The Moderating Role of Spirituality Between Psychological Factors and Financial Risk Tolerance in Government Employees

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ARTICLE INFO	ABSTRACT
Keywords: *Financial risk tolerance, sensation seeking, Locus of control, self-esteem, Spirituality, psychosocial factors.* **Corresponding Author:** Dil Nawaz **Email:** dilnawaz03466@gmail.com.pk	*This study examines the relationship between individual financial risk tolerance and psychosocial factors (sensation seeking, locus of control, self-esteem) with the moderating role of spirituality. The data was collected from 388 government employees and PLS-SEM (Partial Least Square Structural Equation Modeling) was used for data estimation. The study found that individual financial risk tolerance is significantly influenced by psychosocial factors, including sensation seeking, locus of control, and self-esteem. Specifically, individuals with higher sensation seeking and internal locus of control tend to exhibit greater financial risk tolerance. Additionally, self-esteem was positively correlated with a higher willingness to take financial risks. Importantly, spirituality moderated these relationships, with individuals who reported higher spiritual engagement showing more cautious financial behavior, even if their psychosocial traits suggested a higher risk tolerance.*

Introduction

Any financial activity needs proper inputs like goals, thoughts and strategies. Major decisions are made on the basis of these inputs. Financial risk tolerance and financial stability are also these inputs which are playing a key role in the decision making (Garman & Forgue, 2011). Three major inputs self-esteem, locus of control and sensation seeking are objective in nature (larkin , Lucey, & Mulholland, 2013). Due to financial risk there is low expected income and investor do not

accept the negative results. Financial risk varies in each field and in portfolio investment financial risk have its own structure (Hanna, Gutter , & Fan , 2001). An investor goal is achieved on the bases of advisor guidance of financial risk tolerance. FRT is totally based on advisor will because advisor can best express the risk ratio and risk criteria. Small investor cannot easily invest in larger firms and their risk level is also very low. (Ardehali & Paradi , 2005). If investment plan is Chosen falsely then risk is also high and it leads to bad results. According to (Larken , Lucen , & Mulholland, 2013) this situation directly effects on the relationship of client and advisor.

FRT is varied from department to department. It is also based on portfolio investment and decision making. Individuals and institutions have much faced the financial risk but individual has faced much losses. According to (Yao , Sharpe, & Wang , 2011) such situation does not change the image and strategy of investor and financial risk advisor. This is also focused on the financial results and measures of the financial risk to take beneficial decisions.

HRM hire and train those employees who are risk taking and problem solving (Lee, 2010). Spirituality can be real in nature basically. There are many evidences which show that spirituality is real. If spirituality is based on reality then the results are in positive. Therefore each person has its own behavior of spirituality and they invest as they felt risk free. According to if spirituality is studied internally then it can result in new ideas. Spiritualty and stewardship have two different aspects to explain. So, there lies agency theory which differentiates them. According to (Wilson, 1997) reading history of organizations which have managerial structure and rules have more success rather than others. Agents are involved to act for rewarding behavior. Financial risk and the spirituality both have the key role in investor benefits.

Spirituality is a basic religious trait which is used to measure social and economic values which effects even those without beliefs. Spirituality is based on the religious factors which could impact on the economic decisions. Spirituality refers to term which leads to religions spirit actions. It also provides the moral behavior. So, it can be said that any decision made for financial reforms is based on spirituality. Spiritualty is also an attachment to religious values that have worldwide interests. These things differentiate the relationship of human being from other creations. According to different types of spiritual factors are mostly discussed in social environment which are given below:

Wisdom is the most useful factor to solve problems, have ability of judgment and choosing right way from different alternatives.

Managing leadership is based on the administration process of any organization that how they utilize resources and take benefit from them.

Nurturing leadership is also the personal growing factor to which leads to grow for present.

Encouragement deals with the problems that able the individuals to inspire others so that they can face routine challenges.

Helping is concerned with assisting others in practical life to take decisions especially while problem occurs.

