



## Emotional dimensions as correlates to coping behaviors among Filipino seafarers: Basis for a proposed coping skills program.

Susanna Joyce B. De Jesus<sup>1</sup>

### ARTICLE INFO

#### Article history:

Received 3 Aug 2022;  
in revised from 4 Aug 2022;  
accepted 10 Aug 2022.

#### Keywords:

emotional dimensions, coping behaviors, Filipino seafarers, coping skills program.

### ABSTRACT

This study aims to illustrate the emotions profile, identify the least and most practiced coping behaviors, and the relationship between the two variables among Filipino seafarers. A total of 199 respondents were gathered and selected through purposive sampling technique. Instruments used in this study were: Emotions Profile Index to measure the emotional dimensions of the respondents, and Proactive Coping Inventory for coping behaviors.

The findings revealed that Filipino seafarers have high trustful and timidity, and extremely low percentile scores on Dyscontrolled, Distrust, and Aggressive emotional dimensions. In terms of coping behaviors, results revealed that the respondents practiced Preventive Coping, Strategic Planning, and Emotional Support Seeking more than the others. While Instrumental Support Seeking, Proactive Coping, and Avoidance Coping are the three least performed coping behaviors. In terms of correlational relationships between the two variable, results revealed that Trust and Gregarious has positively significant link with coping behaviors while Dyscontrolled, Distrustful, and Aggressive emotional dimensions have significant but negative relationship with coping behaviors. Lastly, Depressed emotional dimension has the only positive correlational value with Avoidance Coping.

Based on these findings, the researcher recommended to the manning agencies and maritime training centers to provide the following to their crewmembers: Psychoeducation on Self-Esteem, Self-Efficacy, and Problem-Solving skills, and Group Dynamics activities that enhance their communication and assertiveness skills.

© SEECMAR | All rights reserved

### 1. Introduction.

This chapter discussed the background of the study, the state and its significance to the people involved, the statement of the problem, and the scope and limitations.

#### 1.1. Background of the study.

As a psychometrician for six years, the researcher had encountered and gathered many psychological profiles each day through the recommended minimum (but not limited to) battery of psychological tests from the Department of Health A.O No.

2013-0006 Annex K, commonly used among pre-employment medical screening overseas Filipino workers. Psychological testing and assessment procedures aim to assess a Filipino worker applicant's mental health state as he applies for work abroad.

The researcher interpreted every applicant's personality profile as a whole, but she observed significant patterns on individual scales. These are high percentile scores on the emotional dimension of Trustful, Timid, and Gregariousness, which implied that Filipino seafarers are generally welcoming, warm, and less assertive toward others. Other notable figures are elevated percentile scores on Aggression, Depressed, Distrust, and Dyscontrolled dimensions, which mean that the crewmember is inclined to perceive himself as unattractive, unfriendly, and helpless. These profiles showed that inclination to withdraw, being conscious about others' impression, cautiousness, and discomfort with new people around them exists despite the

<sup>1</sup>Psychometry Supervisor at SuperCare Medical Services, Inc. Paranaque City - Philippines

\*Corresponding author: Susanna Joyce B. De Jesus. E-mail Address: [susannadejesus@gmail.com](mailto:susannadejesus@gmail.com)

societies' common knowledge about Filipinos as natural welcoming and hospitable people. The researcher also encountered narratives from her clients that they have crewmates who are challenging to interact with.

An online article by [demandscience.ph](http://demandscience.ph) cited the Philippines Statistics Authority 2016 survey describing the industry profiles of Filipino workers which some reasons that made them stand out: (1) Hardwork and competence, (2) Flexibility and adaptability, (3) English and Language Proficiency, (4) Sincerity, and (5) Personality and positivity. According to this article, these patterns of attitude and behaviors are commonly evident among Filipino workers local and abroad. The data cited were observed on several screening interviews that the researcher gathered.

Some marine officers described their crewmembers onboard as diligent in accomplishing their assigned tasks, determined to finish their contracts for their families' sake and better future, and dedicated to producing quality outputs. However, they also described Filipino seafarers in rating positions as exclusive through the culture of "bara-barangay," somewhat envious, self-conscious, and being "sip-sip" observed during socialization activities and parties on board.

Furthermore, Filipino seafarers with rating positions also narrated their personal experiences onboard by sharing common behaviors or attitudes they observed among their fellow crewmembers. Some of them were not sincere and jealous of those praised by their officers because of their excellent job; thus, they felt socially awkward, the target of gossip, and threatened. They also added that regions in the Philippines have different personalities, which made them feel socially unwelcomed. As a result, some of them requested early disembarkation or decided to apply at other maritime agencies because of conflicts and unpleasant experiences with their co-workers.

The Psychometry Department where the researcher works also received some queries from manning agencies about their crewmember's mental health state during their medical examination, as their usual response from the reported incidents that happened onboard which involved that person. The department recorded about two to three reported repatriations cases due to mental health issues, such as depression and anxiety disorders, and adjustment disorders every year.

There were also few reported social adjustment concerns, such as interpersonal conflicts, difficulty sleeping, inefficiency at work, stress-related sickness, and suicide or man overboard in 2019 despite no significant health issues medical examination. Several employers were concerned about this unpredictability and risk; therefore, they began to seek recommendations about mental health awareness programs from their medical screening providers that could support their crew members' psychological well-being while on board.

In a later quarter of 2018, employers began to request mental health awareness seminars as part of their preparedness or orientation program for their crewmembers. The researcher managed to conduct at least three mental health awareness seminars in 2019. She observed that the approach was too general, time constraint (maximum of 1 hour and 30 minutes) and stuck to a classroom-based strategy. Furthermore, practical ap-

plications and activities were limited and time-bounded, and no follow-up sessions could assess the audiences' insights from the seminar itself.

She perceived that her audience needs more specific psychological well-being programs. As the researcher's partner psychologist at the clinic said, mental health programs for Filipino seafarers should be tailored fit; hence, knowing the participants' need is essential before providing them any particular services. In response to this, the researcher aims to understand their clients' personalities and psychological dynamics objectively to develop and recommend programs that could help the hiring agencies achieve their goals of supporting their crew members' psychological well-being.

From the stated information, there were many positive attributes that a Filipino seafarer possessed which were favorable and desirable in employers' eyes. Still, interpersonal conflicts or challenges were significantly evident and experienced while onboard. These positive attributes were not perfect and always had room for improvement. Filipino seafarers were encouraged to acknowledge themselves and choose to change for their benefits and not just tolerate these opposing sides instead.

### 1.2. Statement of the problem.

1. What are the emotional dimensions among the respondents in terms of

- a. Trustful
- b. Dyscontrolled
- c. Timid
- d. Depressed
- e. Distrustful
- f. Controlled
- g. Aggressive
- h. Gregarious

2. What are the coping behaviors among the respondents in terms of:

- a. Proactive Coping
- b. Reflective Coping
- c. Strategic Planning
- d. Preventive Coping
- e. Instrumental Support Seeking
- f. Emotional Support Seeking
- g. Avoidance Coping

3. Is there a significant relationship between emotional dimensions and coping behaviors among the respondents?

4. Based on the results, what coping skills program may be proposed?

### 1.3. Hypothesis.

Emotional dimensions and coping behaviors do not correlate to each other, hence significant implications cannot infer.

The researcher tested the hypothesis at a 0.05 level of significance.

#### 1.4. Significance of the study.

This study is beneficial to the following groups:

To Filipino Seafarers. This study helps Filipino seafarers prepare for deployment by strengthening their coping skills. This program could help them learn and manage their emotions and cope with their day-to-day challenges on board.

To Ship Owners and Manning Agencies. This study is beneficial to ship owners and manning agencies through the proposed interpersonal skills program. This program can supplement their existing training modules and incorporate them into the Pre-Departure Orientation Seminar (PDOS) activities in preparation for their work onboard.

To the Psychometry Department. This study is relevant and beneficial to the Psychometry Department by enhancing their psychological assessment procedures and developing preventive measures against possible identified adjustment disorders.

To Pre-Employment Medical Examination Clinics for Filipino Overseas Workers. This study's relevance and significance will help provide more psychological-based services that can support their PEMEs about mental health.

To Government Agencies. This study could guide government agencies responsible for Filipino overseas workers' welfare as they provide mental health services to support their psychological needs.

To Lawmakers. Lawmakers in the Philippines can also benefit from this study in reviewing, applying, and modifications or amendments to the Mental Health Law.

To the Society. This present study expands resources about Filipino seafarers' psychological health, which increases awareness among the general public.

To Future Researchers. Researchers in migration or overseas work will gain information that can describe the common personality patterns through psychometric scales, emotional dimensions, and support-seeking behaviors other than stress, adjustment, or cultural factors among Filipinos working abroad.

#### 1.5. Scope and limitations.

The researcher decided to conduct this study to provide more information about Filipino seafarers' emotional profiles and coping behaviors. This information could guide manning agencies, maritime trainers, and mental health professionals in developing appropriate programs for these working groups' mental wellness.

The researcher focused her study on Filipino seafarers ages 27 to 40 years old with more than two years of actual sea experiences in an international vessel, regardless of position, ship type, and contract span. In terms of gender, the present study focused the samples on male respondents since female seafarers were very few. The data gathered were concentrated on the qualified respondents from Filipino seafarers who underwent a pre-employment medical examination in SuperCare Medical Services Inc. - Manila Branch within December 2020.

## 2. Theoretical framework.

In this chapter, the researcher presented the theoretical basis, the relevant and related literature, the conceptual paradigm,

and the set of operationally defined words for collective understanding.

#### 2.1. Interpersonal theory.

Harry Stack Sullivan's Interpersonal Theory is the foundation of this study, which emphasizes the importance of social context and environment in the personality development of an individual. Social context means the interaction of an individual with other people, particularly with his or her significant others. Sullivan also defined to have a mechanism called tension, which has two building blocks, needs, and anxiety. Needs are a tension driven to a production action to satisfy the feelings of biological imbalances, while anxiety is the barrier in fulfilling the need; it is anything that blocks any development, including interpersonal development (Feist, J., Feist, G., & Roberts, T. 2018).

Another concept that the researcher applied from this theory is the construct of dynamism. Dynamism pertains to the behavioral patterns an individual has in dealing with anxiety and needs, also called energy transformations. According to Sullivan, there are three significant categories of dynamism: Disjunctive, Isolating, and Conjunctive. Disjunctive's energy transformation is Malevolence, which functions as a defense mechanism if needs go badly. Malevolence can manifest through timid, cruel, loner, and antisocial behavior. The second dynamism is Isolating, and this requires no personal interaction to satisfy the need. Third dynamism is Conjunctive or Self-system, wherein this dynamism is the most complete among the three. It is the collection of behaviors or actions that avoid anxieties and fulfill the needs through our day-to-day interpersonal activities (Feist, J., Feist, G., & Roberts, T. 2018).

#### 2.2. Review of related literature.

The following literature and studies were collected, filtered, and discussed in their relevance to the present research.

Buan & Tria (2019) said that emotions are the stirred-up state of an organism, including assessing the situation through physiological and cognitive perspectives. They added that positive emotions are an expression of pleasant feelings.

Plutchik defined emotions as a dynamic interaction between cognitive evaluations, subjective changes, autonomic and neural arousal, and action impulses. Furthermore, many authors associate emotions with physiological and psychological motivations, also known as needs. Psychologists generally agreed that emotions are complex and composed of basic cognition, feelings, and actions (James Kalat, 2017). Emotions are being expressed in our daily lives, therefore manifesting in many ways; thus, regulating them are often associated with motivations and coping mechanisms or strategies.

