

Research Paper

Using Mixed Method to Explore Resilience, Emotional Challenges and Role of Values among Young Adults During Pandemic 2020-21

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ABSTRACT

Present research used concurrent triangulation mixed method to explore relationship between resilience and variety of emotional challenges among young adults. Quantitative data were collected from 102 young adults using resilience scale for adults (Friborg, 2005). Simultaneously qualitative data was collected using CBT based open ended questions enquiring about emotional experiences and values of participants. Data was then categorized based on emotional challenges experienced by participants like Loneliness, self-doubt, numbness, being positive and control group. Quantitative data showed Intrapersonal resilience is significantly higher than Interpersonal resilience among participants. Stepwise regression showed that numbness and self-doubt predict 33 percent resilience levels while positive thinking only adds 6 percent into it. There was no significant difference on resilience among various emotional challenges, but there were prominent qualitative differences related to thoughts, feelings, physical symptoms and coping styles. Values did not play a significant role in research. Implications will help in counselling and development of resilience programs for young adults.

Keywords: Resilience, Loneliness, Self-Doubt, Pandemic 2020-21

The global emergency caused by the pandemic and its economic and social impacts have created a havoc in nearly all aspects of life for all the groups in society. About 1.5 billion school going, and university students have been affected because of institutional closure due to COVID-19 outbreak (IAU, 2020). In India, due to poor technological exposure and understanding, it turned out to be a nightmare for a large number of students to pursue higher education (Tari & Amonkar, 2021). Online classes started to take a toll on the mental health of young adults. (Rohman, Marji, Sugandi, & Nurhadi, 2020). According to India Skills report 2021, only 45.9 percent graduates are found employable (ISR, 2021). The skill gap is tormenting mental health of young adults. (Son, Hegde et al., 2020). Considering these aspects present study focuses on relationship between resilience, emotional challenge and values of young adults during pandemic.

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Received: October 23, 2021; Revision Received: December 26, 2021; Accepted: December 28, 2021

Dealing with Emotional challenges

Emotional challenges are difficulties or obstacles that affect the individual's mental status. (Kessler RC, Angermeyer M, Anthony JC, et. al, 2007). Issues like digital disparity (Beunoyer, Dupéré, & Guitton, 2020), lack of technology and internet cost (Adam, Kaye, & Haßler, 2020) are seen as key factors in creating mental distress for young adults.

Stress, anxiety, depression, poor concentration, lack of sleep, increased concern about academic performance, poor coping mechanisms are of commonly witnessed mental health issues. (Son, Hegde et al., 2020). Self-reported loneliness and poor coping have contributed significantly in psychological distress of young adults (Lahiri, Jha, et al., 2021).

The ability to withstand setbacks, adapt positively, and bounce back from adversity is described as “resilience” (Luthar and Cicchetti, 2001). The negative relationship between resilience and psychological distress has been reported earlier (Bacchi&Licinio, 2017). Resilience was found to predict psychological wellbeing of students during pandemic. (Sood& Sharma, 2021). Resilient students showed lesser lockdown fatigue (Labrague, & Ballad, 2020). There is paucity of research support in understanding how resilience is playing a role in pandemic to deal with emotional challenges.

Measuring emotional challenges

In most researches, emotional challenges during pandemic are measured using rating scale-based surveys where focus is on identifying psychological distress of the population (Nag, Sinha & Sengupta, 2020). In the current research, authors were more focused on understanding the depth of emotional issues and its impact on various areas of functioning of an individual. To understand perception and effect of emotional challenges clinical psychology based structured descriptive questionnaire was used.

Role of Values

Indians have taken support of values and culture to deal with difficult times. Indian customs, values and traditions have played a significant role in prevention and control of pandemic (Tiwari et al., 2020). It is also found that values of college students can forecast their coping styles (Li, 2012). Lee (2010) also found that Asian values help students deal with anxiety when faced with psychological distress abroad. Some of the stress management techniques also focus on values. (Brendel, 2015) Hence it was decided to study role of values in dealing with emotional challenges.

