International Journal of Education, Vocational and Social Science
https://e-journal.citakonsultindo.or.id/index.php/IJEVSS
E-ISSN : 2963 4954
IJEVSS

# Optimism As A Determinant Of Adversity Quotient Among Construction Consultants In South Kalimantan

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**Abstract**

*This Study Aims To Examine Optimism As A Determinant Of The Adversity Quotient Among Construction Consultants In South Kalimantan. The Study Employed A Quantitative Approach Involving 247 Construction Consultants. Data Were Collected Using The Adversity Response Profile® And The Life Orientation Test-Revised (LOT-R), And Then Analyzed Using Partial Least Squares Structural Equation Modeling (PLS-SEM). The Results Indicate That Optimism Is A Positive And Significant Determinant Of The Adversity Quotient ($P < 0.001$), With A Path Coefficient Of 0.793 And An $R^2$ Value Of 0.630. Optimism Also Shows A Positive And Significant Relationship With The Dimensions Of Control, Ownership, Reach, And Endurance. These Findings Suggest That Optimism Plays A Role In Construction Consultants' Ability To Cope With Various Difficulties In Their Work.*

**Keywords: Optimisme, Adversity Quotient, Konsultan Konstruksi, PLS-SEM**

## INTRODUCTION

Construction Consultants Work Across Project Planning, Supervision, And The Resolution Of Problems That Arise During Implementation. Decisions Made At The Planning Stage Shape What Contractors Can Carry Out On Site, While Supervision Requires Continued Attention To Quality And Timely Completion (Nyström, 2019; Suryani Et Al., 2019). Consultants Also Coordinate With Project Owners, Contractors, And Other Specialists When Designs Change, Site Conditions Differ From Initial Estimates, Or Schedules Are Disrupted. A Study Of Construction



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Work In Banjarmasin Identified Design Changes, Implementation Errors, And Weather Among The Conditions Associated With Project Delays (Noer, 2022). These Demands Extend Beyond The Application Of Technical Expertise. Each Setback Requires Consultants To Assess What Remains Within Their Control, Reconsider Earlier Decisions, And Continue Working Despite Incomplete Information. How Consultants Respond To Such Difficulties Is Therefore A Relevant Psychological Question In Project-Based Work, Including Among Construction Consultants In South Kalimantan.

Studies Of Construction Consultancy And Project Management Have Examined Scheduling Risks, Quality, And Coordination. Research On Supervising Consultants, For Example, Has Considered Risk Management In Relation To Project Quality And Completion Time (Suryani Et Al., 2019). A Review Of Construction Scheduling Likewise Highlights The Need To Adjust Decisions As Uncertainty Emerges During Implementation (Tobar-Montilla Et Al., 2025). This Literature Clarifies The Challenges That Must Be Managed At The Project Level, But Offers Less Insight Into Why Individuals Respond Differently To Similar Setbacks. Work Procedures May Be Available, Yet Consultants Must Still Decide How To Act When Information Is Limited, Responsibilities Are Disputed, Or Plans Require Revision. Successive Assignments May Also Bring Different Teams And Problems. The Space Between Project Demands And Individual Responses Makes Consultants' Psychological Resources Worth Examining. Such An Inquiry Complements Research On Project Risk By Considering The People Who Manage It, While Keeping Their Responses Situated Within The Conditions In Which They Work.

Adversity Quotient (AQ) Offers One Way To Examine Responses To Difficulty. Stoltz (2000) Used The Concept To Explain How Individuals Face Obstacles And Sustain Their Efforts When Progress Toward A Goal Is Disrupted. Its Framework Comprises Control, Or The Extent To Which A Person Perceives Influence Over A Difficult Situation And Their Response To It; Origin-Ownership, Or How They Understand A Problem's Source And Assume Appropriate Responsibility; Reach, Or How Far They Perceive Its Consequences To Extend; And Endurance, Or How Long They Expect The Difficulty To Last. These Dimensions Describe More Specific Responses Than A General Characterization Of Someone As Resilient. When A Project Design Changes, For Instance, A Consultant May Need To Identify Decisions That Can Still Be Revised, Examine Their Role In Finding A Solution, Prevent One Setback From Defining The Entire Project, And Sustain Their Efforts While Changes Are Made. In This Study, AQ Concerns Patterns Of Response To Work-Related Difficulties. The Question Is Which Psychological Characteristics May Be Associated With Differences In Those Responses.