##### 2.2.1. Emotional regulations and coping behaviors.

Larue *et al.* (2018) explored the common model of cognition, highlighting the essential roles and connection to cognition. According to them, cognition has four bands: Biological, Cognitive, Rational, and Social. The biological band is rooted in the physiological structure. The cognitive band composed

of memory functions and response time, Rational band focuses on decision-making and planning, and the Social band involves social interaction and moral reasoning. Furthermore, emotions function as alarm and interruptions, valuing rewards and punishments, and social interactions such as trust, collaborations, and social competition.

According to Aurélien, G *et al.* (2019) study on guilt and prosocial behaviors mentioned that shifts from emotion to behavior involve physiological and cognitive intermediate processes wherein emotions motivate an action. They discussed that emotions provide access to information relevant to producing a behavior, thus emphasizing the need to respond. The individual must be attentive or allocated attention to his current state or situation to specify the need. They explained that there were "attention-bias" and linking emotions and behaviors. Therefore, they concluded that cognition, such as attentiveness to a need, serves as a mediator in the emotion-behavior relationship.

Yih, J. *et al.* (2019) conducted a study that focused on positive emotions, motivational goals, and coping processes. Firstly, they would like to explore further the context of appraising positive emotions and their association to motivation and coping processes. Secondly, they investigated the relationship among positive emotions, motivational goals, and coping methods. Their positive emotion variables were joy, love, amusement, awe, determination, compassion, gratitude, hope, interest, pride, relief, and tranquility. While coping processes were acceptance, active coping, planning, and seeking of social support. Their results revealed that motivational goals are essential variables in the interactions between positive emotions and coping processes.

### 2.2.2. Coping strategies of sea professionals.

Several factors describe the sea-based profession as one of the riskiest jobs in terms of overseas work. The research below revealed the different challenges that sea professionals experienced while onboard and their coping styles and mechanisms.

Working with different nationalities onboard requires constant adjustments in terms of socialization. Iris Acejo (The World of the Seafarer) described that Filipino seafarers often use humor in coping with unpleasant experiences onboard, such as unfavorable attitudes of coworkers, team leaders, and officers. According to him, humor gives a sense of cohesion within a group that leads to feelings of belongingness and relatedness. Acejo further described that Filipino humor, such as naming, somehow provides safer grounds for expressing anger or frustrations without exposing themselves to risks of conflicts and misunderstandings.

According to Brenker *et al.* (2016), the maritime industry's globalization results in many challenges among seafarers. After gathering their data, the researchers found out that working and dealing with multinational crews in terms of culture, attitudes, work behaviors, communication barriers, teamwork, and expectations between each crew member was significantly evident in seafarers' lives on board.

Popa *et al.* (2016) explained the importance of the human capital variables and crew profiles in sea-based profes-

sions. Human capital was often neglected (relational abilities, communication skills, multicultural perceptiveness, and flexibility to cope) due to an overemphasis of technical competencies expected to become a seafarer. Hence, it often resulted in significant issues of work misalignment and unsuccessful sea operations. In response, the researchers analyzed four determinants that they assumed to influence the overall adjustment and performance of a seafarer on board.: Professional Profile, Organization-onboard specific requirements, Individual Personality Profile, and Social and Intercultural variables. Among these determinants, Individual Personality Profile (Self-efficacy or Emotional Intelligence, Relation Skills, and Perception Skills) described that the most neglected Seafaring career was still considered one of the riskiest occupations in terms of international labor and industry.

### 2.2.3. Factors that affect their lifestyle as to sea performance.

Acknowledging this, a group of researchers from China conducted a study on social support and health-related quality of life among Chinese seafarers' population samples. Xiao, J. *et al.* (2017) aimed to identify the subjective quality of life among these respondents and discover its relationship to social support. They also analyzed the influences of depressive symptoms, occupational stress, occupational activities, and sleep duration in the various dimensions of Quality of Life. They found out that respondents with high support groups had better self-rated health (SRH) and health-related quality of life (HRQOL). Data revealed that Chinese seafarers were unsatisfied with their finances, work environment, occupational risks, and family relationships. They also added that social support had an integral role in seafarers' psychological health.

Organizational structure and demands at work are usual causes of stress among merchant seafarers, officers, and superintendents. Joanne McVeigh *et al.* (2018) mentioned significant changes in the maritime industry, particularly among these groups; thus, they conducted a study exploring such phenomenon. They found out that stress, due to organizational culture changes and demands of work increased and reflected within the context of responsibilities. Furthermore, they also gathered data about officers and superintendents who had training on resiliency and positive psychology applied to their roles. The researcher concluded that a supportive and just working environment matters more than only using positive psychology theories such as commendation, rewards, and reinforcements in the lives of seafarers.

Jae-hee Kim and Soong-nang Jang (2018) studied seafarers' quality of life by exploring the variables of organizational culture, self-efficacy, and perceived fatigue. Their study revealed a direct association between seafarers' quality of life and job. Thus, understanding the organizational culture and enhancing seafarers' support systems can serve as a pathway to achieve job satisfaction and a better mental health state. Based on the results, they found out that self-efficacy is imperative for seafarers' quality of life than organizational culture and perceived fatigue, which mean that when a seafarer has more sense of personal control over the circumstances, his quality of life improves.

Another research led by McVeigh *et al.* (2019) conducted a study that focused on identifying the factors that could influence psychological functioning, predictability of perceived stress, and job satisfaction among sea-based labor groups. Their data revealed the following significant findings: (1) Rating crew and caterers reported significantly higher job satisfaction than officers and engineers associated with higher social support. (2) Filipino seafarers showed high scores on job satisfaction related to the culture of collectivism, work-group cohesion, and the importance of interpersonal relationships while on board. (3) The study also revealed Friendships, regular interaction with others, and emotional support to be strong predictors of job satisfaction. (4) Resilience was a moderator predictor associated with job satisfaction. (5) Instrumental support was an inversely significant influence on predicting perceived stress. Still, on a weaker value, thus the higher instrumental support, the lower the perceived stress. They concluded that the interaction between the personal disposition of resiliency and the environment (coworker, work, and sufficient instrumental support) could provide significant cues on protecting the psychological well-being, overall wellness, and job satisfaction of sailors on board.

Jensen and Oldenburg (2020) conducted a study that described the perception of stress and preparation of seafarers based on intercultural differences. They interviewed European and Southeast Asian crewmembers to represent the global populations of sailors in the maritime industry. Based on the interviews, they found out those European crewmembers, who served as ship officers, revealed a significant increase of stress at work in terms of responsibilities, extensive administrative tasks, and lack of qualification of other seafarers. On the other hand, Southeast Asian crewmembers were experiencing loneliness more often than the European crewmembers. The result could imply that European sailors perceived job-related matters caused their stress while Southeastern sailors' loneliness was on the perceived social isolation. The researchers recommended integrated stress management and diversity training on multiculturalism to prepare the sailors for these significant findings.

#### 2.2.4. Qualities of Filipino seafarers.

Consolidated Training Systems Incorporated (2019) wrote an article listed the common Filipino values that make them highly considered and favored by international shipping companies. According to them, Filipino seafarers are hospitable, have respect for authority, persevering, helpful, and cheerful which influence their work quality and productivity.

According to Garcia *et al.* (2019), conflicts are a significant aspect of a person's life. As cynical as it may sound, conflicts may bring positive and creative growth within the social context. They added that conflicts could encourage or stimulate communication, release stored emotions, lead to problem-solving, and help develop the relationship between individuals. Through this concept, the researchers decided to explore the conflict management style among a particular group – Seafarer professionals – and explored the five conflict management styles (Collaborating, Competing, Compromising, Accommo-

dating, and Avoiding) among the management personnel, operations officers, and rank and file personnel. According to the result of their study, Collaborating was the most dominant conflict management style present within the group of people, while compromising was the least but dependable to the situation.

Safety4sea (2020) mentioned three reasons why Filipino seafarers are the happiest sailors. According to their article, "Philippines is traditionally a maritime nation," which means that, working at the sea may be considered one of the national traditions in terms of work and employment. There were numerous maritime schools and training centers in the Philippines compared to other countries. There are many Filipinos who desire to work outside of the country due to economic reasons. The second reason why Filipinos are the happiest sailors is the predisposition. Based on the article, 2018 statistical data supported the Philippines to be the third happiest country. Lastly, Filipinos were more satisfied with the wages they earn as a seafarer compared to other nationalities.

Seafarers are being trained to have the technical knowledge, skills, and abilities before working on board. In an article written by Eve Jones (2020) about the essential hard skills, she explained that it is earned through physical training and attending many courses. Seafarers should also be aware of the job risks and know how to deal with them by following particular procedures according to the machinery's manual and standard operating procedures. The author also explained that hard skills are developed through time and experience; thus, learning by practically doing the job is essential.

#### 2.2.5. Well-being programs for seafarers.

According to the guidelines on implementing the occupational safety and health provisions from the Maritime Labour Convention (2006), mental distresses among seafarers during their voyage are needed to be identified. These were associated with stress, cases of anxiety, depression, post-traumatic stress disorder, and suicide. The International Labour Convention (ILC) encouraged ship owners and seafarer organizations to have programs that could mitigate these mental health concerns such as recreational activities, appropriate workloads, work arrangement schedules, and available internet connection to reach their families at their home countries.

Johan Smith (2016), a researcher from the University of Technology in South Africa, conducted a study that aims to develop a framework in training seafarers. He described that the maritime industry often highlights the significance of becoming a sailor's technical skills and competencies. He added that maritime employers seek to acquire the most competitive workers to accomplish the tasks for every voyage, therefore separating the role of emotions, ideas, feelings, behaviors, needs, and values in seafarers' lives on board. According to him, sea-based industries seldom concede that the sea is a social environment and, therefore, proposed integrating the five aspects of wellness to the seafarers' training program (Social Wellness, Emotional Wellness, Physical Wellness, Intellectual Wellness, and Spiritual Wellness).

Salazar *et al.* (2018) conducted a study that aims to identify the factors that cause distress to Filipino seafarers and their coping strategies. Physical, Emotional, Psychological, and Social were the indicators used for the factors that cause distress to seafarers. This study revealed that physical oppression, prolonged absence from home, high level of stress, and unsociable working hours were the factors that caused distress to seafarers. They found out that seafarers' cope with a personal dedication to achieve their goals, which served as their inspiration. To deal with the physical factors, they clean their rooms to maintain orderliness and help lessen other health risks. Lastly, in terms of personality traits, keeping a positive attitude towards their work helped them overcome the board's working environment. The researchers recommended ship management to conduct training or seminars on safety hazards and their implementation on board, rigid orientation on the life at sea (Work Environment Orientation Seminar, Health Education, Healthy Lifestyle Practices), and adequate examinations (Emotional Quotient Assessments and Seminars) that assess their coping mechanisms toward stress.

Garinga *et al.* (2018) investigated the seafarers' use of Facebook to cope with their homesickness. The researchers chose the seafarers at Magsaysay Training Center as their participants. This study revealed that through Facebook, they were able to sustain their relationship with their families and loved ones and communicate with them. Besides being connected to their families and loved ones, Facebook served as their update for current news and entertainment every time they feel lonely on board.