METHODOLOGY

Concurrent triangulation design (Creswell & Plano Clark, 2011) was used to study the research problem because qualitative data captured multiple aspects of emotional experience while quantitative data gathered level of resilience using questionnaire. Concurrent triangulation design efficiently collects qualitative and quantitative data at the same time. It enables understanding of variety of factors related with emotional experiences and cross validation of quantitative experiences with qualitative data (Creswell & Plano Clark, 2011).

Participants

Using Snow ball sampling, 97 participants were reached out, who filled up Google forms sent through mails. All the participants belong to Pune city. Graduates and postgraduates, belonging to diverse streams participated. Out of these 97, 85 participants responded and

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after data mining process 78 forms were retained. The mean age of sample was 20.78 years. Sample included 26 males and 52 females.

Tools

Resilience Scale for Adults (Friborg, 2005)

It is a self-report questionnaire having 33 items. It is designed to evaluate six dimensions of resilience in adults: Perception of the Self, Planned Future, Social Competence, and structured style together creating intrapersonal resilience index while Family Cohesion and Social Resources create interpersonal resilience index. Every item has options on a 7 point rating scale. Higher score reflects high level of resilience. It is a reliable (Cronbach's α from .67 to .81 and total score .88) and stable (test-retest, Pearson r from .73 to .80, and total score .84) instrument. Cross-cultural studies in Brazil and Belgium found that Resilience scales are reliable: Cronbach's α from .56 (Structured Style) to .79 (Family Cohesion) in Brazil, and from .63 (Structured Style and Social Competence) to .74 (Family Cohesion) in Belgium. In these countries, the RSA total score has a reliability of .88 and .84 respectively.

Qualitative questionnaire

Step 1: Identifying significant experiences and creating rating scale

Focused group interviews were conducted on a sample of 20 post graduating and post graduate students from variety of fields. They were asked questions about adapting with pandemic. Emotional challenges faced were analyzed and 6 prominent themes were identified namely loneliness, fear of going out, self-doubt, numbness, mixed feelings and thinking positive. The Emotion rating scale (appendix 1) designed based on the FGD. Participants had to respond intensity of the emotion felt on a five point rating scale.

Step 2: Creation of qualitative questionnaire

The qualitative questionnaire included questions focusing upon thoughts, feelings, body reactions, coping, social support, perception of self and future.

How was the experience different than previous year or when you experienced it before lockdown?

What were the thoughts associated with the experience? Are there any thoughts that still bother you?

How did your body react to that experience? When you think about it now, do you feel any specific sensations in your body? (e.g. muscle discomfort, increased heart rate, constipation)

Any other emotions that you experience when you think about the experience now?

Do you notice any changes in your behaviour during the experience? Can you describe them?

Were you able to express your experience to others? How did others react to it?

How difficult was it to cope with the experience? How did you try to deal with it?

After reviewing last one year, I see myself as

In the new normal, I believe my future is

Value Checklist

A Value Checklist was designed based on values related to resilient personality (Hugo, 2019). Content validity index of the checklist is 0.82. Values that are related with resilient personality. The values were further categorized as explained in the **table 1**.

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Table 1: Values included in the checklist

Achievement	Affiliation	Cognizance	counteraction
Achievement	Affection	Creativity	Change
Adventure	Equality	Education	Decisiveness
Challenge	Friendship	Knowledge	Freedom
Excellence	Helping Others	Nature	Independence
Fame	Loyalty	Serenity	Making a Difference
Meaningful Work	Relationships		
Success	Sensibility		
Winning			
Defendence	Dominance	Exhibition	Other
Privacy	Leadership	ethics	Speed of life
Self-Respect	Money	Reputation	Fun
	Power		Honesty
	Status		Inner Peace
			Perfection
			Ethics
			Thrill
			Sensuality

Data analysis and results

All the analysis was done using SPSS 22. Resilience total score was normally distributed. Descriptive statistics is as follows: (table 2)

