items	M (SD)
SWLS	22.68 (6.66)

Spain

In the Table 2, the mean and standard deviation of the total score and the score obtained in each dimension of the Highly Sensitive Person Scale (HSPS) questionnaire have been included (Spain).

Table 2.2 Means and standard deviations of the HSPS total score and its dimensions (Spain).

Total score/dimensions	M (SD)
Sensitivity to overstimulation	4.25 (1.42)
Aesthetic sensitivity	4.95 (1.13)

Low sensory threshold	4.02 (1.49)
Psychophisiological discrimination	3.64 (1.12)
Harm avoidance	5.58 (1.39)
HSPS total score	4.40 (1.06)

Table 3.2 includes means and standard deviations of the Maslach Burnout Inventory (MBI) dimensions (Spain).

Table 3.2 Means and standard deviations of the MBI dimensions (Spain).

Dimensions	M (SD)
Emotional exhaustion	20.85 (7.90)
Despersonalization	9.85 (4.48)
Personal accomplishment at work	31.64 (5.44)

In the Table 4.2 means and standard deviations of the total score in the Satisfaction with Life Scale (SWLS), the Quantitative Workload Inventory (QWI), and The Interpersonal Conflict at Work Scale (ICAWS) have been included (Spain).

Table 4.2 Means and standard deviations of the SWLS, QWI and ICAWS total scores (Spain).

Items	M (SD)
SWLS	26.15 (6.99)
QWI	15.41 (4.51)
ICAWS	5.31 (2.39)

Norway

HSPS dimension analysis

The objective of the analysis is to present survey responses in a format that emulates the HSPS dimensions, providing insights into participants' experiences related to hypersensitivity.

As methodology, the average scores for selected questions from the survey have been grouped to approximate the HSPS dimensions. The total score for each dimension is the mean of the included questions. The standard deviation is calculated from the responses to provide an indication of response variability.

According to Norwegian translation and validation of HSPS, Sensitivity to overstimulation could be related to questions Q01, Q02 and Q03.

Aesthetic sensitivity cannot be directly represented in the provided questions.

Low sensory threshold could be associated with Q06 and Q08.

Psychophysiological discrimination could correspond to questions Q04,Q05, Q15 and Q22.

Harm avoidance might be related to questions Q11 and Q22.

Based on this understand, we can present the average scores and standard deviations for these HSPS dimensions

Findings

The following table presents the mean (M) and standard deviation (SD) for the HSPS dimensions based on the survey questions. Score from 0-6.

HSPS Dimensions	Mean (M)	Standard Deviation (SD)
Sensitivity to Overstimulation	2.61	1.82
Aesthetic Sensitivity	N/A	N/A
Low Sensory Threshold	1.91	1.67
Psychophysiological Discrimination	2.00	1.57
Harm Avoidance	1.30	1.57
HSPS Total Score	2.21	1.66

Conclusion

The survey results presented in the HSPS dimension format suggest that participants experience varying degrees of sensitivity to overstimulation and psychophysiological discrimination moderately, while harm avoidance is less commonly reported. The absence of questions directly related to aesthetic sensitivity in the survey prevents analysis of this dimension. The HSPS total score is a composite average, indicating a moderate level of overall sensitivity among the participants.

MBI dimension analysis

Objective of the analysis is to calculate the mean and standard deviation for each MBI dimension using survey questions that approximate the content of the MBI questionnaire.

As methodology, the selected survey questions were grouped to approximate the MBI dimensions. The total score for each dimension is the mean of the included questions' scores, and the standard deviation reflects the variability of responses within each dimension.

Findings

The table below presents the mean (M) and standard deviation (SD) for each MBI dimension. Score from 0-6.

MBI Dimensions	Mean (M)	Standard Deviation (SD)
Emotional exhaustion	2.29	1.77
Depersonalization	1.30	1.56
Personal accomplishment at work	3.36	1.68

Conclusion

The results suggest that participants experience Emotional exhaustion at a moderate level, with a relatively high standard deviation indicating variability in this experience. Depersonalization is reported less frequently among the participants, as indicated by the lower mean score.

Personal accomplishment at work appears to be more common, with participants reporting positive experiences and achievements in their professional lives.

<u>Romania</u>

On the analyzed sample a significant positive correlation was found between the total score of HSP – 12 Scale and the total score of MBI HSS Scale (r=.501). Also a significant negative correlation (r= -.511) was found between Total Score of HSP-12 Scale and Total Score of JSS Scale. The corresponding coefficients of determination, r2, which values were 0.251 and 0.261, respectively, show that approximately 25% - about a quarter of the variability of the high sensitivity can be associated with the burnout level and approximately 26% - a little bit more than a quarter of the variability of the high sensitivity, can be associated with job satisfaction. An alpha level of 0.01 was used for this specific statistic.

