



SYMBIOTICS

CLEARING THE TURBULENCE

THE ROLE OF PSYCHOMETRIC SCREENING IN SAFEGUARDING GEN Z PILOTS' MENTAL WELLNESS

ALEKSANDRA KAPELA

Generation Z

(Gen Z)

GEN Z

WHAT WE KNOW

- **Digital world vs face to face contact**

- More than 80% - core part of their daily routine
- 72% - in-person meetings are more effective

(McKinsey & Company, 2023)

(Workforce Institute, 2023)

- **Change and adapting is part of their world**

- The most adaptable generation in the workforce
- 71% - open to exploring multiple career paths – especially if they are not happy/well/taken care of

(World Economic Forum, 2024)

(LinkedIn, 2023)

- **They value feedback & transparency**

- 83% -thrive in environments with frequent and actionable feedback
- 78% - trust and stay loyal to transparent employers

(SHRM, 2024)

(Edelman. 2024)

- **Focus on Well-Being**

- 79% - prioritise self-care and work-life balance

(APA, 2024)



GEN Z-ERS & MENTAL WELLNESS

- Higher rates of anxiety and depression (62%)
(American Psychological Association, 2023)
- Higher awareness and openness (82%)
(Mental Health Foundation, 2023)
- Digital overload and social comparison (79%)
(Pew Research Center, 2024).
- High expectations and pressure (75%)
(National Institute of Mental Health, 2024)
- Impact of global crises (67%)
(WHO, 2023)



GEN Z AVIATION POPULATION



SYMBIOTICS STUDY



SYMBIOTICS STUDY

ENVIRONMENT

- 53% - optional peer well-being programs
- 79% value open and non-judgmental **communication**
- More likely than others to expect **individual regular mental health checks**

TRAINING

- 57% - **face to face feedback**
- 100% - real hands-on training ; 0% - virtual reality (core part of training)

ASSESSMENTS

- Priorities- preparation options & **feedback**
- 84% - online assessments
- More emphasis on **mental well-being**





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HOW ASSESSMENTS CAN HELP



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Checking Capabilities and Limitations

- ## • Early Identification of Mental Health Risks

- ## Ongoing Mental State Monitoring

- **Enhancing Job-Person Fit**

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- A woman with long brown hair, wearing a white sleeveless dress, stands with her back to the camera, looking at a large digital display wall. The wall is covered with various data visualization charts and graphs. On the left, there's a bar chart titled 'ADAPT' and a pie chart titled 'ADAPT'. In the center, there's a bar chart titled 'COGNITIVE' and a pie chart titled 'PERSONALITY'. On the right, there's a bar chart titled 'ADAPT' and a pie chart titled 'PERSONALITY'. The woman is holding a tablet computer in her right hand. The display wall is part of a larger setup, with a wooden table in the foreground and a white wall in the background. The logo 'SYMBIOTICS' is visible in the bottom right corner.

HOW ASSESSMENTS CAN HELP

- **Improving Training Programs**

- Providing targeted training
- Strengthening competencies

- **Creating a Positive Organisational Culture**

- Providing information and feedback
- Creating culture of openness

- **Increased Employee Engagement**

- Improved performance
- Improved well-being

- **Facilitated Career Development**

- Providing guidance (strengths)
- Long-term job satisfaction





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READY SOLUTION

ADAPT PERSONALITY QUESTIONNAIRE (APQ)

- Widely used within the aviation sector
- Designed to measure personality, values, behaviour, attitudes
- Includes traits specific for aviation environment
- Focuses on ICAO competencies
- Designed for repetitive use

Motivation

This section describes the main factors motivating individuals. Motivation is defined as the process that initiates, guides and maintains goal-oriented behaviour. An individual's state of readiness to exert effort to attain goals for personal satisfaction and growth or extrinsically by an external influence to gain rewards such as money, or avoid punishment such as disapproval. Candidates who have low self-rates can quickly score high on in tests and checklists scores may not get difficult, failing to get a good understanding of requirements.

Overall:

Motivated for aviation career and tasks. Should be consistent in drive and motivation, good resilience during setbacks and having positive attitude to knowledge.

Self-Reported Anxiety

The anxiety scale measures the candidate's self-reported level of anxiety according to the frequency of anxiety symptoms during performance over the 12-month period. Anxiety symptoms experienced by the candidate can either be somatic (physical) signs of anxiety, e.g. sweating, tingling, or cognitive (psychological) signs of anxiety, e.g. confusion, loss of focus, indecision, or panic attacks. While generally lower levels of anxiety are desirable in order to maintain a high level of performance, anxiety also serves a function in making decisions in new situations. In a cockpit situation, low levels of anxiety can be used as a cue for candidates to be aware of their anxiety and use it to their advantage. The candidate's self-reported anxiety and the behaviour they exhibit for example, in an interview or simulator setting may be due to low self-awareness, or a lack of experience towards the self-report questions.

Overall:

Low Anxiety

The candidate has self-reported experiencing low levels of anxiety, with all showing an ability to recognise their symptoms, which shows ADAPT them in managing their anxiety to perform under pressure.

Example User: 42706
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READY SOLUTION

HOW CAN IT HELP – WELL-BEING ?

- Focusing on strengths and limitations
- Verifying levels like Motivation, Confidence, Openness
- Checking coping strategies in stressful situations
- Verifying Acting under Pressure, Anxiety
- Providing comprehensive, detailed and transparent feedback
- Used as a training tool





THANK YOU –
ANY QUESTIONS?



Teme House,
Whittington Road,
Worcester, UK
WR5 2RY



www.symbioticsltd.com



+44 (0) 1905 368 175



www.symbioticsltd.com/contact-us