Table 2: Descriptive statistics on resilience

Descriptive Statistics		
	Mean	Std. Deviation
Intrapersonal factors	14.52	2.901
Interpersonal factors	10.33	2.129
Total resilience	166.03	30.317

Cronbach’s alpha ($\alpha=0.929$) and internal consistency ($r =0.875$ to 0.926) adds into reliability and validity of resilience scale for adults. Results of t test has showed that there is significant mean difference between intrapersonal and interpersonal resilience ($t=17.75$ $p<0.01$, $r=0.697$). Correlation of intensity of various emotional experiences with resilience was explored. Loneliness ($r=-0.398$, $p<0.05$), self-doubt ($r=-0.486$, $p<0.01$), mixed feelings ($r=-0.264$, $p<0.05$) and numbness ($r=-0.546$, $p<0.01$) were negatively correlated and positive thinking ($r=0.284$, $p<0.05$) was positively correlated with resilience.

Stepwise regression (table 3) was calculated to predict resilience based on intensity of emotional experiences. It was found that numbness ($\beta=8.40$, $p<0.01$), self-doubt ($\beta=-6.17$, $p<0.05$) were significant predictors. Overall model fit was 34.8 percent. While positive feelings ($\beta= 5.67$, $p<0.05$) add only 3.9 percent in the model fit.

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Table 3: Stepwise regression predicting resilience on emotional experiences

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	200.978	6.793		29.586	.000
	Numbness/ Feeling blank	-12.336	2.169	-.546	-5.687	.000
2	(Constant)	208.959	7.399		28.242	.000
	Numbness/ Feeling blank	-9.039	2.521	-.400	-3.586	.001
	Doubting one's capability	-6.284	2.642	-.266	-2.378	.020
3	(Constant)	186.735	12.462		14.985	.000
	Numbness/ Feeling blank	-8.409	2.476	-.372	-3.396	.001
	Doubting one's capability	-6.175	2.578	-.261	-2.395	.019
	Toxic positivity	5.671	2.592	.201	2.188	.032

Table 4: regression model: lower resilience is predicted by numbness and self-doubt and positive thinking predicts resilience.

Regression Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.546 ^a	.299	.289	25.558
2	.590 ^b	.348	.330	24.809
3	.622 ^c	.387	.363	24.206

Non- parametric analysis using Kruskal Wallis test (table 5) showed that there is significant difference ($\text{Chi}^2(3,50) = 8.175, p = 0.043$) in intrapersonal resilience where participants with self-doubt have lowest mean rank. While there was no significant difference on interpersonal resilience and total resilience.

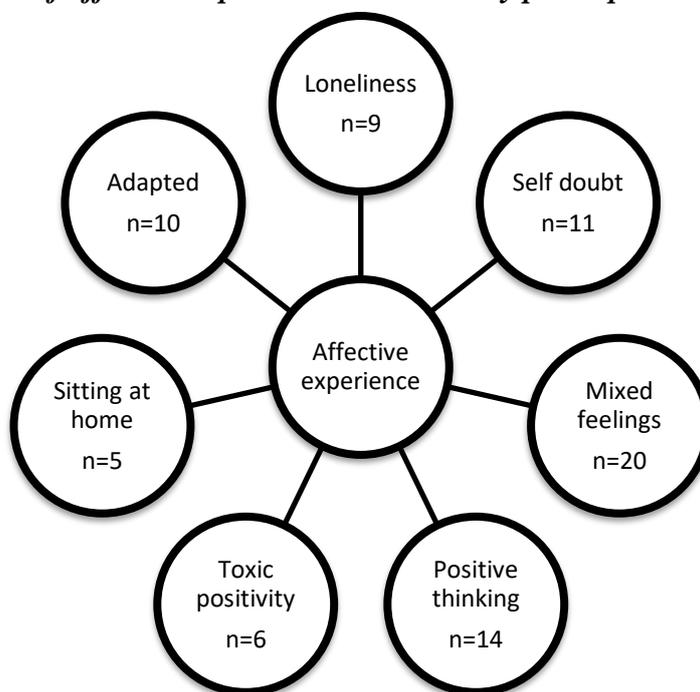
Table 5: Kruskal Wallis test

Kruskal Wallis test: Mean Ranks						
	Loneline ss	Self- doubt	Mixed feelings	Adapted	chi square	sig
Intrapersonal resilience	29.06	14.41	28.52	28.45	8.175	0.04 3
Interpersonal resilience	32	18.73	26.58	24.95	4.287	0.23 2
Total resilience	30.83	16.27	27.68	26.5	6.106	0.10 7

