

Individuals with Developmental Disabilities: Association between Leadership Behaviors and Practice

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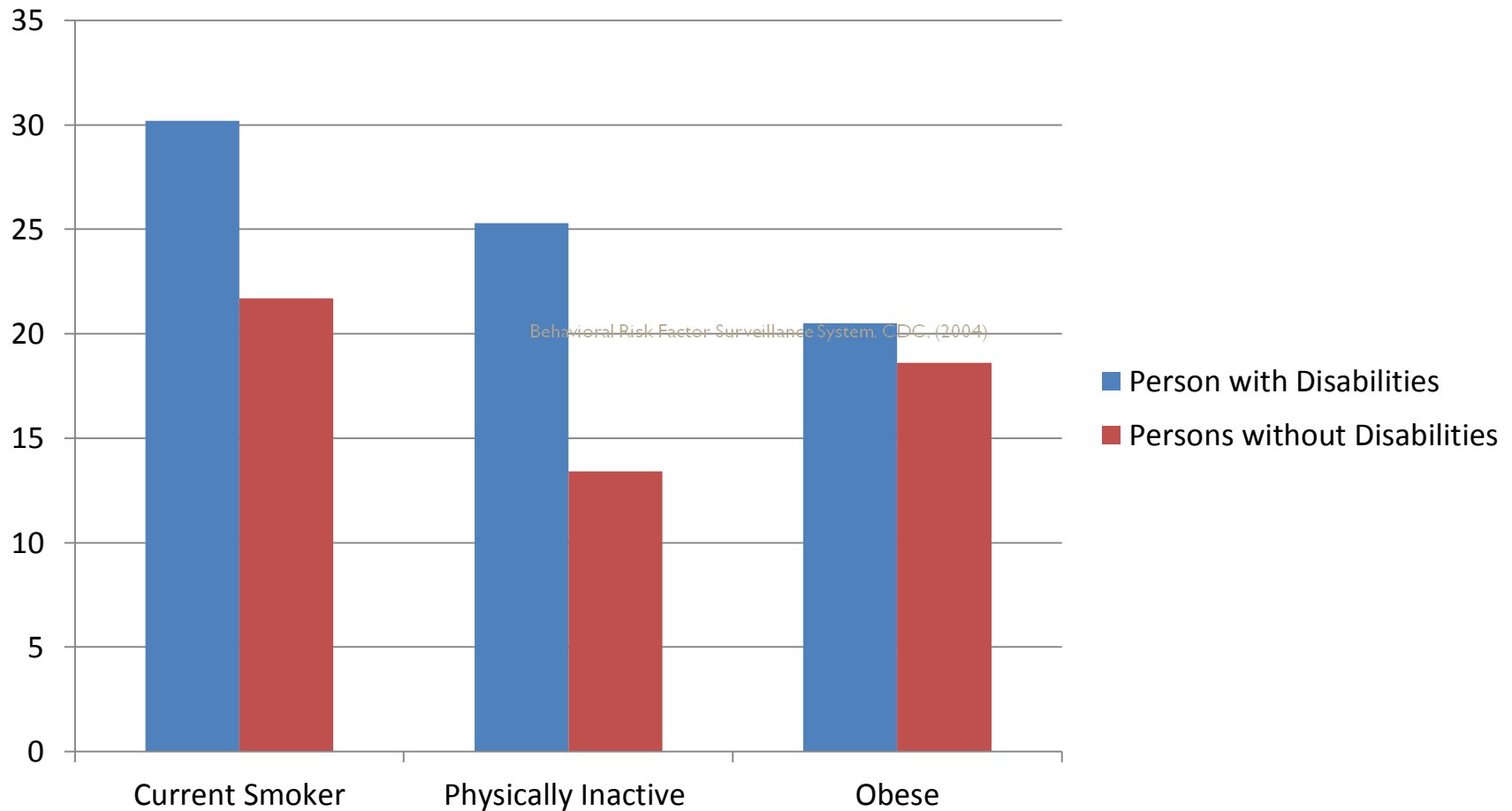


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Background

- *Healthy People 2020* highlights the importance of leadership development for professionals providing health promotion for persons with disabilities, the promotion of health and well-being of all people including those with disabilities, and supports social and physical factors as determinants that influence the health of people with disabilities and highlights.

Poor Health Outcomes for Individuals with Developmental Disabilities



Behavioral Risk Factor Surveillance System,
CDC, (2004)

Purpose

- The purpose of the study was to examine the association between transformational leadership behaviors and health promotion practices of Association of University Centers on Disabilities (AUCD) network professionals serving individuals with developmental disabilities (IWDD).

Why is health promotion important for persons with disabilities?