All these spiritual activities are used to reflect the individual's behavior for decision making. According to (Mansfield, 1993) when there is a difference in profit maximizing and management then executives are likely to follow the rules and regulations instead of personal interests. Different strategies are used to solve problems regarding spirituality and there is a complex relationship between psychological factors and financial risk. Government employees are not willing to invest. Risk tolerance is an acceptable measure for government employees to invest. Many other efforts were made to investigate the level of spirituality between psychological efforts and financial risk tolerance. Therefore, keeping in view the above discussion the study develops the following research objectives:

- ➢ To approach the relationship between psychological factors and financial risk tolerance in employees
- ➢ To find out those spirituality factors which are along with psychological which have impact on the financial risk of government employees
- ➢ To observe the moderating role of spirituality on the relationship between psychological factors and financial risk tolerance

Furthermore, these are the questions which are to be answered in this study.

1. Is testing have any impact of psychological Factors on the financial Risk Tolerance in government employees?
2. Is moderating role of Spirituality impact on the relationship between psychological factors and financial risk tolerance?
3. Is there any impact of spirituality psychological factors and financial risk tolerance among the government employees?

Literature Review

Relationship between Self-Esteem & Financial Risk Tolerance (FRT)

Self-esteem is a unique dimension which contains different kinds of specifications like honesty, truth and health. This dimension has also taken advantage in financial market (Campbell & Kreuger, 2003). Self-esteem either can be positive or can be negative behavior because it has different effects on different situations. An investor who have positive self-esteem can possess high financial risk and an investor who have negative self-esteem can possess low financial risk (Rosenberg, 1965). Investment which is made either in portfolio or in bulk of profit or loss resulted in future. So, according to (Taylor, 1974) in this whole period an investor in anxious and have thoughts about that investment. Individuals having high self-esteem have higher reward in future. According to (Bragues, 2005) driven force behind the investor drag him to high return. Self-esteem also helps those retail investors who have some of the knowledge of risk and other factors which they have faced in market. Having a high self-esteem in investment, it provides much profit to the investors and financial advisors also have knowledge of its risk and its effects. Men rather than women have high self-esteem and earned more than women (Tykocinski & Israel , 2004). Their risk-taking self-consciousness is very efficient in risk taking (Barber & Odean, 2001). Having knowledge of financial profit and loss there is information to investor that at what stage is its

investment. Investor having financial investment knowledge can choose its path from where to move. Therefore, it is stated that:

H$_1$: There is a significant relationship between self-esteem and financial risk tolerance.

Relationship between Sensation Seeking (SS) and Financial Risk Tolerance (FRT)

Sensation seeking is also discussed as the varied bundle of novels and complex bundles of experiences to take physical risks (Zuckerman, 1994). When different kinds of biochemical and psychological factors take place in human mind then sensation seeking takes place. Individual who have higher sensation seeking ability take more risk and the individual who have lower level of sensation seeking take less risk (Larsen & Buss, 2008) . This factor relates to the behavioral factors of individuals and this trait is totally based on the behavioral factors. Risk taking is totally based on the behavior of individuals. Individuals and financial advisors use this trait to invest and to bear risk. Risk behavior varies from trait to trait. There in not such special work done on sensation seeking or behavior of individuals. Very less financial research's focus on these studies. Therefore, it is stated that:

H$_2$: There is a significant relationship between sensation seeking and financial risk tolerance.

Relationship between Locus of Control and Financial Risk Tolerance (FRT)

An individual is exhibiting an inner behavior about investment. Financial advisor and individual who are showing high locus of control are high risk taker and individuals who are showing less locus of control are low risk taker. This research totally shows the individual response to the investment. Previous studies show that locus of control is totally based on the personnel decision making and goals which are to be attained in future (Liao & Hunter, 1995). Locus of control also effect on the employee's behavior of investment. Therefore, it is stated that:

H$_3$: There is a significant relationship between locus of control and financial risk tolerance.

Role of Spirituality (SP) and Financial risk tolerance (FRT)

Spirituality is related to religion of individual. Religion has also focus on social values which have also relationship with beliefs, norms and values. This relationship also impacts on the economic values and decisions. Spirituality provides the behavior to and individual. Spirituality have interdisciplinary concept in all fields. Different past researchers also found that there is a meaning, purpose and Investors and employees who take low risk buy certificate of deposit. Medium level risk takers buy mutual fund and high-risk takers who invest in bulk buy stock. Spirituality is totally based on honesty and quality of work. Spirituality also provides greater self-awareness of investment (Metzger & Murphy , 1994). It is also seen that use of resources in a non-spiritual way by an individual or non-guidance of investment leads to more risk. To increase spirituality individuals and investors consult with the financial advisors and take meeting with them to get more information.