Qualitative

Every participant although experienced all the emotions at varying levels intensities. The strength of intensity had to be explained in the open-ended questions. Descriptive answers analytically assessed to create themes. Qualitative analysis were carried out by first and second author individually. This added into external validity of the findings. Description of experiences were first categorized under emotional experience themes.

Fig 1: Categorization of affective experiences described by participants



Second phase content analysis process was carried out to determine patterns in thoughts, feeling, body symptoms, coping and perception of self and future specific to each affective experience category.

Conceptual model

Fig. 2 conceptual model explaining role of affective experience in understanding resilience



Content analysis: reflection of emotional experiences

Loneliness

Lockdown brought about the experience of ‘loneliness’ in a manner never experienced by most, it contributed to difficulty in finding ways to distract or remain self-motivated. The additional component of fear of illness, threat to life, and absence of social life increased the feelings of loneliness. The description given by participants was the lack of ‘being connected’ rather than hanging out, which added to experience of loneliness.

The duration uncertainty dimension added multiple layers to the experience. It invoked feelings of self-doubt, helplessness anger, disappointment, irritation, sadness and guilt. Thirty Three percent of the participants quoted “how long will this go on?” other participants recorded thoughts related to career shift, failure and redefining social experiences.

Such thoughts and feelings also created bodily discomfort from low energy. Some also experience increased heart rate nausea. 5 out of 9 participants suffered from constipation. Commonly expressed coping styles included, sleeping through the day, not bathing, watching series. Fantasizing was reported by one participant. Some tried to keep busy in activities, learning new skills and improving self awareness.

Redefining social relations and boundaries two participants expressed that being lonely is calmer and more peaceful. Some believed that they can accept oneself better. The introspection also led to being more confident in life and more aware.

Mixed feelings

Experiences talking about mixed feelings were included of loneliness, anxiety, numbness, overwhelming feelings and trying hard to be positive in all this. This affected work and logical thinking as well. Being caged at home reflected into increased fears and recurrent thoughts. Twenty five percent participants were not comfortable with the idea of being alone with their thoughts. Boredom and repetitive lifestyle also invoked stress. Career and financial pressure was overwhelming for three participants who had recently taken up jobs. For one working female life became more hectic which in turn has led to mixed feelings of aggression. Death of loved ones also resulted into mixed feelings.

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Discriminating between thoughts and feelings was difficult for 80 percent of participants. Dominant thoughts were related to anxiety, helplessness, self-doubt, negative thoughts, and regret about not doing anything. "It is difficult to adjust and readjust" was reported by 19 year old female. Another 19 year old female quoted, "I am like a dead fish who is going with the flow" which reflected lack of motivation and unproductivity. "Ah Boredom!" comes the response when asked about feelings by forty percent participants. Some other feelings recorded were feeling gloomy, anxious, sad and irritated. Physiological responses to these feelings were insomnia (80%), increased heart rate/palpitations (75%), neck and shoulder pain (30%), stomach discomfort (10%), and lower back pain (35%).

One 20 year old college going female reported, "I be in my shell and don't want to come out". Behavior resulting from mixed feelings affected confidence levels and increased frustration. 7 participants preferred to take a back foot in social interactions, while others commonly experienced annoyance and aggression. Male participants reported to act stronger while females longed for social relations. Keeping busy and looking for social support were coping strategies of all. One participant used medication, consulted therapist and still seem to be struggling with dealing with the situation.