Dr. Rafael Lefkowitz and Martin Slade (2019) of Yale University Maritime Research Center and ITF Seafarers' trust conducted a study that aims to determine the rates and factors associated with mental health concerns among seafarers. Their survey focused on seafarers' depression, anxiety, and suicidal ideations. They used PHQ-7 and GAD-7 questionnaires and revealed that seafarers had higher depression scores than the other working population. Evidence of anxiety and suicidal ideations was present, resulting in the increased likelihood of injuries and illnesses and exposure to workplace violence resulting in job dissatisfaction.

Based on the results, the researchers recommended that maritime schools and training institutes train their crewmembers for resilience and control over the situation. Another recommendation is to provide a supportive working environment by appropriate training, an employee assistance program that deals with violence, bullying, or harassment on board, and a robust mentoring scheme to their cadets. Lastly, their data revealed the association between depression and poor-health; thus, they recommended having more regular physical exercise and adequate time for rest.

In a study conducted by Yuen *et al.* (2019) entitled "The Effect of Emotional Appeal on Seafarers' Safety Behavior: An Extended Health Belief Model," the researchers aim to identify the factors influencing the said variables by using the health belief model and emotional appeal theory. According to them, emotional appeals are positive or negative persuasive messages used to stimulate an emotional reaction by highlighting the advantages or disadvantages of applying security measures. Emo-

tional appeals are communication styles that could influence the recipient's responses to that given message. They found significant positive results, showing that these persuasive messages indeed function as stimuli to their respondents' safety behavioral responses in terms of perceived threat and outcome expectations of the health belief model.

Prabowo *et al.* (2019) explored the work pressure faced by Modern Indonesian seafarers and their long-distance relationship with their families. The respondents chosen were seafarers who originally lived in Jakarta, and the data were gathered through long-distance chat interviews using gadgets or mobile phones. This study revealed six themes which described the causes of stress among seafarers and long-distance relationship with their family: (1) work, (2) family matters, (3) worship, (4) stressor related to a catastrophe, (5) coping with stress, and (6) sailing interval. The researchers recommended that the shipping companies facilitate stress management and worship activities, the arrangement of seafarers' work schedules considering religious holidays, and communication between seafarers and their families.

Panganiban and Garcia (2017) conducted research to identify the contributory factors to stress and fatigue among Filipino seafarers working on offshore, coastal, and blue water vessels. They found out that physical factors contribute more than emotional, environmental, and psychological aspects. Thus, they recommended that shipping companies provide development courses such as communication skill development, managing cultural diversity, handling culture-based discrimination, self-esteem and confidence training, and stress and fatigue management for Filipino seafarers.

#### 2.2.6. Emotional dimensions of seafarers.

*Filipino seafarers are still the individuals who interacted with the social environment; thus, the following literatures and studies showed the general population's dynamics.*

#### Trust

Trust has a vital role in any relationship, and it is present in every individual regardless of the nature of his/her work. Filipino seafarers exhibit trust in their daily activities and work onboard. They express it to their officers, their coworkers, and family members left at home. The literature and studies below illustrate how trust was expressed and manifested in the person's life.

Researchers focused on studying the dynamics of interpersonal relationships that can help build, strengthen, or understand each other. An experimental study was conducted in 2017 by Liuba Belkin and Naomi Rothman, which explored the social influences of emotions on trusting strangers. They aimed to predict emotional expressions (happiness, anger, and ambivalence) influence trust in stranger-to-stranger interaction through perceptions of morality, competence, and sociability. The researchers found out that expressing happiness positively shapes social stereotypes and increases initial trust and expression of anger shaped the opposite. While ambivalence did not affect sociability perceptions, they negatively affected the perceptions of morality and competence.

Lukas Kasten (2018) also studied trust as behavior that influences interpersonal relationships. His goal was to strengthen the theoretical foundations of Identification-Based Trusting (IBT) relations. In his literature review, there were three terms which he defined due to its significant role within the process of IBT: 1) Trustful Expectations, "a psychological state comprising the intention to accept vulnerability" on having positive perceptions on the other individual's intentions or behaviors; 2) Trustful Behavior, which he described as "cooperative move" without guarding oneself against exploitation due to the positive expectations to the other person; and 3) As-if Trustful Behavior, a "testing strategy" of trusting the other person. Clearly defining these three has a huge role to play within the dynamics of trust and interpersonal relationships. From these concepts, Kasten (2018) had three assumptions in the expression of trust: 1) It produces social identity, (2) satisfies socio-emotional needs of the person being trusted, and (3) complies with the social norm of being obliged to trust others because it is the right thing to do. These assumptions described the real-life applications or expressions of trust that people and society exhibit, which included behaviors, perceptions or judgments, or even the manner of exploring the trustee and trustor's character.

Fetchenhauer, D., Lang, Anne-Sophie, and Ehlebracht, D. in 2019 conducted a study on trust, which focused on participants' responses to trust games and lottery games. Their study aimed to describe an individual's decision on where he/she takes the risk and what situations by controlling the pay-offs (symmetrical and different pay-offs). In this experimental study, the researchers explored the concept of (1) Betrayal Aversion / Exploitation Aversion and (2) Principled Trustfulness. Their data revealed that participants were more willing to risk their money in trust games than in lottery games, which supported the concept of principled trustfulness. They explained that participants felt obliged to trust the other person in trust games due to their expressions of uneasiness or being "tensed" on not trusting the other.

Carlander and Johansson (2020) described trust in a general context, according to Van Lange (2015). According to them, general trust is defined as a belief or intention to accept vulnerability based on a positive expectation regarding other people's intents and behaviors. This also commonly distinguished between trustworthiness, the dispositional tendency to depend on others. Their research findings revealed that general trust was necessary on the individual's coping style but resulted in weaker effects. This result implied that trusting others did not guarantee a real remedy against stress.

Based on the above studies, trust is a social norm that needs to be practiced in any social interaction setting, including the seafarers' life on board. Trust influences the perceptions made by each person and vice versa, hence affects the coping behaviors or responses.

### *Timidity*

Timidity is a context available and applicable to everybody observed through behaviors, interpersonal interactions, personality traits, and emotions. The studies below represented timidity as variables to self and the environment.

Plutchik and Kellerman (Emotions Profile Index, 1983) defined timidity as an individual concerned about the perceptions of others about him. He is conscious or worried about the opinions of others. According to Myers & Twenge (2017), timidity can fall under the sense of self, such as self-concept, self-schema, social comparison, and interaction with the environment. They also added the theory of spotlight effect and illusion of transparency where a person believes himself to be significantly noticeable by those around him, therefore, behave uncomfortably and cautiously.

Nordahl, H. *et al.* (2017) investigated the factors associated with being out of work within the group of individuals with social anxiety. They cited Clark and Wells' model that suggests that social anxiety disorder is characterized by triggering of specific cognitive and behavioral factors such as dysfunctional self-schemas, heightened self-focused, and constructing an impression of the self in the "observer perspective." They found out that negative metacognitive beliefs have distinctive predictive value for work status among socially anxious samples. They explained that negative metacognitive beliefs lead to the persistence of ruminative thinking styles, resulting in unpleasant cognitive patterns such as difficulty handling stress and workplace challenges.

An individual's perception about himself matters when it comes to the social aspect of his life, and not being able to have a strong foundation on this leads to detrimental effects. Social Anxiety Disorder is defined as the extreme fear and avoidance of social interaction, but also characterized as having low self-esteem or self-image. Koban, L. *et al.* (2017) investigated how social learning influences feelings toward oneself and one's social performance among healthy and socially anxious adults. They gathered healthy adult individuals (without social anxiety disorder) and adults with a social anxiety disorder. They explored their differences in terms of responding to positive and negative feedback. Their findings revealed that adults with social anxiety disorder participants responded or incorporated more to negative feedback toward their feelings about themselves than healthy adults. Furthermore, they found out that adults with social anxiety disorder notice more negative social cues than positive ones, thus stating that they fear positive signals.

Fung, K. *et al.* (2017) stated that individuals are motivated to prevent social rejection, which plays an essential role in chronic social anxiety experiences. They defined social pain as a general term describing the immediate and unpleasant emotional state elicited by social disconnection. Social pain is a response to the individual's perceived devaluing experiences from others. With regards to these concepts, the researchers studied how the two variables interact with each other. After gathering their data, they found out that social pain and rejection are mechanisms that indeed contribute to the development of social anxiety. They also added that emotions serve as an essential active mechanism in social anxiety learning.

Timidity relates to the perception of self – inward and outward. This could apply to seafarers' perception about themselves and how their coworkers (officers or non-officers) might perceive them while onboard.

### *Depressed state*

Quigley *et al.* (2017) studied avoidance and depression by analyzing the cognitive and behavioral factors and their relationship with emotion regulation strategies among depressed individuals in remission. They found out significant relationship between avoidance to maladaptive emotion regulation strategies.

According to Elizabeth Scott (2020), a writer of *verywellmind.com*, avoidance coping is a maladaptive form of coping in which the person tries to avoid anything that involves the problem. This may be described as procrastination, passive-aggressiveness, delayed action, band-aid solution, and rumination. Further, this is a coping mechanism where a person tries to keep himself away from the stressor instead of facing the situation courageously. The author also explains that this kind of coping is unhealthy because it does not really eliminate the problem; it remains.

### *Openness to experience*

According to Magnano *et al.* (2016), courage is a construct that helps people face their intrapersonal and interpersonal challenges. They also added that courageous actions involve the individual's active participation to pursue a goal despite of its risks and fearful factors of a challenging event. Thus, the researchers hypothesized that courage complements coping strategies in overcoming struggles and achieving goals that mediate with personality. Their study revealed that courage had significant relationship with extraversion, conscientiousness, and self-directed coping strategies. They also found out that it partially mediated with emotional stability, openness, conscientiousness, self-directed coping, and avoidant coping. They concluded that individuals who cannot regulate their emotions during stressful situations were inclined to be insecure and ruminate, which lead to unhealthy and ineffective coping strategies.

Morales *et al.* (2018) defined health-related quality of life according to the World Health Organization, as "an individual's perception of their position in life, in the context of the culture and values in which they live and in relation to their goals, expectations, standards, and concerns." From this definition, the researchers would like to analyze how much personality traits support the concept of health-related quality of life and discover the role of this relationship to coping styles and psychological distress. Their data revealed that openness to experience was the best predictor of health-related quality of life among the Big Five personality traits. Likewise, emotional coping styles, symptoms of depression and anxiousness were the mediators between the latter two variables' relationships.

### *Aggression*

According to Myers and Twenge (2017), social psychologists defined aggression as physical or verbal behavior intended to cause harm. They also explained several types of aggression: Physical Aggression, Social Aggression, Hostile Aggression, and Instrumental Aggression, all of which aim to hurt other people.

Aggression is present in all types of professions and workplaces, including the maritime industry. International Labor Organization was utterly aware of this phenomenon that threatens the overall well-being and performance among seafarers. During their Maritime Labour Convention in 2006, significant amendments were made to protect crewmembers from aggression on board. An article written by MLA College on Crewtoo website shared that Guys Ryder stated that harassment and bullying have severe consequences to seafarers' health. Thus, lead to decrease motivation and increase sickness and can compromise cohesive and effective teamwork." Further, Guys Ryder also stated that these types of aggression also lead to "experiences of distress, lack of motivation, reduced work performance, absence from duties, and resignations."