Self-reported Health Status Among U.S. Adults* with and Without Disabilities		
Self-reported Health Status	With Disability	Without Disability
Excellent/Very Good	27.2%	60.2%
Good	32.5%	29.9%
Fair/Poor	40.3%	9.9%

National Center on Birth Defects and
Developmental Disabilities, Centers for
Disease Control and Prevention, 2011

Transformational Leadership Defined

- Transformational leaders according to Avolio & Bass, (2004) are described by the Five I's:
- Idealized Fluence (Attributes and Behaviors): Leaders behave in ways that present role models for followers.
- Inspirational Motivation: Leaders who behave in ways that motivate and inspire those with whom they come in contact.
- Intellectual Stimulation: Leaders in this area facilitate thinking on the part of their followers.
- Individualized Consideration: This component of transformational leadership means understanding and sharing in others' concerns and needs so that each follower is treated as a unique person.

Variables

Independent (Predictors)	Dependent (Outcomes)
Transformational leadership	Practices of health promotion for: Healthy Weight
	Practices of health promotion for: Cardiovascular Fitness

Research Questions

- Q1: Are **transformational leadership** behaviors associated with AUCD professionals' **practice** of health promotion?
- Q2: Is the association between **transformational leadership** and AUCD network professionals' **practice** of health promotion effected by discipline and/or years post licensure?
- Q3: Do knowledge and attitudes mediate the association between **leadership** and AUCD health professionals' **practice** of health promotion?

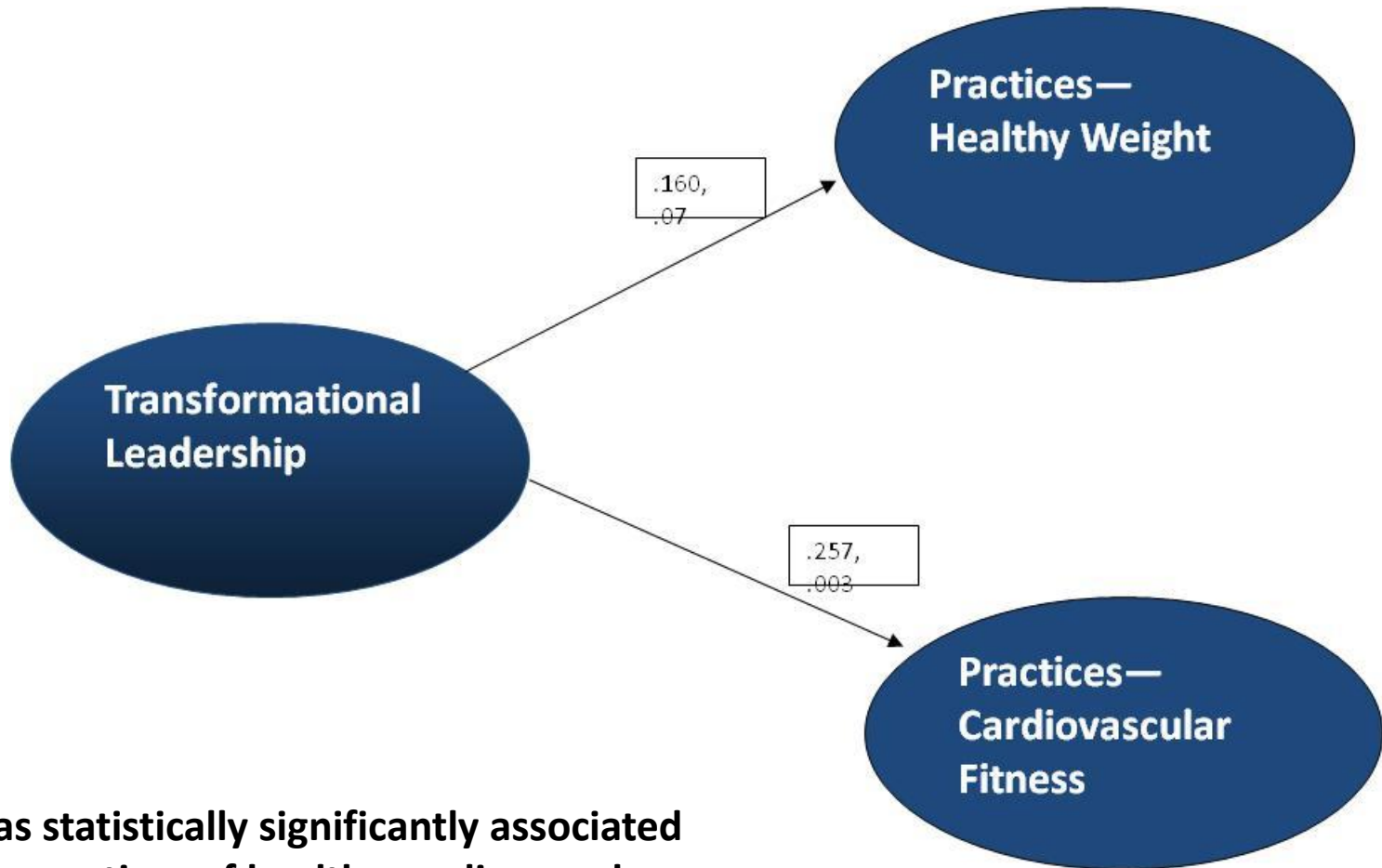
Methods

- A web-based survey was emailed using Survey Monkey
- Emailed to 2531 professionals working within the AUCD network.
- Respondents included 222 professionals with a mean age of 47.9 years (e.g., special educators, nutritionists, occupational therapists, speech pathologists, social workers, psychologists, physical therapists, physicians/nurse practitioners, and nurses) from across the United States.
- A multivariate analysis was performed to analyze the variables in the study.