H$_4$: There is a positive significant relationship of moderating role of spirituality between Self Esteem and financial risk tolerance.

H$_5$: There is a positive significant relationship of moderating role of spirituality between Sensation Seeking and financial risk tolerance.

H$_6$: There is a positive significant relationship of moderating role of spirituality between Locus of Control and financial risk tolerance.

Research Methodology

In this research study, quantitative approach was used. Quantitative method analyzes the relationship between variables in effective way. A structured questionnaire was designed to capture the responses from respondents to investigate the relationship between psychological factors and financial risk tolerance among government employees. Primary data is taken from the government employees of Punjab province in Pakistan. Data is analyzed through PLS (SEM). A questionnaire is designed which have 42 questions to investigate the response of population. Each variable has its separate portion.

Sample size

According to government of Punjab annual report (2018) the total numbers of government employees in province Punjab are "489224". Based on the Morgan table (Robert & Dryle, 1970) sample size of our research is 388.

Measurement of Variables

Financial Risk Tolerance is taken as dependent variable in this study. Financial risk tolerance is mostly named risk averse. First of all financial risk tolerance was introduced by (Pratt, 1964). He urged that use of decision maker is equal to the current situation of that time. According to (Kannadhasan, Aramvalarthan, Mitra, & Goyal., 2016) financial risk tolerance have major role in decision making. To measure financial risk tolerance, 5-point lickert scale is taken from the study of (Kannadhasan, Aramvalarthan, Mitra , & Goyal , 2016). Similarly, self-esteem is also measured using a 5-point lickert scale that is adoped from the study of (Kannadhassan, Aramvalarthan, Mitra, & Goyal, 2016). Sensation seeking relates to those decisions which are taken in order to something familiar about the product. Sensation seeking is measured using a 5-point lickert scale that is adoped from the studies of (Kannadhasan, Aramvalarthan, Mitra, & Goyal., 2016) and (McGhee & Grant, 2017). Furthermore, the term Locus of control focuses on internal matters for managerial success and is used for further findings. Locus of control is inner driven force of an individual which compels them to invest. To measure locus control a 5-point lickert scale is used that was also used by (Kannadhassan, Aramvalarthan, Mitra, & Goyal, 2016). Spirituality is inner driven force which compels the individual to invest. Spirituality is a moderator and role of spirituality is based on intelligence decisions (Kannadhassan , Aramvalarthan, Mitra, & Goyal, 2016). High spirituality results in high mean score which shows the positive impact of variables.

Data Analysis

The data is analyzed through PLS-EM (Partial Least squares Structural Modeling) to determine correlation, regression analysis validity and conformity factor analysis for accurate results. The

collected data will be analyzed statistically by using PLS -SEM and Multiple Regression Analysis (MRA). This analysis is not only calculating the influence of variables on each other but it also assures whether the model is perfect for current study or not.

Econometric Analysis

We use the following equations to analyze the results:

$$FRT_{it} = \beta_o + \beta_1 LOC_{it} + \beta_2 SS_{it} + \beta_3 SE_{it} + \beta_4 SP*LOC_{it} + \beta_5 SP*SS_{it} + \beta_6 SP*SE_{it} + u_{it}$$

Where SE indicates self-esteem, SS represents sensation seeking, SP indicates spirituality, LOC indicates locus control, and FRT indicates financial risk tolerance.

Data Analysis and Findings

Partial Least Square (Structural Equation Modeling) investigating the structural equation modeling to estimate the statistical analysis and hypothesis was performed in this study. Partial least square is used through regression-based path analysis to estimate the set of equation parameters by joining the principle component analysis. While the model of measurement shows the relationship between reflective structures and their related indicators (Henseler et al., 2009). PLS-SEM is a variance base approach that is suitable for complex path modeling, not fulfilling data normality assumptions, small sample size (Hair et al., 2017). SEM works on two levels: internal and external model. Internal and external models in Smart PLS (SEM) are referred to as structural and measuring models. The structural model shows the relationship among the variables observed and the variables not observed. External model is also known as measurement and internal as structural model.

