

PYSCHOLOGICAL OWNERSHIP IN ATHLETIC TRAINING

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**NO CONFLICT
OF INTEREST**

LEARNING OBJECTIVES

1. Define psychological ownership
2. Differentiate between psychological ownership over the athletic training profession and over an athletic trainer's employing organization
3. Describe demographic differences related to psychological ownership in athletic trainers
4. Identify strategies for improving psychological ownership for individuals and organizations

PSYCHOLOGICAL OWNERSHIP

1

The feeling of possession over something - often called a "target". A target can be:

- Physical or non-physical
- Material or immaterial

Previous research on the theory has primarily focused on psychological ownership over employing organizations.



BENEFITS OF PSYCHOLOGICAL OWNERSHIP

When someone feels psychological ownership over a target, that target becomes an extension of their self.



Job Satisfaction
Knowledge Sharing
Organizational Commitment
Perseverance Through Adversity



Knowledge Withholding
Intent to Leave



PURPOSE

1. Explore PO in terms of the feelings ATs had over their employing organization and the athletic training profession
2. Identify the demographic variables that might be associated with higher or lower PO over an organization or the profession, as areas of professional vitality were affected by demographic variables

METHODOLOGY

7

➤ STUDY DESIGN

Cross sectional; web-based design



➤ INSTRUMENTATION

Demographics

Psychological Ownership Questionnaire²

Psychological Ownership in AT Questionnaire

- Belongingness
- Self-Identity
- Territoriality
- Accountability
- Self-Efficacy

➤ PARTICIPANTS

- **Inclusion:** ATs currently practicing daily patient care
- Participants were primarily:
 - Female (n = 416, 66.8%)
 - White (n = 543, 87.7%)
 - Full-time employees (585, 93.9%)
 - 33 ± 9 years old
 - College/University setting (n = 297, 47.7%)
 - 6-10 years of experience (n = 210, 34.8%)
 - Non-supervisors (n = 428, 68.7%)

➤ PROCEDURES

- The web-based survey was emailed NATA members through the Research Survey Service
- Open for 7 weeks

➤ ANALYSIS

- Descriptive statistics on total PO and dimension scores
- Nonparametric statistics on demographic variables against total PO and dimension scores

PRIMARY FINDING

Professional PO > Organizational PO

KEY FINDINGS: DOMAINS

Significant difference between professional and organizational scores for belongingness, self-identity, territoriality, and accountability

Organization

Territoriality

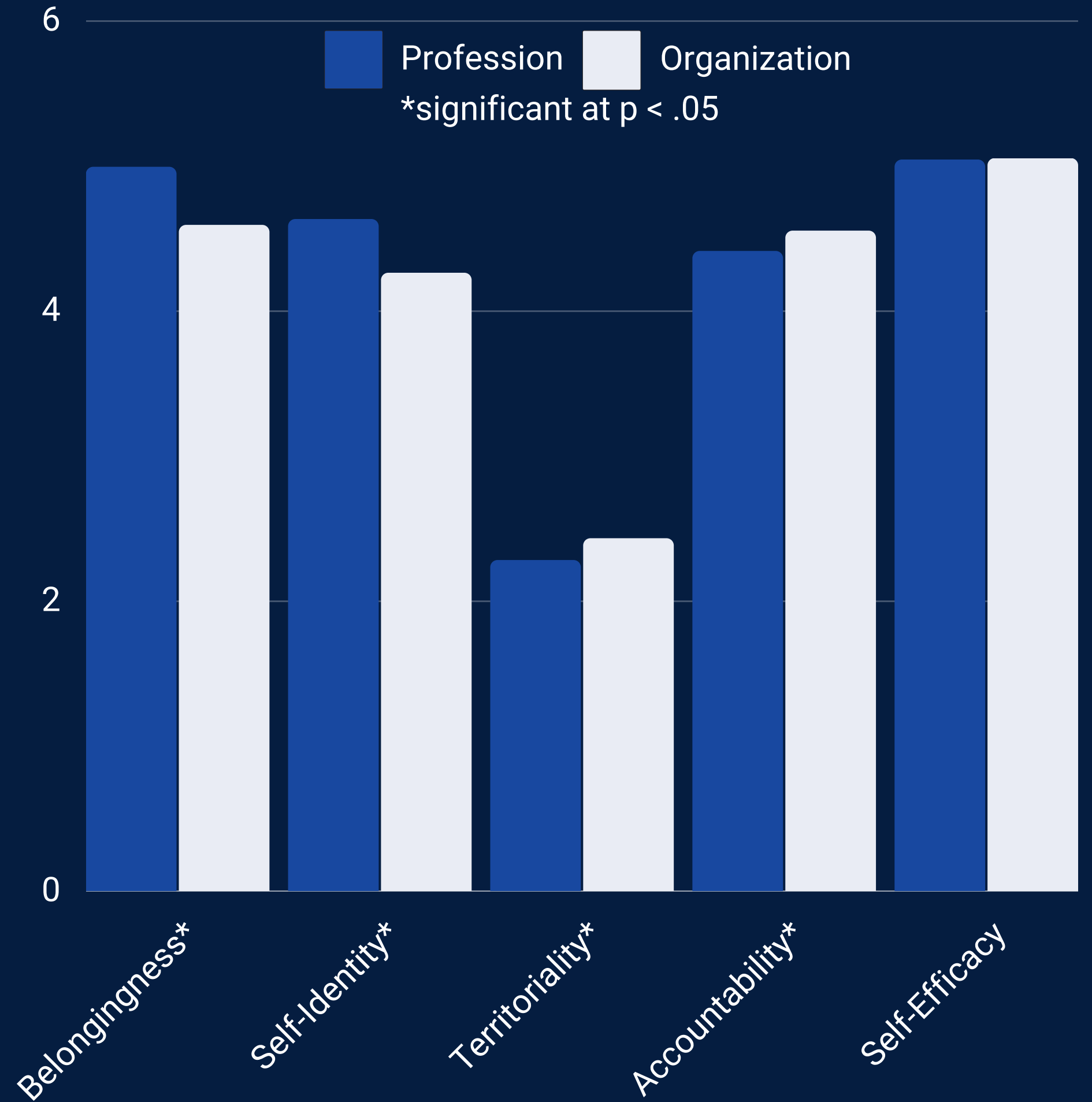
Accountability



Profession

Self-Identity

Belongingness



KEY FINDINGS: SUPERVISION

Supervisors had significantly greater professional and organizational psychological ownership than their counterparts without supervisory responsibilities.