Participant Characteristics

Variable	N	%
Age [mean,(SD)]: 47.9 (10.8)		
Gender: Male	23	13.7
Years' Post Licensure		
0-10 years	42	27.8
11-29 years	68	45.0
30+ years	41	27.2
Race: White	146	86.9
Discipline: Non-Physicians	132	81.5

Results



TL was statistically significantly associated with practices of healthy cardiovascular practice and moderately association with healthy weight.

Results: Effected by Discipline

Outcome	≤ 10 years post licensure	> 10 years post licensure	Interaction Yrs Post Lic x TL
	B, Sig.	B, Sig.	B, Sig.
Practices-HW	4.51, .07	3.23, .03	1.28, .44
Practices-CV	4.22, .13	5.09, .003	-.88, .64

Results: Mediated by Knowledge and Attitudes

INDEPENDENT VARIABLES

- PREDICTORS -

DEPENDENT VARIABLES

Health Promotion
- OUTCOMES -

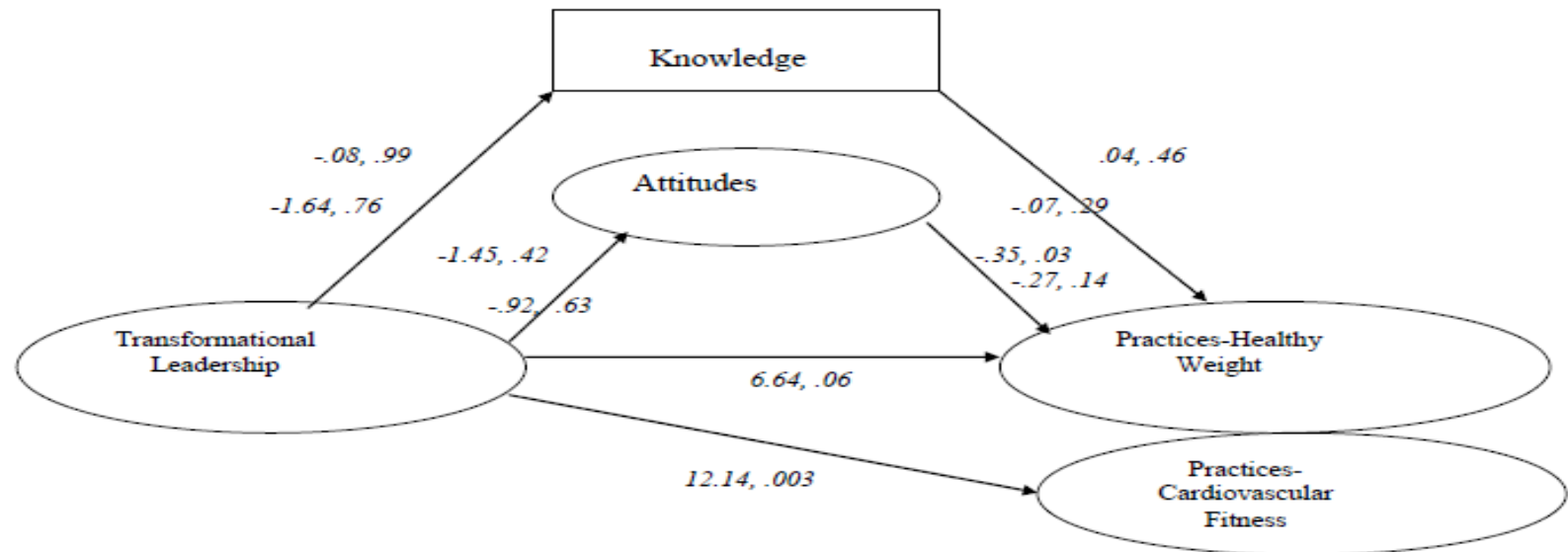


Figure 2c. Study Model. This model represents the following: an association between transformational leadership and practices association that are mediated by knowledge and attitudes.

Note₁: β, p

Note₂: Total Effect for Model: Indirect Effects of TL on Practice-HW through Proposed Mediators (.51, .47)

Total Effect for Model: Indirect Effects of TL on Practice-CV through Proposed Mediators (.35, .58)

Conclusion

- In conclusion, the more transformational leadership attributes a clinician possessed, the greater their health promotion practice scores.
- Discipline or years of post licensure did not effect the association between transformational leadership and practices.
- Knowledge and attitudes did not have a mediating role between transformational leadership and health promotion practices.

Conclusion

- The results of this study suggest that training of professionals treating individuals with disabilities should emphasize building characteristics congruent with transformational leadership.

Conclusion

- Leadership, as a new element in the field of health promotion for IWDD, is one of many factors used to enhance health professionals' practices to cardiovascular fitness and healthy weight, two major areas requiring the attention of our public health system in *Healthy People 2020*.

Contact Information

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