Measurement Model

Measurement model was performed using the Smart PLS code algorithm order. Convergent validity (AVE), outer loading (indicators), discriminant validity, Cron-bach alpha and composite consistency have been investigated for this reason (Hair et al., 2017). All of the outer loadings were retained as AVE values of all constructs were above 0.50 (Hair et al., 2017). 0.60 to 0.70 is acceptable in exploratory research. Further upcoming table shows the CR, AVE and outer loads values.

Figure 1: Measurement model
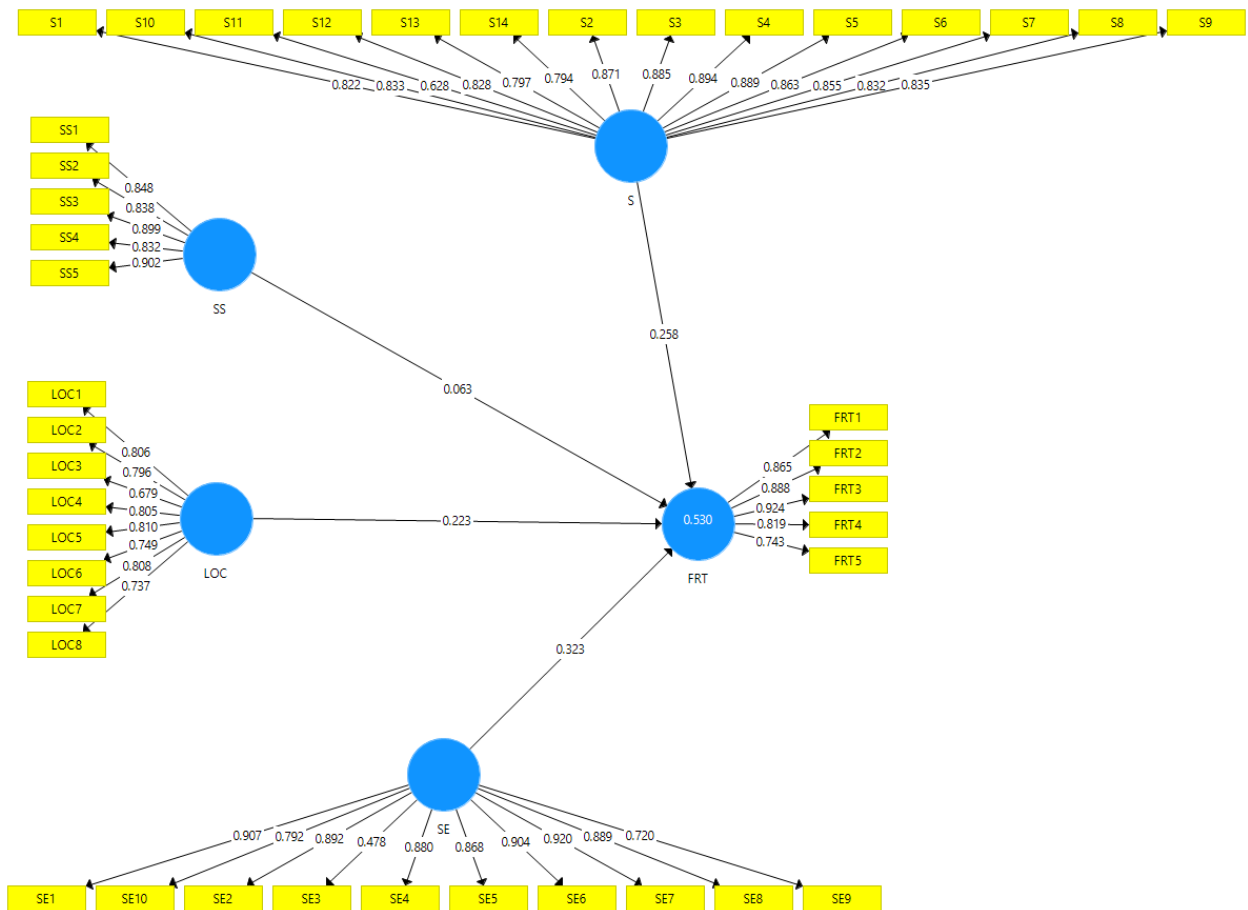
Convergent Validity

Table represents the results of convergent validity which is reported through (AVE). The values of Average Variance Extracted for all constructs were as following: FRT (0.722), LOC (0.601), S (0.694), SE (0.697), SS (0.747) are above the recommended value 0.5 which means all factor loadings were retained as have been mentioned (Hair et al., 2017).