### *2.3. Synthesis.*

The pieces of literature mentioned in this study were concentrated on the qualities, emotional dimensions, coping strategies, and recommendations to support the well-being of seafarers, such as Johan Smith's (2016), McVeigh *et al.* (2019), and Salazar, P. *et al.*'s (2018) research studies, which aim to propose a program for seafarer's well-being. Understanding the environmental factors evident in the lives of seafarers, gathering the context of their needs, and their coping mechanisms are necessary to recommend appropriate and effective program similarly to the studies conducted by Brengker *et al.* (2016), Popa *et al.* (2016), Xiao, K. (2017), Panganiban and Garcia (2017).

On the other hand, this present research is not dwelling on a mental illnesses such as depression, anxiety disorders, suicidal ideations, and the likes of Dr. Rafael Lefkowitz and Martin Slade (2019). Intervention programs that deal with developed mental health illnesses are not the objectives of this study.

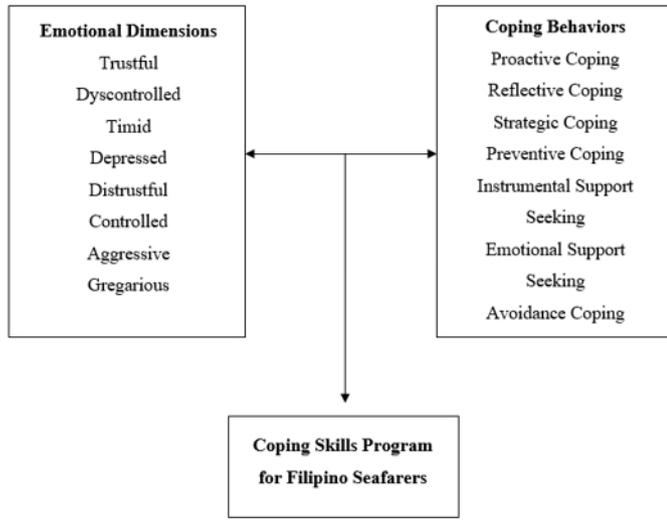
This study was unique from other studies because of the samples gathered – adult Filipino Seafarers. The researcher used Philippine-based references to create the proposed program using psychoeducation and dynamic group activities focused on emotions and coping behaviors. In Chapters 4 and 5, the researcher showed the Emotions profile circle, and coping behaviors ranked from most to least practiced that Filipino seafarers are using were discussed.

### *2.4. Conceptual framework.*

The researcher explored the eight emotional dimensions (Trust, Timid, Gregarious, Controlled, Depressed, Dyscontrolled, Distrust) and seven coping behaviors (Preventive Coping, Strategic Planning, Reflective Coping, Emotional Support Seeking, Instrumental Support Seeking, Proactive Coping, and Avoidance Coping) and their relationship to each other.

The figure below shows the relationships between emotional dimensions and coping skills to develop a proposed coping skills program for Filipino seafarers.

Figure 1: Emotional Dimensions as Correlates to Coping Behaviors among Filipino Seafarers: Basis for a Proposed Coping skills Program.



Source: Author.

Figure 1 illustrated the conceptual framework of the study. In this study, the researcher correlated emotional dimensions and coping behaviors in determining the degree and direction of their interaction. After identifying the significant relationships among the variables, the researcher proposed a coping skills program for Filipino seafarers.

### 2.5. Definition of terms.

For a better understanding of this research, the following terms were defined:

**Aggressive** is one of the Filipino seafarers’ emotional dimensions that revealed to be extremely low, which pertains to an expression of significantly unassertive responses to social interaction.

**Coping Behaviors** pertain to an individual’s behavioral responses from his or her daily life circumstances among Filipino seafarers.

**Coping Skills Program** is the proposed training module that assists seafarers toward balanced psychological well-being and improves their least practiced coping behaviors for their benefit as overseas workers.

**Distrustful** is one of the Filipino seafarers’ emotional dimensions that showed significantly low percentile score, which pertains to being uncritical and non-rejecting attitudes and behaviors.

**Dyscontrolled** is an emotional dimension evident to Filipino seafarers, which describes them as unadventurous and hesitant to try new experiences,

**Instrumental Support Seeking** conveys the person’s initiation to seek help from others through seeking and acquiring advice, references, or feedback from others to deal with the problem or concern he experiences.

**Pre-employment Medical Examination** is the process of conducting a medical examination that screens a seafarer applicant’s overall health status.

**Preventive Coping** is the most performed coping behavior of a Filipino seafarer that is anchored on his emergency-based skillset dedicated to responding to a threat.

**Proactive coping** is a coping behavior that pertains to goal-setting and self-regulations towards its achievement.

**Psychometric Screening** is a goal-oriented psychological testing and assessment procedure that focuses on Filipino seafarers’ mental health status and employment.

**Trustful** is the emotional dimension that describes a person to be accepting and uncritical of other people.

**Timid** is an emotional dimension that pertains to the individual’s degree of cautiousness, worries, and assertiveness to a situation.

**Strategic Planning** is the second most performed coping behavior evident among Filipino seafarers. A behavioral response that focused on following and executing a step-by-step procedure.

### 3. Methodology.

The methodology section’s primary components were the research design, research locale, sampling techniques, procedures, instrumentations, and statistical treatment, which were essential in analyzing the emotional dimensions and coping behaviors among Filipino seafarers and their relationship.

#### 3.1. Research design.

The research design used in this study is a combination of descriptive and correlational methods. The descriptive method primarily aims to gather and provide descriptions about the data such as the central tendency and measure of variance or spread of the scores among the variables and arrive at a significant value representing the general population. The correlational method explores the degree of relationship between emotional dimensions and coping behaviors (Gravetter & Forzano, 2017).

#### 3.2. Research locale.

SuperCare is an industrial clinic committed to the quality upliftment of our domestic and Philippine Migrant workers. SuperCare’s main branch is at 573 Maria Orosa cor. Engracia Reyes Streets, Ermita, Manila. Its branch offices are situated at 2nd floor PBCom Bldg. Gen. Maxillom Avenue, Cebu City, 3rd floor 22 Manfred’s Place, Gen. Luna Street, Iloilo City and 2nd floor Don Chua Lamko Bldg. 100 LP Leviste cor. HV Dela Costa, Brgy., Bel-Air, Makati City.

SuperCare’s pre-employment medical examination of domestic and overseas contract workers and seafarers has an effective quality management system that meets the requirements of ISO 9001:2015.

All offices are accredited by the Department of Health (DOH) and recognized by the Philippine Overseas Employment Agency (POEA), Maritime Industry Authority (MARINA), Professional

Regulation Commission (PRC), and Technical Education and Skills Development Authority (TESDA).

The SuperCare clinics offer comprehensive examinations which include the following: Physical examination and medical certification, Dental examination, Psychological test and assessment, Radiological examination, Cardiac Function tests like ECG, stress test, Visual Function examinations including Ishihara color screening test, Hearing tests including Audiometry, Clinical Chemistry (routine and special chemistry), Liver Function tests, Hematologic examinations like CBC and blood typing with Rh, Drug and Alcohol tests, Pregnancy test, Bacteriologic studies, Clinical microscopy, Microbiology, Cytologic examination, Immunology and Serology, Spirometry, Out-patient consultation services, and Complete referral system.

3.3. Sampling technique.

The researcher used the Purposive Sampling Technique in consideration of three criteria. The advantages of using this technique were to promptly achieve the targeted sample with better accuracy in answering the problem’s statements. This technique also guided the researcher to remain focused and intentional in gathering the data resulting in better statistical results in terms of variability. The criteria of selecting respondents for this study were (1) must be a Filipino seafarer whose age ranges between 27 and 40, (2) has more than two years of experience on the international vessel, and (3) must have an actual sea experience.

A total sample of 199 Filipino seafarers who underwent a pre-employment medical examination in SuperCare Medical Services, Inc. selected as the study respondents.

3.4. Procedures.

A request letter addressed to the Medical Director and Data Privacy Officer was written to conduct the clinic premises study. Upon approval, the researcher gathered the respondents according to the set criteria. Emotions Profile Index, and Proactive Coping Inventory questionnaires were administered to the respondents. After obtaining the scores, the researcher encoded the raw data and forwarded it to a statistician.

The statistician ran the basic descriptive statistical measures, particularly the mean and inferential statistics such as Pearson R, through his statistics program. After obtaining the statistical results, the researcher conducted the necessary analysis to answer the statement of the problem.

3.5. Instrumentations.

The researcher used the following psychometric tests in gathering data from the respondents.

3.5.1. Emotions Profile Index.

The Emotions Profile Index is a personality test developed by Robert Plutchik and Henry Kellerman. It was designed to yield information about the eight different dimensions of emotions a person has. It consisted of 62 – item forced-choice items. The person taking the test is simply asked to indicate which of

two paired words is more descriptive of him or her. It was designed for adolescents and adults; the test provides norms based on 1,000 normal men and women. Data were also given for special groups. The test takes only 10 – 15 minutes to complete, and it is hand-scored in less than 5 minutes.

The reliability of this tool was measured by gathering data from 40 female patients in a mental hospital and 20 controls, and test-retest was conducted with a period of a three-day interval with the same set of women, thus resulted in +.90 product-moment correlation.

Validity measures were conducted through correlating EPI scales with other known scales such as Minnesota Multiphasic Personality Inventory (MMPI), Edwards Personal Preference Schedule (EPPS), Gough Adjective Check List, Barret Impulsivity Scale, and Clyde Mood Scale (CMS). It revealed significant positive correlations between +.28 to +.45 of EPPS, Barret Impulsivity Scale and MMPI scales in Nurturance, Achievement, Self-Control, and Social Introversion. Results also showed negative correlations between the ranges of -.26 to -.56 of EPPS and MMPI scales in Dominance, Anger, Aggression, Rejection, and Depression.

3.5.2. Norms and Interpretation.

Each emotional dimension has ranges of raw scores from 0 to 31, which converted to percentile scores that range from 1 to 99. Listed below were the interpretations of high and low percentile scores.

Emotional Dimensions	60 <sup>th</sup> percentile and above is high 40 <sup>th</sup> percentile and below is low	
	High	Low
Trustful	They are highly accepting, obedient, and suggestible.	Highly critical, noncompliant, and challenging to persuade.
Dyscontrolled	Highly sensation seeker likes to explore new things and experiences and is inclined to be impulsive.	Hesitant to try new things and unenthusiastic
Timid	Highly cautious or worried about the impression of other people toward him. He is also conscious of getting into trouble.	Less anxious and not worried about taking risks.
Depressed	Highly unsatisfied with his life in general and inclined to be pessimistic	The person is satisfied with his life and generally optimistic.
Distrustful	Inclined to be disapproving, hard-headed or inflexible. He is also guarded or display passive-aggressive responses	He is indiscriminating and has open-mindedness.
Control	Has high sense of personal order and self-efficacy	The person has lack of foresight and lives on a day-to-day basis.
Aggressive	He can express anger and frustrations overtly compared to others. He is inclined to be quarrelsome.	He is unaggressive, reluctant to express his anger and frustrations overtly.
Gregarious	Highly sociable and comfortable with social activities	They are inclined to be socially awkward and withdrawn.

3.5.3. Proactive Coping Inventory (PCI).

The Proactive Coping Inventory by Dr. Ester Greenglass and this tool assesses different dimensions of a proactive approach to coping. It consisted of seven subscales: proactive coping, preventive coping, reflective coping, strategic planning, instrumental support seeking, emotional support seeking, and avoidance coping. The Proactive Coping Inventory was administered either by an interviewer or self-administered for approximately 15-20 minutes. PCI has four options in terms of

responding to the questions: "Not at all true", "Barely True", "Somewhat True", and "Completely True". Each choice has a corresponding numerical value of one to four which is added to achieve the total score on each scale. The respondents place a check on the box that best describe their answers.

