

Objective: People are staying in the workforce longer with the employment rates of older adults rising considerably over the years. Particularly, the higher education sector is known to have an aging workforce where a large proportion of staff is older than 55 years. Psychological capital, which refers to an individual's positive psychological state of development, includes four core dimensions: self-efficacy, hope, optimism and resilience. Understanding of the impact of psychological capital on wellbeing and mental health of working middle-aged to older adults is limited. This paper will present the survey outcomes on psychological capital, wellbeing and mental health of middle-aged and older university staff.

Methods: Data were collected using established Psychological Capital Questionnaire (PCQ), Psychological Well-Being Scale (PWBS) and Positive Mental Health (PMH) tool.

Results: The mean age of 29 survey respondents was 55.37 years (SD=4.26) with the majority being female (27; 90%) and, on average, worked at the university for 8.35 years (SD=5.92). Total mean scores for PsyCap, PWBS and PMH were 111.77 (SD=16.15); 231.37 (SD=36.15); and 31.43 (SD=4.58) respectively. PsyCap was moderately correlated with PMH ($r=.546$) and PWBS ($r=.481$) as well as PWBS subscales on positive relationships ($r=.483$), self-acceptance ($r=.450$) and environmental mastery ($r=.558$).

Conclusion: While limited by the small sample size, this study provides preliminary evidence that psychological capital can potentially positively influence well-being and mental health and that program focusing on improving psychological capital can be considered to improve well-being and mental health of middle-aged and older staff working in the higher education sector.

P36: Intimacy and Sexuality Expression Preference (ISEP) Tool: Usage experience and creation of a practical user guide

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Abstract

Ageing and dementia affect many aspects of life, including intimate relationships, sex and sexual expression. Older people, including those living with dementia, can have sexual relationships and form new ones. Their sexual and physical health, quality of life, and psychological well-being can be improved by respecting their intimacy and sexuality expression preferences. However, due to ageism and stigma, healthcare professionals often ignore the sexual feelings and needs of those with dementia living in long-term care. Discussions with stakeholders and literature show limited attention paid to understanding the sexual preferences of people living with dementia in health and social care. In 2020, the *Intimacy and Sexuality Expression Preference (ISEP)* tool was developed for use in long-term care to gather information on intimate and sexual expression preferences of older people, including those living with dementia, to assist in care provision. The ISEP tool was trialled in a Queensland, Australia, nursing home with 14 older residents. This presentation will share insight into the use of the ISEP tool and how it informs the development of 'ISEP: A Practical User Guide'. This guide provides information on how to (a) use the ISEP tool for assessment; (b) interpret and integrate findings into care (i.e., identify a potential course of action); and (c) evaluate outcomes. Illustrative examples will be included. It will inform how preferences for the expression of sexuality can be practically addressed to improve care practices and care outcomes (i.e., satisfaction and quality of life) for people with dementia.