Table 1: Average variance extracted (AVE) values of all constructs

Constructs	AVE
FRT	0.722
LOC	0.601
SP	0.694
SE	0.697
SS	0.747

Discriminant Validity (Hetrotrait-Monotrait (HTMT)

Table 2 showed the results of discriminant validity which was measured through the Hetrotrait and Mono-trait (Henseler et al., 2015; Kline, 2011) and the results indicated that all the data found formulate the criteria which are less than 0.9 hence; there is no problem of discriminant validity.

Table 2: Hetrotrait-Monotrait criterion for all constructs

Constructs	FRT	LOC	SP	SE
FRT	0.850			
LOC	0.642	0.775		
SP	0.532	0.471	0.833	
SE	0.656	0.785	0.427	0.835
SS	0.593	0.701	0.492	0.764

Cronbach's Alpha

Table showed the Cronbach alpha for all constructs included in the model which indicated that greatest value was attained for SE which is 0. 948. Values of Cronbach alpha for the variables are above the threshold level of 0.70 (Hair et al., 2017) and fulfill the criteria that is recommended such as FRT (0.903), LOC (0.905). S (0.966), SE (0.948), SS (0.915).

Table 3: Overall Reliability of variables for branded fabric products

Constructs	Cronbach's Alpha
FRT	0.903
LOC	0.905
SP	0.966
SE	0.948
SS	0.915

Composite Reliability

Table 4 showed the results for composite reliability for all constructs involved in the study which are found to be above the threshold value of 0.7 (Hair et al., 2017). Values of Cronbach alpha are generated by the software. These values are strongly high due to already validation and excellent reliability of this scale in the previous studies conducted in different contexts. The value of all constructs has greater level of internal consistency reliability. The findings highlighted the highest composite reliability for S which was 0.969 and the value of other constructs is as follows: FRT (0.928), LOC (0.923), SP (0.969), SE (0.957), SS (0.936).

Table 4: Composite Reliability of all constructs

Constructs	Composite Reliability
FRT	0.928
LOC	0.923
SP	0.969
SE	0.957
SS	0.936

Outer loadings for indicators

Table 5 indicates the individual indicator outer loadings for all constructs used in the study. Reflective constructs for the outer loadings of all indicators are more than acceptable minimum threshold value 0.7 except LOC 0.679, SP11 0.628, SE3 0.478. But these indicators were not

removed from the model because AVE of these constructs were above the threshold value of 0.50 (Hair et al., 2017).

Table 5: Outer loadings of all indicators

Constructs	FRT	LOC	SP	SE	SS
FRT1	0.865				
FRT2	0.888				
FRT3	0.924				
FRT4	0.819				
FRT5	0.743				
LOC1		0.806			
LOC2		0.796			
LOC3		0.679			
LOC4		0.805			
LOC5		0.810			
LOC6		0.749			
LOC7		0.808			
LOC8		0.737			
SP1			0.822		
SP10			0.833		
SP11			0.628		
SP12			0.828		
SP13			0.797		
SP14			0.794		
SP2			0.871		
SP3			0.885		
SP4			0.894		
SP5			0.889		
SP6			0.863		
SP7			0.855		

SP8	0.832		
SP9	0.835		
SE1		0.907	
SE10		0.792	
SE2		0.892	
SE3		0.478	
SE4		0.880	
SE5		0.868	
SE6		0.904	
SE7		0.920	
SE8		0.889	
SE9		0.720	
SS1			0.848
SS2			0.838
SS3			0.899
SS4			0.832
SS5			0.902

Assessment of Structural model

In PLS path model, the constructs were assessed to check the col-linearity issues in structural model, standardized root mean square (SRMR), Coefficient of determination R^2, significance and relevance for structural equation modeling and hypothesis testing.
1.   Assessing Multi col-linearity issues of structural model (VIF).
2.   Coefficient of determination (R Square).
3.   Model fitness (SRMR)
4.   Significance of the hypothesized model

Collinearity Issue

Table 6 represents the results for Variance Inflation Factor (VIF) values for all constructs which showed all values of inner VIF are less than 5 (Hair et al., 2017). All the values validate that there is no problem of multi-col-linearity in the study.