The Proactive Coping Inventory's subscales have high internal consistency or Cronbach alphas from .71 to .85 on all of its seven scales and acceptable skewness as an indicator of symmetry around the mean. Previous research showed that scores on the proactive coping subscale are positively correlated with internal control and active coping and self-efficacy in a sample of Polish-Canadian adults and Canadian students, showing life satisfaction, professional efficacy, and perceptions of fair treatment at work. Meanwhile, the scores were negatively correlated with self-blame, denial, and job burnout, and with depression, in a sample of elderly adults, in Polish-Canadian adults and Polish students.

3.5.4. Norms and Interpretation.

The PCI was developed using data from a sample of 248 Canadian students and then tested with a 144 Polish Canadian adult sample. The proactive Coping Inventory has no cut-off scores; therefore, scales are represented by the range of scores and interpreted by ranking them from most performed to least performed coping behaviors.

Coping Behaviors	Range of Scores	Median	Interpretation
Proactive Coping	23 - 56	28	The person's ability to formulate his goals plans his actions and self-regulation towards his achievement.
Reflective Coping	11 - 44	22	The person's contemplation or reflective simulation about the possible alternatives and their results to the circumstances they are dealing with.
Preventive Coping	10 - 40	20	A coping strategy that is rooted from the individual's anticipation of threat or stressors through preparation.
Avoidance Coping	3 - 12	6	The withdrawal or unassertive cognitive and behavioral responses of an individual from a stressful or demanding situation.
Instrumental Support Seeking	8 - 32	16	The initiated action to seek help from others through acquiring advice, references, or feedback from others to deal with the problem or concern he or she experiences.
Emotional Support Seeking	5 - 20	10	Focused on emotional distress management by revealing their sentiments to other people leading to empathy and social connection.
Strategic Planning	4 - 16	8	The thoughtful and procedural planning in taking action or execution to cope with the situation.

3.6. Statistical treatment.

On Problem 1 and 2, the researcher used descriptive statistics such as mean and percentile scores.

$$\bar{X} = \frac{\sum X}{N}$$

Mean is a measure of central tendency and obtained by summing all individual raw scores and dividing them by the total number of samples or population (Gravetter & Forzano, 2012).

On Problem 3, the researcher used inferential statistics (Pearson R). Showed below was the formula for Pearson R correlation.

$$r = \frac{\sum (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum (x_i - \bar{x})^2 \sum (y_i - \bar{y})^2}}$$

*r* = correlation coefficient  
*x<sub>i</sub>* = values of the x-variable in a sample  
 $\bar{x}$  = mean of the values of the x-variable  
*y<sub>i</sub>* = values of the y-variable in a sample  
 $\bar{y}$  = mean of the values of the y-variable

The above formula is the Pearson R Correlation. This shows the linear relationship, degree, and value needed to answer the problem's third statement that states the relationship between each emotional dimension and coping behaviors.

The researcher used the results from descriptive statistics and the significant values from Pearson R in answering the fourth statement of the problem referring to the proposed coping skills program for Filipino seafarers.

4. Results and Discussion.

This chapter presented the results of data gathering from 199 purposively selected Filipino seafarer respondents of SuperCare Medical Services, Inc. Tables and figures shown below illustrate the essential values in the discussion of the results.

**Problem 1: What are the emotional dimensions among the respondents in terms of:**

- a. Trustful
- b. Dyscontrolled
- c. Timid
- d. Depressed
- e. Distrustful
- f. Controlled
- g. Aggressive
- h. Gregarious

The table below discussed the emotional dimensions and profile of Filipino seafarers. It consists of the numbers of respondents with high and low scores, their percentage from the total number of samples gathered, the weighted mean of their raw scores, the percentile of these scores, and its interpretations. Subsequently, Figure 2 displayed the Filipino seafarers' emotion profile through Robert Plutchik and Henry Kellerman's emotions profile circle.

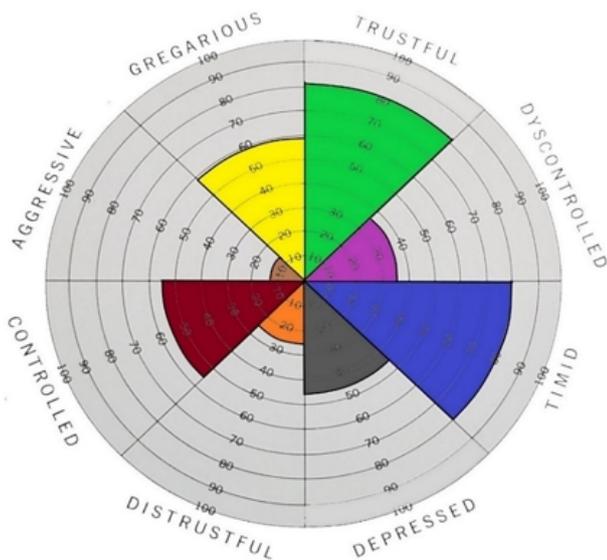
Table 1: Emotional Dimensions of Filipino Seafarers.

Emotion Dimensions	Frequency (n=199)				Weighted Mean of Raw Scores	Percentile Scores	Interpretation
	High	%	Low	%			
Trustful	157	79	15	8	22	82	High
Dyscontrolled	21	11	116	58	10	36	Low
Timid	168	84	9	5	19	80	High
Depressed	48	24	82	41	5	45	Average
Distrustful	17	9	157	79	7	25	Low
Controlled	101	51	28	14	21	55	Average
Aggressive	12	6	176	88	3	14	Low
Gregarious	95	48	40	20	16	59	Average

Source: Author.

Legend: 60<sup>th</sup> percentile and above is high; 40<sup>th</sup> percentile and below is low.

Figure 2: Emotions Profile of Filipino Seafarers.



Source: Author.

Table 1 and Figure 2 displayed Filipino seafarers’ emotions profile. All percentile above 60<sup>th</sup> is high, and percentile below 40<sup>th</sup> is low. The figure above clearly showed the significant high scores on Trust and Timid dimensions. It was also notably observable the extremely low scores on Aggressive, Distrustful, and Dyscontrolled dimensions.

Trustful and Timid were the two most dominant emotion dimensions among Filipino seafarers. This means that they are too uncritical to others, suggestible to persuasion, compliant, highly obedient, treat information at face value, and be less assertive in communication.

The combinations of most dominant and least dominant emotional dimensions illustrate Filipino seafarers as trusting, warm, welcoming to others, and accepting life circumstances. However, they are also inclined to hold grudges and be sensitive to

discouragements or disappointments, particularly interpersonal relationships.

These data proved Filipino Seafarers’ description as hospitable, respectful of authority, persevering, helpful, and cheerful (Consolidated Training Systems Incorporated, 2019). They added that these qualities of Filipino seafarers influence the quality and productivity of their work. Furthermore, Kasten (2018) and Fetchenhauer *et al.* (2020) described this construct as an essential social identity and individual needs.

These significant findings from previous research support the present study, showing that Filipino seafarers exhibit more socially acceptable personality and emotional patterns. The Trust dimension, which has the highest mean percentile, implies that Filipino seafarers generally exhibit a firm belief that they can rely on other people to make social adjustments. They perceive others as generally trustworthy and expected them to be fair. They are inclined to be socially involved, and they do not behave aggressively toward others.

Lukas Kasten (2018) also studied trust as behavior that influences interpersonal relationships. He stated that individuals exhibit Trustful Expectations and Trustful Behavior, which pertains to expressing trust obligation to the social environment. According to him, the individual believes that the other person’s intention is genuine, and trusting is the right thing. Therefore, he chooses to open himself to chances. This concept is associated with the results revealed above wherein Filipino seafarers exhibit a trusting behavior within social norms.

Also, Table 1 shows Timid as the second dominant emotional dimension among the respondents. According to Harry Stack Sullivan’s interpersonal theory, timidity belongs to the malevolence disjunctive category of dynamism, which functions as a defense mechanism or protection of a person when tension is being experienced (Feist & Feist, 2018). This implies that the study respondents exhibit cautiousness or being concerned in terms of social interaction despite their trust. They feel like they live among enemies resulting in brooding, withdrawal, or alienation, and need to protect themselves when unfavorable or unpleasant circumstances.

Nordahl, H. *et al.* (2017) investigated the factors associated with being out of work within the group of individuals with social anxiety. They cited Clark and Wells’ model that suggests that social anxiety disorder is characterized by triggering of specific cognitive and behavioral factors such as dysfunctional self-schemas, heightened self-focused, and constructing an impression of the self in the “observer perspective.” They found out that negative metacognitive beliefs have distinctive predictive value for work status among socially anxious samples. They explained that negative or dysfunctional metacognitive beliefs lead to the prompting and persistence of worry and ruminative thinking styles, resulting in unpleasant internal cognitive patterns and compromising internal self-regulation efforts such as difficulty handling stress and workplace challenges. This explains the results since Filipino seafarers have a high degree of timidity and implied that they are self-conscious. They are inclined to be highly concerned or occupied with others’ opinions, resulting in sensitivity to negative feedback and rumination of their mistakes.

Furthermore, the results show Gregarious as their third-highest emotional dimension, which according to Plutchik and Kellerman describes the individual’s capacity to be warm and welcoming to new people and new experiences in front of them. This means that this study’s respondents are open to exploring unfamiliar grounds that they frequently experience, such as frequent crew change, different nationalities, and various work conditions. The result also implies that generally, Filipino seafarers look forward to life in an optimistic attitude despite the challenges they encounter.

On the other hand, data revealed that Dyscontrolled, Distrust, and Aggressive, emotional dimensions were the least dominant among the study respondents. These values revealed the notable differences between polarities, which displayed the significant inclination of Filipino seafarers to express more positive and socially acceptable impressions toward their environment.

The results revealed supported the researcher’s interaction with her clients every day. In terms of work, she observed on their narratives that they were trained, reminded, and expected to follow instructions from their officers since they believed that they know what they are doing. There were situations where her clients described their “gut feeling” or thoughts on how dangerous a task they were ordered to do. Still, they chose to obey to avoid any significant consequences if they do not, thus leaving themselves in a position where they perceived themselves as having “no other choice.”

Filipino seafarers further elicited the significant results illustrated by Table 1 in their social interaction. According to them, incidents that one of their coworkers are being targeted negatively at work exist; thus, to avoid such threat, they will go with the flow, try not to oppose the culture, and remind themselves that they were just there to work much as possible.

Through these narratives, the researcher realized that other than communication barriers and cultural differences, Filipino seafarers are significantly concerned about the possible consequences of being assertive with their thoughts and insights, which could cost their performance evaluation and standing. They perceived that being assertive may tag them as defiant, uncooperative, insubordinate, disrespectful, or antagonist, resulting in being disliked by others.

With these, the researcher realized that a barrier to genuine social connection exists. Their cautiousness and being on guard are evident while onboard. Moreover, she also realized that interpersonal relationship is essential on Filipino seafarers’ quality of life while onboard. They are aware that weak group cohesion disrupts their enthusiasm, productivity at work, and arguments made them uncomfortable and anxious since they are their only social environment for three to six months.

**Problem 2. What are the coping behaviors among the respondents in terms of:**

- a. Proactive Coping
- b. Reflective Coping
- c. Strategic Planning
- d. Preventive Coping

- e. Instrumental Support Seeking
- f. Emotional Support Seeking
- g. Avoidance Coping

Table 2: Coping Behaviors of Filipino Seafarers.