Reflecting upon oneself participants felt to be unproductive (15%), stuck (60%), worried (80%) while three participants adapted to be a better person and more aware. View related to future were mixed from destroyed, unstable to hopeful and better.

Self-doubt

Not being able to keep up with studies was root of self-doubt for 8 out of 11 participants. Guilt resulting from lack of skill up gradation and poor productivity and poor functioning resulted into Fear of lagging behind for all 11 participants. Fear of being judged and poor confidence was reported by 28% participants. 20 year old female reports vulnerability, "I am afraid to let my guards down."

"Am I doing enough?" "Have I missed out the opportunity" was thought in minds of 81% participants. 'Others do not understand me' was a thought reported by 19 year old. Commonly noticed feelings were helplessness, hopelessness, anger and sadness. Physiological experiences included heavy breathing (45%), suffocation, crying for no reason (18%), headaches (18%) and lethargy (63%).

Avoidant coping, denial, magnification and being stubborn were coping patterns observed in all participants. 2 female participants tried to keep things to oneself or meditate; they also report frequent crying spells. Perception of self was procrastinator or lazy (63%), experimenting with oneself (9%).

Trying to be positive

Participants experienced lockdown as an opportunity to enjoy freedom, self-care, contemplation, adaption, exploring capabilities and articulating things better. 85% learned new skills.

They experienced calm sleep and increased weight (21%). Participants felt positive towards life and spent quality time with loved ones. When asked about coping with the experience 79% reported that they made peace with it, took one day at a time, indulged into hobbies or talked it out.

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In social life participants are helping others. All of them believed future is unpredictable yet secure and manageable. Self-reflection of most participants are resilient, grateful, motivated, and optimistic.

Toxic positivity

Toxic positivity is a belief that in any situation one should maintain positive mind-set. (Villines, 2021) Six participants reported that they are experiencing lockdown as an opportunity for learning new and developing oneself. It was noted that stagnancy and laziness was experienced in a few months.

Feelings of boredom and sadness along with guilt, emptiness, tension, nervousness, anxiety and fear reflect toxic positivity. At physical level, four out of six participants responded with laziness, muscle pain, and headache. While two participants reported back ache, facial muscle tightening, and restlessness and increased heart rate.

One 19 year old female participant reported the asserting to oneself that “I am normal” when experiencing negative emotions. One 20 year old female quoted, “I prefer to push it all under the rug.” Three participants reported behaving more impatiently or in irritated manner. Other three constantly kept justifying themselves while acting self-deprecating and defensive.

Sitting at home

Five participants felt sitting at home took away freedom made them lazy dull and weak inside. There were no prominent thoughts recorded. Body stiffness, low energy and lethargy created difficulties to act hence resulted into frustration at times. And there was no coping strategy mentioned as they believed it will go away with time.

19 year old male participant felt that life has paused and nothing will change. This created feelings of irritation and loneliness in him reflecting into stomach issues and sleep troubles. He also experienced strong sexual urges and switched to smoking. He spent most of his time watching webseries.

Another 18 year old female participant who felt life is paused had feelings of helplessness and fear of going out. Disturbed menstrual cycle and increased hair fall were significant physiological changes reported by her. She tried to exercise and seek help to deal with the issue.

Adapted

Ten participants reported no significant affective experiences related to pandemic or otherwise and were able to continue with life as before.

DISCUSSION

The present study aimed at understanding relation between resilience and emotional experience and role of values in life of young adults and how these variables function under pandemic situation.

Resilience is affected by intensity of negative experiences. Intensity of Loneliness ($r=-0.398$, $p<0.05$), self-doubt ($r=-0.486$, $p<0.01$), mixed feelings ($r=-0.264$, $p<0.05$) and numbness ($r=-0.546$, $p<0.01$) were negatively correlated with resilience. Perception of these

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experiences makes it difficult to cope with the pandemic. This is later supported with qualitative data.