Table 6: Inner VIF values

Constructs	FRT	LOC	SP	SE	SS

FRT	
LOC	2.885
SP	1.377
SE	3.403
SS	2.716

Figure 2: Results of Structural model
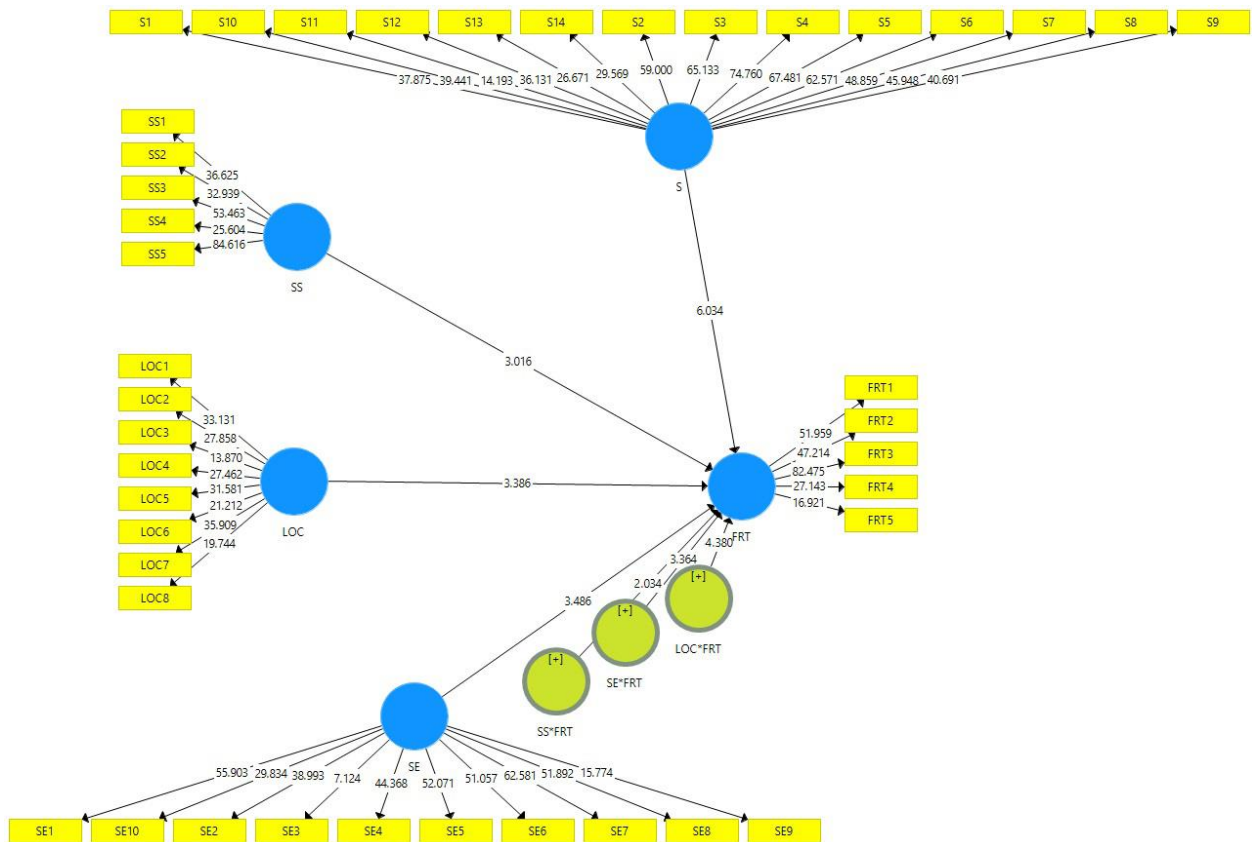
Standardized root mean square residual (SRMR)

In this study, SRMR was observed from Table 7 which is 0.062 for FRT which is our endogenous construct. It showed that perfect model fit which should be less than 0.08 (Hair et al., 2017).