Coping Behaviors	Frequency (n=199)					% of Mean of Maximum Score	Interpretation
	High (>Median)		Median n	Low (≤Median)			
	n	%		n	%		
Proactive Coping	194	97.5	28	5	2.5	76.8	6 <sup>th</sup>
Reflective Coping	189	95	22	10	5	79.2	4 <sup>th</sup>
Strategic Planning	188	94.5	8	11	5.5	82.2	2 <sup>nd</sup>
Preventive Coping	195	98	20	4	2	84.6	1 <sup>st</sup>
Instrumental Support Seeking	191	96	16	8	4	78.6	5 <sup>th</sup>
Emotional Support Seeking	185	93	10	14	7	79.4	3 <sup>rd</sup>
Avoidant Coping	108	54.3	6	91	45.7	55.0	7 <sup>th</sup>

Legend: n=199

Source: Author.

Table 2 shows that 98% of the respondents performed Preventive Coping behaviors as it was also the most exhibit coping behavior with 84.6%. This is followed by Strategic Planning (82.2%). Panganiban and Garcia (2017) study revealed that physical factors such as extended working hours and job demands contribute more distress compared to emotional, environmental, and psychological aspects. In her article, Eve Jones (2020) also shared that seafarers are highly skilled in physical training and courses that keep them aware of the dangerous circumstances to prevent accidents and deaths while on board. These results support the most dominant coping behaviors among the respondents. With these data, the present study shows that Filipino seafarers are inclined to respond to challenges and stress by using risk assessment, cause-and-effect analysis, rational thinking, and following step-by-step standard operating procedures.

Instrumental and Emotional Support Seeking has received a mean score of 25.1 and 15.9, respectively, 78.6% and 79.4% from the maximum possible score. The study conducted by Xiao, J. *et al.* (2017) aimed to identify the subjective quality of life among these respondents and discover its relationship to social support among Chinese seafarers. They found out that respondents with high support groups had better self-rated health (SRH) and health-related quality of life (HRQOL). Social support has a significant role in seafarers’ psychological health.

Another research led by McVeigh *et al.* (2019) described the significance of studying seafarers’ psychosocial well-being, understanding their perceived stress, and job satisfaction among

this population. Their data revealed that rating crewmembers have higher job satisfaction and higher perceived social support. In terms of cultural factors, Filipino seafarers have high job satisfaction because of collectivism and the importance of interpersonal relationships on board. They also found out that social interaction and emotional support are strong predictors of job satisfaction.

Moreover, Reflective Coping has a mean of 34.8 from the maximum possible score of 44 (79.2%), while Proactive Coping had a mean score of 43, which is 76.8% of the maximum possible of 56. According to the study conducted by Salazar *et al.* (2018), a seafarer's way of coping from their experiences of distress is through personal dedication to achieving their goals which serve as their inspiration while on board. Jae-Hee Kim and Soong-Nang Jang (2018) studied seafarers' quality of life by exploring the variables of organizational culture, self-efficacy, and perceived fatigue. According to them, the seafarers' quality of life is "directly influenced by their job"; therefore, understanding the organizational culture and enhancing a seafarers' support system can serve as a pathway to achieve job satisfaction and a better mental health state. The same study suggests that self-efficacy is important for seafarers' quality of life than organizational culture and perceived fatigue. This means that when a seafarer has more sense of personal control over the circumstances, their quality of life improves.

The present study results imply that the respondents perceived themselves as interactive and accepting about their job nature. Despite the life-threatening circumstances and difficulties, they managed to have the belief system which provides them the endurance to persevere and have a sense of control. They are inclined to remember their motivations and past experiences to help them cope with their work demands.

Furthermore, Garinga *et al.* (2018) investigated the seafarers' use of Facebook to cope with homesickness showed that seafarers behave toward seeking social support from their families and loved ones. They also mentioned that their study respondents indicated the need to be well informed by using technology and the internet during their free time.

From this literature, the present study researcher discovered that Filipino seafarers' need and seek social support (instrumentally and emotionally); they are inclined to have the need of being well informed cognitively and stay connected emotionally. Cognitively informed means that they need to know that they have options available to deal with a particular challenge and emotionally connected means that they have someone who empowers or encourages them. As McVeigh (2019) mentioned, the collectivism among southeastern seafarers, including Filipino seafarers, experience limitations on socialization and belongingness due to varieties of culture and individualism on board. Sorts of differences also hinder them from exploring the available resources to help them manage feelings of isolation from their loved ones. Despite this need, the data showed that these coping behaviors were located at the middle and lower half of the table, meaning that these were the least coping behaviors among the respondents.

Proactive Coping Behavior was the second to the least utilized strategies with a mean of 43.0 (76.8%). At the same

time, Avoidant Coping Behavior received the lowest score with a mean of only 6.6, which is just 55% of the maximum possible score of 12. According to Garcia *et al.* (2019), conflicts are a significant aspect of a person's life. They added that conflict could encourage or stimulate communication, release stored emotions, lead to problem-solving, and allow the relationship growth between individuals. They decided to explore the conflict management style among a particular group – Seafarer professionals through this concept. Results showed that Collaborating is the most dominant conflict management style present in this group of people wherein compromising is the least prevalent, but its effectivity depends on the situation. This could prove that seafarers seek clear communication to deal with the problem.

From these data, the researcher present study discovered that seafarers respond to stress and challenges on board through immediate action appropriate to their setting. Filipino seafarers narrated that everyday emergency drills are being practiced; they are always ready for action. According to them, each of their departments has a significant role to play during these emergencies. They are expected to know where to go, what equipment to get, and what protocol to execute. The management is always prepared to prevent or mitigate worst-case scenarios.

They are inclined to deal with the consequences of the problems first before facing the causes of the problems and often, neglecting the internal processing of their emotional needs. This was evident during their emergency protocols; they are trained to respond immediately because every delayed response could cost their lives. Furthermore, they respond interdependently by their individual experiences from the past vessels and competencies they obtain from their training. Still, when new and unfamiliar circumstances emerge, they are inclined to be highly reliant to the officers.

Results revealed emotional support-seeking behavior was the third most practiced coping behavior among Filipino seafarers. The researcher realized that this was being practiced in their actual lives while on board. Filipino seafarers narrated that communicating with their family members through Facebook and other virtual communication applications made them feel relieved. Still, the researcher observed in their narratives that what they usually shared were their actual experiences of pleasant and unpleasant situations, not what emotions they are feeling.

In terms of the least practiced coping behaviors, the researcher recalled several conversations with her clients on how they usually respond to disappointments or frustrations in life. Filipino seafarers often stated that they respond through praying for divine intervention, letting go, hope that the right time will come, accept the reality, try harder, personal reflection, and the likes. Methods of seeking advice, feedback, or assistance from others are not mentioned. They initially respond through their resiliency and adjustment mechanisms to the situation. They do not resist the circumstances by seeking others' perspectives on what they could have done wrong and eventually respond from it.

Furthermore, the researcher also reflected that Filipino sea-

farers usually rely on their wives when it comes to family management decisions. Most of them mentioned that when problems arise, particularly with financial matters, they try their best to provide and let their wives manage the rest. In this manner, this study showed that Proactive Coping was the second least practiced coping behavior was true. Their family's distance made them feel helpless and no other choice but to provide them financial resources and perceived that this is the only way.

The researcher realized that Filipino seafarers are focused on earning money for their present needs, accomplishing short-term goals (acquiring properties and building their houses), and sustaining their children's education, but not usually plan on a long-term basis. The researcher also observed that a two-month vacation pattern was their time frame before deciding to look for vessels to join the soonest possible. During the pandemic, many Filipino seafarers were unemployed and experienced distress because they could not save financial resources that could last for more than three months.

### **Problem 3. Is there a significant relationship between emotional dimensions and proactive coping behaviors among the respondents?**

Table 3 shows that emotions and coping behaviors have a direct and positive significant relationship to each other. Therefore, it implied that positive emotions are associated with healthy coping behaviors, and negative emotional dimensions are associated with maladjustments such as the inability to perform appropriate coping behaviors.

The significant relationship showed in Table 3 described an essential interaction between emotions and their role in coping responses and vice versa; therefore, a link between the two statistically exists. In this present study, positive emotional dimensions are Trustful, Controlled, Gregarious, and Timid, while negative emotional dimensions are Dyscontrolled, Depressed, Distrustful, and Aggressive. The coping behaviors are Proactive Coping, Reflective Coping, Strategic Planning, Preventive Coping, Instrumental Support Seeking, Emotional Support Seeking, and Avoidance Coping. As mentioned, emotions have several functions such as alarm and interruptions, valuing or appraisal rewards and punishments, and social interactions in the form of trust, collaborations, and social competition, the behavioral responses of an individual. Hence, imply that emotions are essential in the behavioral responses of an individual. Emotions are also associated with motivation, according to many psychologists.

Other researchers mentioned that emotions influence our behaviors through motivations. Yih, J. et al. (2019) found out in their study that motivational goals are essential variables in the interactions between positive emotions and coping processes. Therefore, the present study results imply that coping behavior serves as a response from emotionally appraised circumstances.

In the context of trust, Carlander and Johansson (2020) mentioned in their study that this concept is defined as a belief or intention to accept vulnerability based on a positive expectation regarding other people's intentions and behaviors. Based on the result presented in Tables 1 and 3, Filipino seafarers cope with their environment through uncritical, accepting, and receptive

behavioral responses such as complacency. Trustfulness influences more social interactions and resourcefulness (internally and externally). Trust stimulates coping behaviors that rely on personal experiences and skills such as Preventive Coping, Reflective Coping, and Strategic Coping and comfortably rely on available external resources and people around them, such as Instrumental Support Seeking and Emotional Support Seeking.

Plutchik and Kellerman defined Gregariousness as an extroverted type of personality which associates with openness to explore new things. Magnano et al. (2016) studied the construct of courage in the context facing inner and external challenges of a person, which involves the individual's active participation to pursue a goal despite its risks and fearful factors of a challenging event. They found out that this concept has a significant relationship with extraversion, conscientiousness, and self-directed coping strategies and partially mediates with emotional stability, openness, and avoidant coping. They conclude that individuals who cannot regulate their emotions during stressful situations are inclined to be insecure and ruminate, which leads to unhealthy and ineffective coping strategies.

Furthermore, based on the measurement used in this study, Gregariousness means sociable traits such as warmth and accepting attitude of an individual. The Interpersonal Theory of Harry Stack Sullivan also emphasized the significance of social interaction in an individual's personality development. Being warm and accepting can lead to positive coping mechanisms such as being open to experiences, learning something new from the situation, and encouraging collaborations within the group.

Thus, Filipino seafarer with a high level of gregariousness is inclined to respond to difficulties by incorporating personal strengths and openness to his environment. He is willing to explore more, resulting in enhanced creativity in problem-solving. This individual can also integrate emotions with cognitive processes by expressing them clearly to other people.

In terms of negative emotional dimensions such as aggression, Guys Ryder of International Labour Organization, "Harassment and bullying onboard ships can have serious consequences for the physical and emotional health of seafarers, lead to decreased motivation and increased sickness, compromise cohesive and effective teamwork, experiences of distress, lack of motivation, reduce work performance, absence from duties, and resignations." This statement means that aggressiveness affects an individual's capacity to positively cope with his circumstances in a social context as it hinders understanding between individuals or groups; therefore, the situation becomes more problematic. As the construct of the Aggressive dimension describes it as the individual's factiousness and dominating attitude. When a Filipino seafarer has an elevated level on this dimension, he is inclined to process information irrationally and be overpowered by emotions resulting in dysregulation, defiant and uncooperative responses, particularly in a group setting.