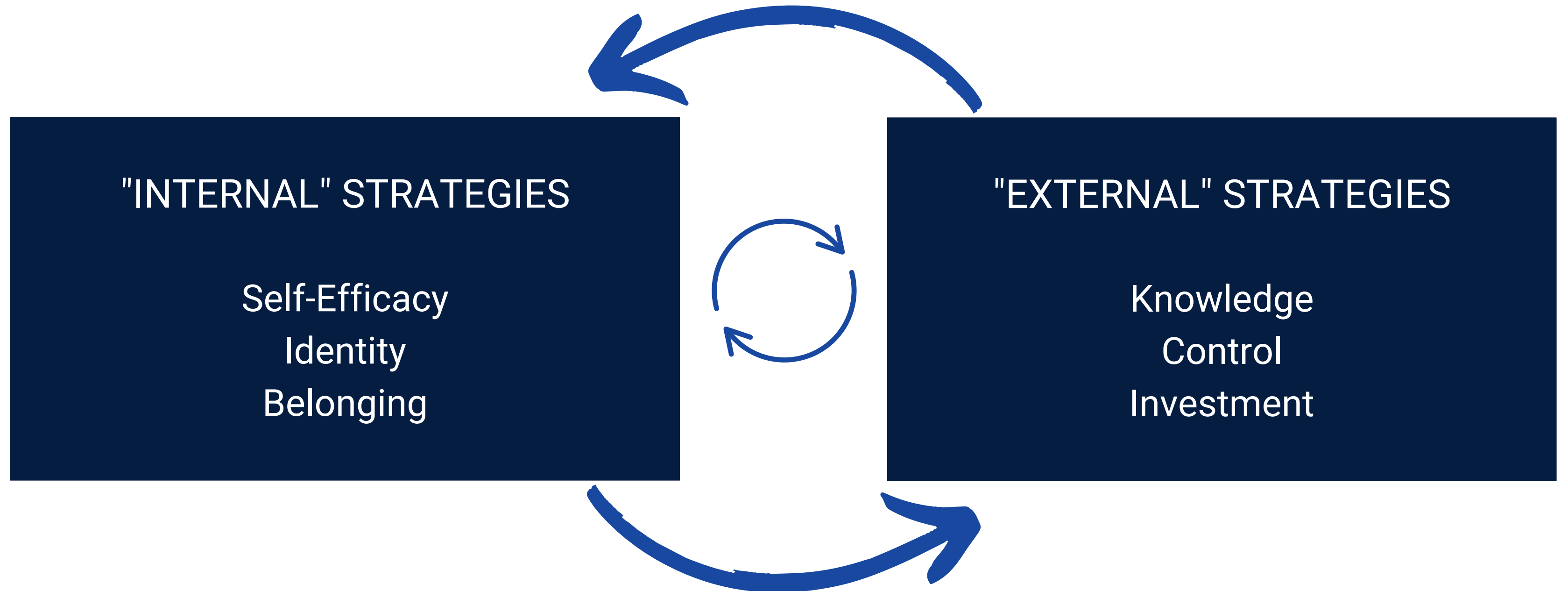
KEY FINDINGS: YEARS OF EXPERIENCE

- Those with 21+ years of experience had greater organizational PO than all other experience groupings
- Those with 6-10 years of experience had significantly lower professional PO than those with 1-5, 11-15, and 21+ years of experience.

21+ ↑

↓ 6-10

DEVELOPING PSYCHOLOGICAL OWNERSHIP



RECOMMENDATIONS FOR SELF

➤ SELF-CARE

Preliminary data suggests a relationship between self-care strategies and increased organizational psychological ownership

➤ AWARENESS

Increasing your awareness of personal values and beliefs may improve your understanding aspects of self-identity, belongingness and self-efficacy

Scan for access to
reflective prompts



DEVELOPING PSYCHOLOGICAL OWNERSHIP FOR LEARNERS

9-13

NEGATIVE EFFECTS

Peer revision

NO EFFECT

Experiential learning
strategies without
additional educational
intervention

POSITIVE EFFECTS

Self-Reflection

Decision-making power

Task & activity control

Group interaction

Peer suggestion

DEVELOPING ORGANIZATIONAL PSYCHOLOGICAL OWNERSHIP

14-19

NEGATIVE EFFECTS

Poor communication

Scope of practice

NO EFFECT

Financial incentive via
stock options

POSITIVE EFFECTS

Positive leadership

Decision-making power

Supervisory responsibility

Positive work climate

RECOMMENDATIONS FOR ORGANIZATIONS

KNOWLEDGE

CONTROL

INVESTMENT

BELONGING

IDENTITY

SELF-EFFICACY

ORIENTATION

ONBOARDING

MENTORSHIP

INTERPROFESSIONAL COLLABORATION

FORMATIVE EVALUATION

QUALITY IMPROVEMENT

STAFF DEVELOPMENT

EMPLOYEE WELLNESS

INTERNAL MOBILITY

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THANK YOU!

QUESTIONS?