FAU
FLORIDA ATLANTIC UNIVERSITY

# College of Education

## Announcement of Dissertation Defense

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Date of Defense 10/1/12 Time 4:00pm Room Number 261 Building 47

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## ABSTRACT

The results of the research study, The Effects of the Proactive Personality on the levels of Job Satisfaction and Burnout among Licensed Mental Health Counselors, will be presented. The participants in the study included 207 Licensed Mental Health Counselors in the state of Florida. The participants completed the online survey, The Counselor Job Satisfaction Survey, including the abbreviated versions of the Proactive Personality Scale, Maslach Burnout Inventory (MBI), Minnesota Satisfaction Questionnaire (MSQ). Simple regression analysis and multiple regression analysis were implemented and statistically significant results reported. Proactivity was found to be the strongest predictor of job satisfaction among the clinicians in the study. Proactivity and age were positively and significantly related to self reported levels of personal accomplishment and to satisfaction with being a counselor. Proactivity and demographic variables (salary, age, years licensed) did not significantly related to levels of emotional exhaustion. Results of this study add to the research initiated by Bateman and Crant in 1993 on proactivity and job satisfaction among business executives. Research is lacking in the area of proactivity and levels of job satisfaction and burnout among clinician, specifically. This study provides useful information regarding this construct and implications for counselors.