

Understanding Community and Preparedness: Building Towards Bushfire Prepared Individuals.

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- Appropriately prepared properties should not only survive a bushfire, but they should also provide shelter for the occupants (Killalea & Llewellyn, 2010).
- However, there are gaps in our understanding of how individual and community level factors predict individual preparedness.

Research Questions:

1. How do individuals understand/interpret the concept of community in relation to bushfire risk; and how do possible individual differences in this understanding relate to preparedness?
2. How do individual and community level factors interact in their influence on preparedness behaviour? More specifically, can a person-environment fit approach be used to explain the interactions between individual level factors and community level factors, and their influence on preparedness? (PE; Kristof-Brown & Guay, 2011; Muchinsky & Monohan, 1987; Terborg, 1981)
3. Do these interactions vary in their influence on different types of performance (i.e. proficient, adaptive, and pro-active; Griffin et al., 2007)?

Variables Under Investigation

Understanding of Community

A person's sense of 'community' is an important predictor of preparedness behaviours. Referring to *individuals' own understanding of 'community'* will further inform our knowledge of this important construct.

Person-Environment fit

This is the study of behaviour resulting from the interactions between individuals and their environment (Kristof-Brown & Guay, 2011; Muchinsky & Monohan, 1987; Terborg, 1981). Higher fit is *related to positive outcomes, such as increased work performance.*

Preparedness as Performance

Aim to move away from *a reactive preparedness focus to a pro-active focus.* A model of performance would allow for the nuances of performance to be explored in a more complete manner (Borman & Motowidlo, 1997; Griffin et al., 2007). For example, the model of Work Role Performance (WRP; Griffin et al., 2007) distinguishes between three different types of performance: *proficient, adaptive, and pro-active performance.*

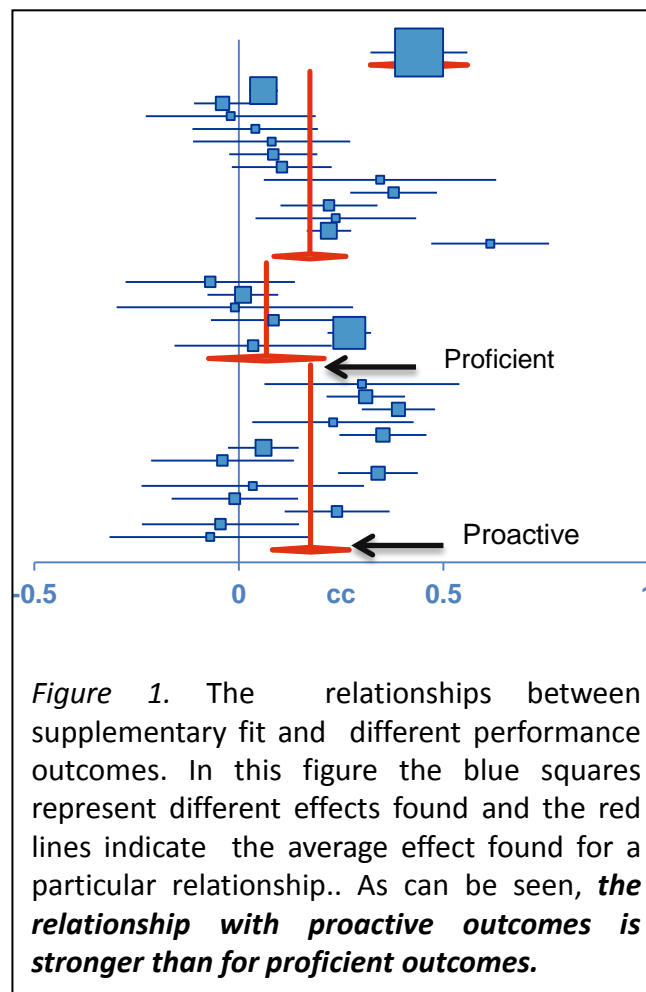


Figure 1. The relationships between supplementary fit and different performance outcomes. In this figure the blue squares represent different effects found and the red lines indicate the average effect found for a particular relationship. As can be seen, *the relationship with proactive outcomes is stronger than for proficient outcomes.*

Further Directions

Possible moderators in the PE fit-performance relationships, such as time, will be investigated. Dependent on results research will focus on PE fit or different types of performance in more detail.

Implications

Filling these gaps in knowledge will not only increase the theoretical understanding of how community and individual factors interact in their influence on different categories of performance. It will also enable a more effective implementation of past knowledge in bushfire prone areas and help increase both individual and community preparedness.

Methodology

Study 1 - Meta-analysis

66 unique effect sizes (refined from 115 pieces of original research) were investigated in order to: *Examine whether PE fit differentially predicted proficient, adaptive, and proactive performance.*

- As shown in Figure 1 It was found that PE fit was differentially related to proficient and proactive outcomes.
- Unfortunately there were insufficient measures of adaptive performance to examine.

Study 2 – Field survey

Study 2 will aim to replicate the results of the meta-analysis within a bushfire preparedness context.

Predictors: Understanding of community; Person-community fit

Outcomes: Different forms of preparedness. That is, *reactive vs. proactive behaviours.*