Table 7: Standardized Root Mean Square Residuals (SRMR)

	Saturated Model	Estimated Model
SRMR	0.062	0.062

Coefficient of determination (R^2)

Table 8 represents the results for determination of coefficient (R-square value) for branded fabric products. In this study, the R-square value for FRT (dependent variable) is 0.530. In this study R-square classify the endogenous latent variables that showed the moderate association between dependent and independent variable which indicates 53.0% variation in dependent variable due to independent variable (Hair et al., 2017). R square value for this model is generated by the software. In exploratory research, the value of R-square is determined or ranges from less than 0.25 to greater than 0.5 which is explained below (Chin et al., 2008). The R-square shows the relationship among variables.

- Less than 0.25 (Weak association)
- Greater than 0.25 (Moderate association)
- Greater than 0.5 (Strong association)

Table 8: R^2 for FRT

	R Square
FRT	0.530

Assessing the significance and relevance of Structural model relationships

In Smart PLS, PLS bootstrapping calculation gives path coefficients (along the arrows) i.e. structural template relationships. The endogenous R square value is shown in the circles. These values (between + 1 to -1) of path coefficients are used to analyze the strength of the hypothesized relationships. The value of the path coefficients closes to + 1 is a strong positive relationship, whereas a value close to 0 is a weak relationship.

Table 9: Direct Relationship with Path coefficients

Constructs	Original Sample (O)	T Statistics (|O/STDEV|)	P Values
LOC -> FRT	0.229	3.386	**0.001**
LOC*SP -> FRT	0.269	4.380	**0.000**
SE -> FRT	0.272	3.486	**0.001**
SE*SP -> FRT	0.264	3.364	**0.000**
SS -> FRT	0.276	3.016	**0.000**
SS*SP -> FRT	0.173	2.034	**0.003**

For moderation analysis, interaction terms are generated by multiplying two constructs. The interaction terms are used in analysis part. Moderation analysis used orthogonal approach which is suggested when moderator and independent variables are reflective in nature (Henseler and Chin, 2010). The entire hypothesis is accepted based on results provided by bootstrapping procedure. Sometimes value of R square is not high but relationships are significant with weak path-coefficient values as in our study. First three hypotheses related to direct relationship between independent and dependent variables. First hypothesis relates to impact of LOC on FRT. Beta value for this relationship was 0.229, t value of 3.386 which indicates significance of it also validated by p value of 0.001. Second hypothesis relates to influence of SE on FRT. Beta value for

this relationship was 0.272, t value of 3.486 which indicates significance of it also validated by p value of 0.001. Third hypothesis relates to association of SS on FRT. Beta value for this relationship was 0.276, t value of 3.016 which indicates significance of it also validated by p value of 0.001.

Four to six hypotheses relates moderation analysis. Fourth hypothesis suggests moderating role of SP between LOC and FRT. This hypothesis has been accepted based on t value of 4.380, p value of 0.000 and beta value of 0.269. Similarly, Fifth hypothesis suggests moderating role of SP between SE and FRT. This hypothesis has been accepted based on t value of 3.364, p value of 0.000 and beta value of 0.264. Lastly, sixth hypothesis suggests moderating role of SP between SS and FRT. This hypothesis has been accepted based on t value of 2.034, p value of 0.003 and beta value of 0.173.