Fida et al. (2018) found out in their study that when a professional is a target of aggression at work, their emotions might trigger impulsive aggressive responses such as professional misconduct and ethical code issues. Interpersonal relationships at work are also severely affected, thus resulted in low

Table 3: Relationship between Emotional Dimensions and Coping Behaviors.

Emotional Dimension	Coping Behaviors												Interpretation		
	Proactive Coping		Reflective Coping		Strategic Planning		Preventive Coping		Instrumental Support Seeking		Emotional Support Seeking			Avoidant Coping	
	r	p value	r	p value	r	p value	r	p value	r	p value	r	p value		r	p value
Trustful	0.342	0.0001	0.243	0.0006	0.202	0.0042	0.252	0.0003	0.289	0.0001	0.284	0.0001			Significant
Dyscontrolled			-0.161	0.0231	-0.216	0.0022	-0.173	0.0144	-0.160	0.0237	-0.146	0.0399			Significant
Timid															
Depressed													0.174	0.0138	Significant
Distrustful	-0.231	0.0011	-0.181	0.0105			-0.149	0.036	-0.164	0.0208	-0.149	0.0354			Significant
Controlled															
Aggressive	-0.318	0.0001	-0.150	0.0345	-0.167	0.0186	-0.212	0.0027	-0.220	0.0018	-0.183	0.0098			Significant
Gregarious	0.259	0.0002	0.196	0.0055	0.214	0.0024	0.28	0.0001	0.28	0.0001	0.224	0.0015			Significant

Source: Author.

work efficiency and quality

Also, negative emotional dimensions such as Depressed may associate with maladaptive coping behaviors, supported by the study conducted by Quigley et al. (2017) and the article by Elizabeth Scott (2020), saying avoidance is positively associated with depressed emotions, thus resulted in maladaptive behavior. These results mean that a Filipino seafarer who has a high degree of Depressed emotional dimension is most likely to respond from difficulties through procrastination, passive-aggressiveness, delayed action, band-aid solution, and rumination but does not necessarily imply its influence on the ability of an individual to exhibit other coping behaviors at some point.

The researcher observed that a Filipino seafarer who’s familiar with his coworkers made it easier for him to cope with stressful working environments. They even stated that being friendly and warm with their coworkers elicited a harmonious relationship at work and better communication. They added that feeling good often leads to more productivity and cope with stress; happy crewmembers lead to a comfortable environment; they are more interactive and contribute more during meetings.

On the other hand, the researcher also experienced reports from ship captains about some behavioral observation to crewmembers who are lonely onboard: they suddenly withdraw from social interaction; he was confused and can follow instructions properly.

These narrative experiences clearly showed that Filipino seafarers’ positive emotional states influence their social interaction and coping behaviors while on board.

**Problem 4: Based on the results, what coping skills program can be proposed?**

Based on the results of the study, the researcher found that Trustful and Timid were the two dominant emotional dimensions among Filipino seafarers. The three most practiced coping behaviors are Preventive Coping, Reflective Coping, and Strategic Coping, while the three least practiced coping behaviors are Instrumental Support Seeking, Proactive Coping, and Avoidance Coping. Therefore, proposed two (2) categories of

coping skills program – one category that deals with the significant results of emotional dimensions and one category that focuses on enhancing were the two least practiced coping behaviors.

The table below illustrated the significant results from problems 1 and 2, the objectives, strategies or interventions, and the learned output. Comprehensive details can be found at the Appendix C.

Table 4: Proposed Coping Skills Program for Filipino Seafarers.

RESULTS	OBJECTIVES	STRATEGIES/ INTERVENTION	LEARNING OUTPUT
<i>Emotional Dimensions</i> High Timid (80th Percentile)	To enhance self-esteem	Psychoeducation about self-esteem, self-confidence, and assertiveness.	Filipino seafarers are more confident with their speech.
High Trustful (82th Percentile)			They can express their thoughts and insights during group meetings.
Low Distrust (25th percentile)			They are more comfortable having a conversation with their officers
Low Aggressive (14th percentile)	To improve critical thinking skills and assertiveness skills	Group Dynamic Activities such as tension reducers, and icebreakers (emotional expression, friendship circle, public speaking on current issues)	They are more comfortable having a conversation with their officers
<i>Least practiced coping behaviors</i>	To enhance their problem-solving skills	Psychoeducation and Group Dynamics on conflict management, problem solving, and decision making	They can overtly seek or ask for assistance from others comfortably.
Instrumental Support Seeking			They can accept criticisms and feedback comfortably, objectively, and with growth-mindset
Proactive Coping	To be more open and objective in handling correction or criticisms or feedbacks.		
Avoidance Coping	To improve their communication and listening skills		They are more interactive in problem solving (personal, professional, and family-related issues).

Source: Author.

The researcher further realized from the data gathered that Filipino seafarers cope independently and trust their coworkers professionally, such as being responsible and having specific roles to function. Filipino seafarers’ trust is within the context of work, not on a deeper level, such as emotional connection. These patterns of emotional dimensions also gave an insight to the researcher that Filipino seafarers prefer to show and maintain a socially positive impression. They incline to step back and avoid interpersonal conflict as much as possible, such as refusing to speak up so as not to be misunderstood, misinter-

preted, misjudged, or ridiculed by others.

The researcher proposed a coping skills program that aims to enhance social skills such as nonverbal and verbal communication skills, listening skills, understanding social cues, turning aggressive behaviors into healthy assertive responses, planning of goals, or the setting of vision may provide inner strength to sea professionals. A coping skill program where Filipino seafarers can learn new practical ways to express thoughts confidently and objectively without succumbing to fear of being judged or threatened.

In terms of coping styles, the present study results showed that Filipino seafarers do not avoid struggles, thus approaching them through preventive, strategic, and reflecting coping behaviors. Utilization of these coping styles implied that difficulties are being dealt through as an individualistic and experiential approach. Learned skills and lessons from the past are being applied; thus, new, and unfamiliar situations seem overwhelming. Instrumental support seeking and proactive coping styles can deal with this gap.

Therefore, she proposed to develop another category of coping skills program which focuses on improving these coping strategies. A Filipino seafarer with improved instrumental support seeking and proactive coping behaviors can expand his perceptions on the available resources within the environment and gain alternatives or options to deal with the problem. This will also enhance his creativity in problem-solving, own his troubles, and participate actively in his struggles without succumbing to feelings of disappointments and frustrations.

These objectives can be achieved by psychoeducation about the comprehensive approach to well-being, processing their ideas, understanding their emotions, modifying their behaviors, and applying them to their environment. A Filipino seafarer who is well-informed and could apply this information to practical use will have an improved self-efficacy to cope.

## 5. Findings, conclusion, and recommendations.

In this chapter, the researcher discussed the findings, conclusions, and recommendations of the study.

### 5.1. Findings.

The following results were significantly observed:

1. The respondents' score on Trustful emotional dimension fell in the 82<sup>th</sup> percentile which means high.
2. Results revealed that Filipino seafarers have high timidity as their scores fell on the 80<sup>th</sup> percentile of the emotions profile.
3. Filipino seafarers were revealed to have low Dyscontrolled emotional dimension by showing a 36<sup>th</sup> percentile score on emotions profile.
4. In contrast with the result mentioned in number 1, Distrustful emotional dimension of the respondents was observed to be significantly low with a value that falls on the 25<sup>th</sup> percentile.

5. Aggressive emotional dimension is the opposite polarity of Timid and the results revealed that Filipino seafarers were on the 14<sup>th</sup> percentile which means at extremely low degree.
6. In terms of coping behaviors, the results revealed that Preventive Coping has the highest percentage of mean score (84.6), followed by Strategic Planning with a value of 82.2%, and Emotional Support Seeking with 79.4% mean score.
7. Statistical results revealed that Filipino seafarers have three least practiced coping behaviors: Instrumental Support Seeking (78.6%), Proactive Coping (76.8%), and Avoidant Coping (55%)
8. Trustful emotional dimension has positively significant relationship with Proactive Coping ( $r=0.342$ ;  $p$  value $<0.0001$ ), Reflective Coping ( $r=0.243$ ;  $p$  value $<0.0006$ ), Strategic Planning ( $r=0.202$ ;  $p$  value $<0.0042$ ), Preventive Coping ( $r=0.252$ ;  $p$  value $<0.0003$ ), Instrumental Support Seeking ( $r=0.289$ ;  $p$  value $<0.0001$ ), and Emotional Support Seeking ( $r=0.284$ ;  $p$  value $<0.0001$ ).
9. Dyscontrolled emotional dimension is negatively correlated with Reflective Coping ( $r=-0.161$ ;  $p$  value $<0.0231$ ), Strategic Planning ( $r=-0.216$ ;  $p$  value $<0.0022$ ), Preventive Coping ( $r=-0.173$ ;  $p$  value $<0.0144$ ), Instrumental Support Seeking ( $r=-0.160$ ;  $p$  value $<0.0237$ ), and Emotional Support Seeking ( $r=-0.146$ ;  $p$  value $<0.0399$ ).
10. Distrustful emotional dimension is also negatively correlated with Proactive Coping ( $r=-0.231$ ;  $p$  value $<0.0011$ ), Reflective Coping ( $r=-0.181$ ;  $p$  value $<0.0105$ ), Preventive Coping ( $r=-0.149$ ;  $p$  value $<0.036$ ), Instrumental Support Seeking ( $r=-0.164$ ;  $p$  value $<0.0208$ ), and Emotional Support Seeking ( $r=-0.149$ ;  $p$  value $<0.0354$ ).
11. Aggressive emotional dimension is negatively correlated with Proactive Coping ( $r=-0.318$ ;  $p$  value $<0.0001$ ), Reflective Coping ( $r=-0.150$ ;  $p$  value $<0.0345$ ), Strategic Planning ( $r=-0.167$ ;  $p$  value $<0.0186$ ), Preventive Coping ( $r=-0.212$ ;  $p$  value $<0.0027$ ), Instrumental Support Seeking ( $r=-0.220$ ;  $p$  value $<0.0018$ ), and Emotional Support Seeking ( $r=-0.183$ ;  $p$  value $<0.0098$ ).
12. Gregarious emotional dimension has positive significant relationship with Proactive Coping ( $r=0.259$ ;  $p$  value $<0.0002$ ), Reflective Coping ( $r=0.196$ ;  $p$  value $<0.0055$ ), Strategic Planning ( $r=0.214$ ;  $p$  value $<0.0024$ ), Preventive Coping ( $r=0.28$ ;  $p$  value $<0.0001$ ), Instrumental Support Seeking ( $r=0.28$ ;  $p$  value $<0.0001$ ), and Emotional Support Seeking ( $r=0.224$ ;  $p$  value $<0.0015$ ).
13. Depressed emotional dimension has only one significant and positive relationship with a coping behavior which was the Avoidance Coping ( $r=0.174$ ;  $p$  value $<0.0138$ )

### 5.2. Conclusions.

Based on the aforementioned findings, the researcher concluded the following:

1. Based on the findings, numbers 1, 2, 4, and 5 stated that, the researcher concluded that Filipino seafarers were highly