Intrapersonal resilience is composed of personal competence, social competence and structured style. Intrapersonal resilience is observed in participants who tried to be positive in the pandemic (Hu & Gan, 2008). Quantitative analysis shows that young adults have higher level of intrapersonal resilience as compared to interpersonal resilience (table 1). This difference suggests that participants prefer to have high sense of self, be around people and plan for action as ways to cope with challenges (Jowkar, et al., 2010). This finding is supported by qualitative data. Participants with lowest intrapersonal resilience experienced intense ‘self-doubt’ (table 5).

Regression analysis showed that intensity of numbness and self-doubt predict lower level of resilience ($R^2=0.330$, table 4). Positive thinking explains only 6 percent in the model in predicting resilience ($R=0.363$, table 4).

Kruskal Walis test showed that there is no significant difference between total resilience of participants Loneliness, self-doubt, mixed feelings and adapted participants. This then confirms that perception of emotional challenge is more significant than level of resilience to cope with pandemic. Further qualitative analysis supports the finding.

Qualitative experiences were categorized based on description in 7 categories (table 5).

Trait Resilience		Intense emotion (Mean value)	Affective experience	Affective consequences	Values
total resilience	sub-domains				
173	Highest interpersonal resilience	mixed feelings (3.67) loneliness (3.44)	Loneliness	Isolation, lack of feeling connected, uncertainty, helplessness, disappointment, irritation, guilt, constipation, low energy, sleeping or binge-watching series, indulging in self-talk	Affection, friendship, helping others, loyalty
144	Lowest intrapersonal resilience	Self-doubt (3.73)	Self- Doubt	"Am I doing enough??" Guilt related to ability and productivity, fear of being judged, vulnerable, fear of losing out, hopelessness, irritation, suffocation, crying for no reason, sleep deprivation, headache, overthinking, supressing, procrastinating, feeling socially awkward	Helping others, freedom, making difference, relationships, adventure, fame, fun, speed of life
167	High intrapersonal resilience	Trying to be positive (3.60) mixed feelings (3.44)	Mixed feelings	career pressure, loneliness, anxiety, overwhelming feelings, trying hard to be positive, boredom leading to stress and aggression, feeling gloomy, insomnia, palpitations, neck and shoulder pain, lower back pain. Think of self as unproductive, thought of future as destroyed and unstable	Achievement, adventure, challenge, success, speed of life
175	Highest intrapersonal resilience	trying to be positive (3.71)	Trying to be positive	Enjoy freedom, help others, enhance skills, relaxed and calm sleep, and take one day at a time. Resilient and grateful	honesty, inner peace, perfection, ethics,

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Trait Resilience		Intense emotion (Mean value)	Affective experience	Affective consequences	Values
Total resilience	Sub-domains				
165	High intrapersonal resilience	loneliness (3.50) self-doubt (3.50) trying to be positive (3.17)	Toxic positivity	opportunity to learn new things and enjoy freedom trying to be optimistic, assuring "I am normal", feelings of boredom, sadness, emptiness, muscle tightness, restlessness, push it all under rug, justifying themselves, self-deprecating and defensive, future as chaotic.	speed of life, excellence, achievement, perfection, meaningful work, success
167	High intrapersonal resilience	trying to be positive (4.00)	Sitting at home	loss of freedom, lazy and dull, body stiffness, lethargy, procrastination, go with flow	Challenge, friendship, affection, fun, sensibility
168	high interpersonal and intrapersonal resilience	trying to be positive (3.60)	Adapted	learning new skill, go with flow, using social support, keeping busy	Achievement, adventure, challenge, meaningful work, fun, honesty, inner peace

Isolation and lack of social connectedness were referred as loneliness by young adults. On intensity scale they rated loneliness (3.44) and mixed feelings (3.67) as most intense. High score on interpersonal resilience can be related with the struggle to be self-motivated. Interpersonal resilience refers to social resources and family cohesion (Friborg, 2005). Lockdown made it difficult to connect with friends resulting into feelings of helplessness, anger, disappointment and guilt. Lack of social resources could have further developed into passive coping strategies like sleeping and binge-watching series. According to Louis Hay (1995), lack of sharing and social support results into constipation which was reported by 55 percent participants. Other symptoms like low energy, not bathing, increased sleepiness are also related with loneliness. It can also be noted that participants with loneliness identified themselves with values related to affiliation although there is no statistical support to it.