Conclusions

The study explores how spirituality influences the relationship between psychological factors and the financial risk tolerance of government employees. Through a detailed analysis, the study sheds light on how spirituality acts as a moderator, potentially strengthening or weakening the link between psychological factors and an individual's willingness to take financial risks. The study found that individual financial risk tolerance is significantly influenced by psychosocial factors, including sensation seeking, locus of control, and self-esteem. Specifically, individuals with higher sensation seeking and internal locus of control tend to exhibit greater financial risk tolerance. Additionally, self-esteem was positively correlated with a higher willingness to take financial risks. Importantly, spirituality moderated these relationships, with individuals who reported higher spiritual engagement showing more cautious financial behavior, even if their psychosocial traits suggested a higher risk tolerance. This suggests that spirituality plays a key role in tempering financial risk-taking behavior, providing a stabilizing influence. Spirituality, understood here as a set of personal beliefs or values that guide an individual's life choices and actions, was found to serve as a stabilizing force for individuals with lower emotional stability and optimism. For example, employees with high spiritual engagement may exhibit greater caution in their financial decisions, particularly if they perceive financial decisions as morally or ethically significant. This contrasts with employees who exhibit high optimism, where spirituality may serve to temper excessive risk-taking by promoting a balanced perspective on material wealth. Moreover, government employees who strongly identify with their spiritual beliefs tend to demonstrate more conservative financial behaviors, avoiding high-risk investments or ventures. Conversely, those with less spiritual engagement appear more prone to financial risk-taking, as their psychological factors such as optimism and emotional stability might push them to pursue higher returns, even at the expense of greater risk.

Implications of the Study

The findings of this study have significant implications for understanding financial decision-making, particularly in the context of government employees, a population often characterized by financial stability, structured roles, and defined benefit plans. The research highlights the nuanced role of psychological factors, particularly emotional stability and optimism, in shaping financial risk tolerance. These factors, when examined individually, have a significant impact on the

financial decision-making process, but they do not operate in isolation. Rather, they are influenced by deeper, more personal beliefs and values, such as spirituality, which can either amplify or diminish the effects of these psychological traits on financial risk-taking behavior.

From a practical perspective, these findings offer valuable insights for financial advisors, policy makers, and organizational leaders. Understanding that psychological factors alone do not fully account for financial decision-making can lead to more personalized and culturally sensitive approaches when advising individuals on financial matters. For instance, financial planners working with government employees might take into account the individual's level of spirituality when crafting investment strategies. Additionally, government agencies could consider integrating financial literacy programs that not only focus on practical financial knowledge but also address the emotional and spiritual aspects that influence decision-making.

Future Direction

The study also opens avenues for future research. While the moderating role of spirituality has been explored, there remains a need to further investigate how different dimensions of spirituality such as religious versus secular spirituality affect financial risk tolerance in diverse populations. Additionally, examining how spirituality interacts with other factors like social influences and organizational culture could provide a more comprehensive understanding of financial behavior.

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Appendix A: Instrument of the Study

Financial Risk Tolerance
Investing is too difficult to understand for me.
I am more comfortable putting my money in a bank account than in the stock market
When I think word "Risk" the term "Loss" comes to my mind.
Making money in stock or bond is based on luck.
In term of investing, safety is more important than returns.
I would never make a high-risk investment.
Self-Esteem
On the whole I am satisfied with myself.
At times, I think I am no good at all
I feel that I have a number of good qualities.
I am able to do things as well as most other people.
I feel I do not have much to be proud of.
I certainly feel useless at times.
I feel that I am a person of worth, at least on an equal plane with others
I wish I could have more respect for myself.
All in all, I am inclined to feel that I am a failure

I take a positive attitude toward myself
Sensation Seeking
It is fun and exciting to perform or speak before a group
I would prefer to ride the roller coaster or other fast rides at an amusement park
I would like to travel to places that are strange and far away
I think it is best to order something familiar when eating in a restaurant
If I have to wait in a long line, I am usually patient about it
Locus of Control
Most people are victims of forces beyond our understanding or control
There is really no such thing as luck
Planning ahead is not always worthwhile; many matters depend in any case on outside factors over which
When I make plans, I am almost certain that I can carry them out
To get the right position, one needs ability. Luck has little to do with it
Most of a person's problems are caused by factors over which the individual has no control
People's problems are mainly the result of their own mistakes
Success in life depends principally on external factors over which the worker has little control
Spirituality
I have a general sense of belonging
I am able to forgive people who have done wrong to me
I have the ability to rise above or go beyond a physical or psychological condition
I have experienced moments of peace in a devastating event
I feel a kinship to other people
I feel a connection to all of life
There is fulfillment in my life
The meaning I have found for my life provides a sense of peace
My life has meaning and purpose
I rely on an inner strength in hard times
I can go to a spiritual dimension within myself for guidance
I have a sense of harmony or inner peace
I have an inner strength
My life has meaning and purpose
I have goals and aims for my life