- uncritical and accepting other people, susceptible to persuasion, and gullible. They were also non-dominating and not harmful to others, highly self-cautious or concerned about the impressions of other people.
2. The result mentioned above showed that, Filipino seafarers have low Dyscontrolled emotional dimensions which means that they are not adventurous and hesitant to explore new circumstances at hand. Furthermore, this data implied that they have certain degree of fear in terms of the possible consequences and risks of exploring unfamiliar grounds.
  3. In terms of the results about coping behaviors, stated findings numbers 6 and 7, the researcher concluded that respondents do not usually seek advice or look for tangible assistance from others. Secondly, they are inclined to perceived themselves to lack resources and perceived that help is limited. Thirdly, they are not goal-oriented and often live in the present. Lastly, they do not avoid concerns thus, inclined to be overly involved.
  4. About the significant relationships mentioned in findings number 8, the researcher concluded that a seafarer who is comfortable of trusting others is intricately link with his ability to cope with his environment through social interaction and individual experiences. He has wider and objective perspectives about the situation in front of him. He is not conscious on seeking help or asking assistance from colleagues, and he is comfortable on receiving feedbacks.
  5. In terms of the negative correlational relationship between the emotional dimensions of Dyscontrolled and the mentioned coping behaviors, findings number 9, the researcher concluded that being unadventurous and uncomfortable to new experiences are closely link to the Filipino seafarer's ability to adjust from different stimulus interactively and efficiently. Therefore, the higher degree of unenthusiastic response to new experiences leads to narrow-mindedness and lesser endurance to challenges.
  6. Negative correlational relationship between Distrust with coping behaviors in findings number 10, implied that the degree of doubt or being uncertain to the intentions of others were links to the seafarers' ability to analyze or assess the information at hand and assert their own thoughts, therefore inclined to be confused and burdened.
  7. The findings stated in number 11, described that the lower aggression, the better coping behaviors and vice versa. In terms of the lives of Filipino seafarers, the result implied that their aggressive behaviors could lead to stubbornness, uncooperativeness, defiance to instructions, impulsive decisions and actions, and unharmonious relationship with their co-workers. They could be perceived as someone who is difficult to be with and working with them do not lead to efficient team output.
  8. Finally, Depressed was the only emotional dimension revealed to be positively significant with avoidance coping according to the results. This implies that Filipino seafarers who are depressed respond to unpleasant stimulus

through withdrawal, denial, procrastination, and delaying in terms of action.

### 5.3. Recommendations.

Based on the stated findings and conclusions, the researcher recommended the following:

1. The researcher recommended that the emotions profile and coping behaviors of Filipino seafarers must be clearly communicated with their manning agencies and trainers.
2. Based on the results, the researcher recommended maritime training services or institutions to enhance their marine applicants' self-esteem, self-efficacy, and problem-solving skills such as critical thinking.
3. Group dynamic activities that focused on improving communication and assertiveness skills are also recommended.

To the future researchers, the following may be taken into considerations:

1. Future researchers are recommended to explore the cause-and-effect relationship of these variables.
2. Investigate the contributory factors of ranks, such as officers and rating positions among Filipino seafarers is also recommended.
3. It is also advised to explore the personality profiles of seafarers working on different vessels such as offshore vessel, tanker vessels, dry or cargo vessels, and the likes.

### References.

- Acejo, Iris (2021). *The World of the Seafarer*. <https://doi.org/10.1007/978-3-030-49825-2>.
- Amendments of 2018 to the MLC, 2006 (2020). Maritime Labour Convention 2006. [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:91:0::NO::P91\\_SECTION:MLC\\_A3](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:91:0::NO::P91_SECTION:MLC_A3).
- Aurélien, G., & Melody, M. (2019). A Theory of Guilt Appeals: A Review Showing the Importance of Investigating Cognitive Processes as Mediators between Emotion and Behavior. *Behavioral Sciences*, 9(12), 117. doi:10.3390/bs9120117
- Belkin, L. Y., & Rothman, N. B. (2017). Do I trust you? Depends on what you feel: interpersonal effects of emotions on initial trust at zero-acquaintance. *Negotiation and Conflict Management Research*, 10(1), 3-27.
- Brenker, M., Möckel, S., Küper, M. et al. (2017). Challenges of multinational crewing: a qualitative study with cadets. *WMU J Marit Affairs* 16, 365–384 . <https://doi.org/10.1007/s13437-016-0117-5>.
- Buan, N., & Tria, G. (2019). *Group Process: Theory and Practice*. Pantas Publishing & Printing Inc.
- Carlander, A., & Johansson, L. O. (2020). Should Trust Be Stressed? General Trust and Proactive Coping as Buffers to Perceived Stress. *Frontiers in Psychology*, 11, 3216.
- Consolidated Training Systems Incorporated (2019). How Filipino Values Can Make Good Seafarers. <http://ctsi.com.ph/index.php/filipino-values-can-make-good-seafarers/>. Retrieved December 28,m 2020.

Crewtoo.com Don't Let the Bullies Win... Tips to Dealing With Aggression. Retrieved <http://www.crewtoo.com/crew-life/lifestyle/dont-let-the-bullies-win-tips-to-dealing-with-aggression/>. Retrieved January 5, 2021.

Demandscience.ph Proud to be Pinoy! 5 Traits that Make Filipinos Standout in the Global Job Market. Retrieved <https://www.demandscience.ph/5-traits-that-make-filipinos-standout/>. Retrieved January 7, 2021

Feist, J., Feist, G., & Roberts, T. (2018). *Theories of Personality* (9<sup>th</sup> Edition). McGraw Hill.

Fetchenhauer, D., Lang, A. S., Ehlebracht, D., Schlösser, T., & Dunning, D. (2020). Does betrayal aversion really guide trust decisions towards strangers?. *Journal of Behavioral Decision Making*.

Garinga, M. L., Laylo, A. L., & Villareal, C. A. (2018). Filipino Seafarers' Use of Facebook to Cope with Homesickness. <https://lpulaguna.edu.ph/wp-content/uploads/2018/12/5-FILIPINO-SEAFARERS.pdf>.

Gravetter & Forzano (2012). *Understanding Research Methods for the Behavioral Sciences* (2<sup>nd</sup> Edition). Cengage Learning.

Jensen, Hans-Joachim & Oldenburg, Marcus. (2020). Training seafarers to deal with multicultural crew members and stress on board. *International maritime health*. 71. 174-180. 10.5603/IMH.2020.0031.

Kalat, J. (2017). *Biological Psychology* (12<sup>th</sup> edition). Cengage Learning

Kasten, L. (2018). Trustful behaviour is meaningful behaviour: Implications for theory on identification-based trusting relations. *Journal of Trust Research*, 8(1), 103-119.

Kim, J. H., & Jang, S. N. (2018). Seafarers' quality of life: organizational culture, self-efficacy, and perceived fatigue. *International journal of environmental research and public health*, 15(10), 2150.

Koban, L., Schneider, R., Ashar, Y. K., Andrews-Hanna, J. R., Landy, L., Moscovitch, D. A., ... Arch, J. J. (2017). Social anxiety is characterized by biased learning about performance and the self. *Emotion*, 17(8), 1144–1155. doi:10.1037/emo0000296

Larue, O., West, R., Rosenbloom, P. S., Dancy, C. L., Samsonovich, A. V., Petters, D., & Juvina, I. (2018). Emotion in the Common Model of Cognition. *Procedia Computer Science*, 145, 740–746. doi:10.1016/j.procs.2018.11.045

Lefkowitz, R., & Slade, M. (2019). *Seafarer Mental Health Study*. [https://www.seafarerstrust.org/wp-content/uploads/2019/11/ST\\_MentalHealthReport\\_Final\\_Digital-1.pdf](https://www.seafarerstrust.org/wp-content/uploads/2019/11/ST_MentalHealthReport_Final_Digital-1.pdf) Retrieved January 7, 2021.

Magnano, P., Paolillo, A., Platania, S., & Santisi, G. (2017). Courage as a potential mediator between personality and coping. *Personality and individual differences*, 111, 13-18.

Mathis, R. The Mental and Emotional Toolkit for Life. Retrieved January 15, 2021. Retrieved from <http://www.itsjustanevent.com>

McVeigh, J., MacLachlan, M., Coyle, C., & Kavanagh, B. (2019). Perceptions of well-being, resilience and stress amongst

a sample of merchant seafarers and superintendents. *Maritime Studies*, 18(2), 139-158.

Myers, D., & Twenge, J., (2017) *Social Psychology* (12<sup>th</sup> Edition). McGraw Hill.

Nordahl, H., & Wells, A. (2017). Social anxiety and work status: the role of negative metacognitive beliefs, symptom severity and cognitive-behavioural factors. *Journal of Mental Health*, 1–5. doi:10.1080/09638237.2017.1340622

Ortigas, C., (2008). *Group Process and The Inductive Method: Theory and Practice in the Philippines*. Ateneo de Manila University Press.

Panganiban, A. U., & Garcia, O. B. (2017). Contributory to stress and fatigue of Filipino seafarers. *Asia Pacific Journal of Maritime Education*, 3(1).

Popa, Catalin & Filip, Nistor & Reczey, Imre & Quansah, David. (2016). The Seafarers' Human Capital Variables and The Crew Profile Dynamic Adjustment. *Scientific Bulletin of Naval Academy*. 10.21279/1454-864X-16-II-016.

Prabowo, H., Fatimah, F., Fauziah, A., Prabawati, I., & Chrisnatalia, M. (2019). Seafarer's Stress and Long Distance Relationship with Family. In 11th Asia Pacific Transportation and the Environment Conference (APTE 2018). Atlantis Press.

Quigley, L., Wen, A., & Dobson, K. S. (2017). Avoidance and depression vulnerability: An examination of avoidance in remitted and currently depressed individuals. *Behaviour Research and Therapy*, 97, 183-188.

Salazar, P. A. C., Arceo, T. G. O., Laude, M. M., Macalintal, L. A. V., Tatlonghari, E. M. C., & Viaña, S. N. R. (2018). Seafarers' Distress and Coping Mechanism: Basis for Support Program. <https://research.lpubatangas.edu.ph/wp-content/uploads/2019/07/APJEAS-2019.6.1.08.pdf>

Safety4sea (2020). Three Reasons Why Filipino Seafarers are the Happiest Crew. <https://safety4sea.com/cm-three-reasons-why-filipino-seafarers-are-the-happiest-crew/>. Retrieved January 2, 2021.

Scott, E. (2020). Avoidance Coping and Why It Creates Additional Stress. Retrieved <https://www.verywellmind.com/avoidance-coping-and-stress-4137836>. Retrieved January 6, 2020.

Smith, J. (2016). Wellness at sea: a new conceptual framework for seafarer training. <https://eprints.utas.edu.au/22788/> Retrieved January 6, 2021 .

Xiao, J., Huang, B., Shen, H., Liu, X., Zhang, J., Zhong, Y., Wu, C., Hua, T., & Gao, Y. (2017). Association between social support and health-related quality of life among Chinese seafarers: A cross-sectional study. *PloS one*, 12(11), e0187275. <https://doi.org/10.1371/journal.pone.0187275>.

Yih, J., Kirby, L. D., & Smith, C. A. (2019). Profiles of appraisal, motivation, and coping for positive emotions. *Cognition and Emotion*, 1–17. doi:10.1080/02699931.2019.1646212

Yuen, K. F., Li, K. X., Ma, F., & Wang, X. (2020). The effect of emotional appeal on seafarers' safety behaviour: An extended health belief model. *Journal of Transport & Health*, 16, 100810.