Non- parametric test (Table 5) showed that intrapersonal resilience is significantly lowest in participants experiencing self-doubt. Hence lower personal competence, social competence and structured style is related with the thought "Am I doing enough" Have I missed on the opportunity which was recorded by 81% participants. Thoughts like these can be further associated with feeling of hopelessness. Pandemic related coping was mostly avoidant like denial, magnifying problem situation. This can also be related with physiological symptoms heavy breathing (45%), crying for no reason (18%). Achievement, perfection were values ticked by these participants. Although there is no statistical support it can put pressure resulting into more self-doubt. These participants labelled themselves as procrastinators. This shows that resilience is related with self- efficacy and doubting oneself (Gupta & Singh 2020) has taken a toll on mental health on young adults.

I am not able to make sense with mixed feelings. Mixed feelings was highest recorded affective experience (n=20). These participants had moderate level of resilience and values related to achievement. Career pressure, overwhelming feelings, repetitive lifestyle, and financial pressures added into not understanding how to cope up with pandemic. Although these participants tried to keep busy, seek social support and even therapy to deal with pandemic.

Participants (n= 14) who tried to be positive during pandemic have recorded highest level of resilience. They reported values related to honesty, inner peace and perfection. Though not

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statistically significant it can be related with manner in which they tried to cope with pandemic. Most participants upgraded themselves with new skills and helped people around. Similarly participants who adapted had rationally evaluated the experience and coped.

Toxic positivity (Villines, 2021) was a new theme explored in the research. Six participants mentioned that they are being optimistic and trying to learn new skills. Contradictorily, all of them reported feeling of boredom, lethargy and feelings of emptiness, tension and nervousness. This is supported by intensity of emotional experience rating scale. Participants recorded intensity of loneliness (3.50) and self-doubt (3.50) more than positive thinking (3.17). Hence it can be said that trying to be positive seems more as a pressure. 66% participants reported muscle pain and headache. Muscle pain reflects resistance to new experiences (Hay, 1995).

There were some participants who did not experience any intense affective experience but were feeling stuck, bored and lethargic. Hence they were categorised under sitting at home. These participants lack to motivation to cope or act can be explained with moderate level of resilience. They had values like having fun, friendship, etc. which cannot be really associated.

CONCLUSION AND IMPLICATIONS

Result of the study highlight importance of perception of affective experiences as a deciding factor. There is no significant difference between resilience levels in any affective experience, but only participants who evaluated situation rationally and tried to be positive could cope well. Having high interpersonal resilience could not help participants cope as social distancing lead to feelings of isolation and values related to affiliation hence acted as moral pressure. Similarly, lowest intrapersonal resilience added into self-doubting thoughts sabotaged coping abilities. In case of toxic positivity again achievement-oriented values and optimistic mind-set acted as barriers as they created guilt and regret rather than motivation.

To conclude, this research points out that while training young adults to be more resilient we need to pay more attention to thoughts and affects that develop during stressful situations. Having trait of resilience may not always refer to having ability to bounce back in any situation. Values are observed to play a dual role as a motivator or moral pressure creator. This aspect needs to be further explored by gathering more data.

Limitations

Data was collected from sample using Google form. There is a possibility of socially desirable answers in case of values checklist. For quantitative analysis sample size of 80 is small. Although observing normality adds into generalization of data. There was no control group.

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Acknowledgement

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Desai M., Gadkari M. & Apte M. (2021). Using Mixed Method to Explore Resilience, Emotional Challenges and Role of Values Among Young Adults During Pandemic 2020-21. *International Journal of Indian Psychology*, 9(4), 2327-2340. DIP:18.01.219.20210904, DOI:10.25215/0904.219