Taking into account the scores on the subscales, the major elevations were found between HSP -12 Total Score and Emotional Exhaustion (r=.405 – α level 0.05) and Depersonalization (r=.451 – α level 0.01). Regarding the HSP - 12 Total Score and JSS Scale the major elevations were found with Contingent Rewards Subscale (r=-.503 – α 0.01.), Coworkers (r=-.485 - α 0.01), Nature of the work (r=-.615 α 0.01) and Communication (r=-.513 α 0.01).
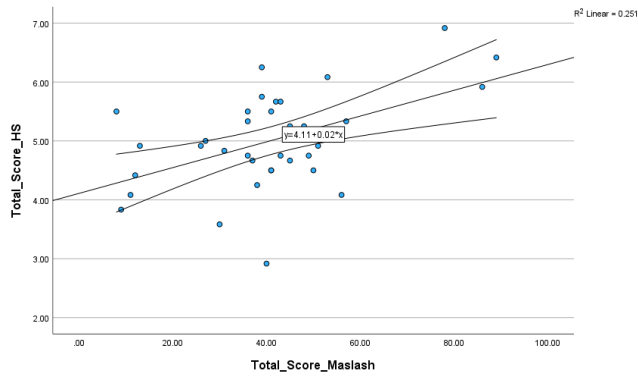
The graphs below show the regression line together with the associated regression equations that can be used for prediction for similar samples, where high sensitivity (x) is the predictor variable and burnout, life satisfaction and job satisfaction are the criterion variables (y).
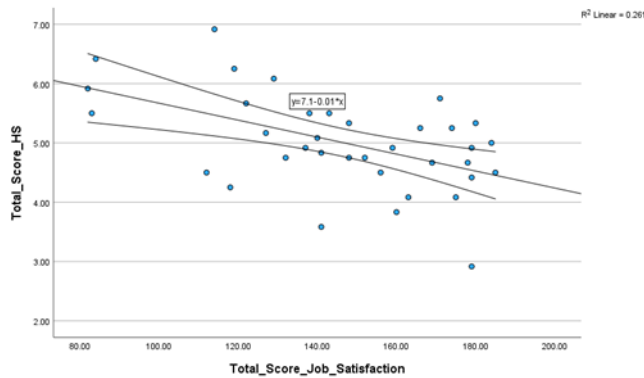
Graph 1 Correlation between HS and burnout:

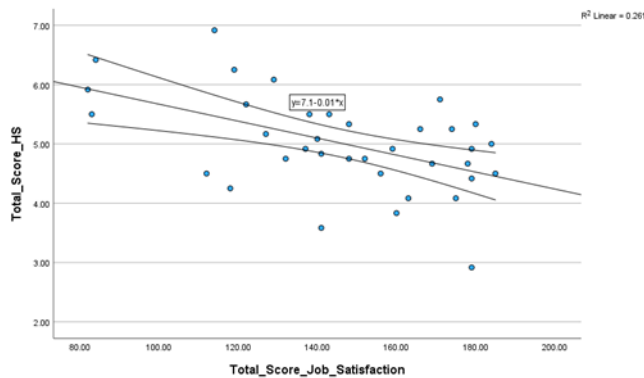Graph 2 Correlation between HS and life satisfaction:

Graph 3 Correlation between HS and job satisfaction:

As data shows high levels of SPS (sensory processing sensitivity) positively corelates with high levels of burnout and negatively corelates with job satisfaction, with approximately 25% of the amount of shared variance for both constructs. The relation between the variables is statistically significant for the analyzed sample. These results show a general and a specific architecture regarding the way SPS construct of the employee is related to burnout and job satisfaction providing valuable information not only about predicting future behavior, but about what specific variables might be modified when addressing ways of enhancing integration of the HSP on the labor market and their professional wellbeing. For example, adjusting Emotional Exhaustion, Depersonalization, Rewards, Coworkers, Nature of work and Communication via specific intervention may adjust the burnout and job satisfaction levels, thus enhancing overall integration and wellbeing of the HSP on the labor market.

Portugal

In the Table 2, the mean and standard deviation of the total score and the score obtained in each dimension of the Highly Sensitive Person Scale (HSPS) questionnaire have been included.

Table 2.4 Means and standard deviations of the HSPS total score and its dimensions.

Total score/dimensions	M (SD)
Sensitivity to overstimulation	4.38
Aesthetic sensitivity	6.21
Low sensory threshold	5.17
Psychophisiological discrimination	1.53
Harm avoidance	5.79
HSPS total score	4.62

Table 3 includes means and standard deviations of the Maslach Burnout Inventory (MBI) dimensions.

Table 3.4 Means and standard deviations of the MBI dimensions.

Dimensions	M (SD)
Emotional exhaustion	19.41
Despersonalization	9.34
Personal accomplishment at work	35.47

In the Table 4, means and standard deviations of the total score in the Satisfaction with Life Scale (SWLS), the Quantitative Workload Inventory (QWI), and The Interpersonal Conflict at Work Scale (ICAWS) have been included.

Table 4.4 Means and standard deviations of the SWLS.

Items	M (SD)
SWLS	21.05

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