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Optimism Provides A Theoretical Basis For Examining That Question. It Refers To A General Expectation That Favorable Outcomes Can Occur And Is Associated With Continued Effort When People Encounter Obstacles (Scheier & Carver, 1985; Carver Et Al., 2012). Individuals Who Believe Their Efforts May Still Make A Difference Are More Likely To Remain Engaged With A Goal, Even When They Must Change How They Pursue It (Segerstrom Et Al., 2017). Positive Expectations Do Not Remove The Possibility Of Failure, But May Affect Whether Someone Sees A Reason To Plan A Next Step. For Construction Consultants, This Orientation May Be Relevant When A Disrupted Schedule Calls For Alternatives Or An Initial Decision Must Be Corrected. Optimism And AQ Address Distinct Aspects Of Psychological Functioning: Optimism Concerns Expectations About The Future, Whereas AQ Describes Responses To Adversity. Their Relationship Can Therefore Be Examined Both For AQ Overall And For Consultants' Perceptions Of Control, Responsibility, The Reach Of A Problem, And Its Likely Duration.

Empirical Findings On Optimism And AQ Do Not Establish A Uniform Pattern Across Populations. Positive Associations Have Been Reported Among Students Facing Competition For Employment (Aprilia & Khairiyah, 2018), Recent Graduates Seeking Work (Hariyati & Dewi, 2021), And Students Who Work While Studying (Septiana & Arifiana, 2023). Among Honorary Teachers, However, Khair Et Al. (2024) Found That Optimism Was Not Significantly Associated With AQ After Work Motivation Was Included In The Model. Some Of These Studies Examined A Direct Association Between The Two Constructs, Whereas The Study Of Teachers Accounted For Another Predictor. Their Findings Therefore Need To Be Read In Light Of Differences In Design And Occupational Context. The Studies Cited Here Predominantly Address Students, The Transition Into Employment, Or Work Outside The Construction Sector. Whether Optimism Is Associated With AQ Among Consultants Who Deal Directly With Changing Project Demands Remains An Open Question, Particularly In South Kalimantan. The Relationship With Each Dimension Of AQ Also Warrants Closer Examination

This Study Examines The Association Between Optimism And AQ Among Construction Consultants In South Kalimantan, Both Overall And Across The Control, Ownership, Reach, And Endurance Dimensions Analyzed In The Manuscript. Its Occupational Focus Extends Research Conducted Largely With Students And Recent Graduates To Professionals Who Make Technical Decisions As Project Conditions Change. Examining The Dimensions Separately Is Useful Because An Association With The Overall AQ Score Does Not Show Which Responses To Adversity Are Most Closely Related To Positive Expectations. Conceptually, More Optimistic Consultants May


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Be More Inclined To Sustain Their Efforts, Recognize Areas Of Control, Assume Relevant Responsibility, Limit The Perceived Reach Of A Setback, And Regard Difficulties As Temporary. The Study Consequently Hypothesizes Positive Associations Between Optimism And AQ Overall And Between Optimism And Each Of Its Four Analyzed Dimensions. Treating Optimism As A Predictor In The Statistical Model Permits These Associations To Be Tested, While The Survey Design Limits Conclusions About Causation.

**METHOD**

This Study Used A Quantitative, Cross-Sectional Survey To Examine The Association Between Optimism And Adversity Quotient (AQ) Among Construction Consultants In South Kalimantan. The Unit Of Analysis Was The Individual Consultant. Participants Were Members Of The South Kalimantan Chapter Of The Indonesian National Association Of Consultant Experts (INTAKINDO) Who Were At Least 22 Years Old And Had Worked As Construction Consultants For At Least One Year. These Criteria Ensured That Participants Had Experience With The Demands Of Construction Projects. A Total Of 247 Consultants Met The Criteria And Participated In The Study.

Optimism Was Measured Using The Indonesian Adaptation Of The Life Orientation Test–Revised (LOT-R) Attributed To Suryadi Et Al. (2021), Based On The Instrument Developed By Scheier Et Al. (1994). Its Six Substantive Items Were Used To Assess Optimism As A Unidimensional Construct. In This Study, Optimism Represented Participants' Generalized Expectations About Future Outcomes And Was Specified As The Predictor In The Statistical Model.

AQ Was Assessed Using The Adversity Response Profile (ARP) Developed By Stoltz (2003). The Instrument Addresses Four Domains Of Response To Difficulty: Control, Origin–Ownership, Reach, And Endurance. These Domains Concern Perceived Control Over A Difficult Situation, Attribution And Responsibility For Responding To It, The Perceived Extent Of Its Consequences, And Its Expected Duration. The Analysis Examined Both Overall AQ And The Dimensions Reported In The Study To Identify How Each Related To Optimism.

The Research Process Took Place In South Kalimantan Between August 2025 And July 2026 And Included Instrument Preparation, Data Collection, Analysis, And Reporting. Before Administration, The Instruments Underwent Adaptation And Content Review Through Expert Judgment To Assess Item Relevance To The Constructs And Participants. The Questionnaire Was


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Then Distributed Online Through Google Forms To Eligible INTAKINDO Members. Submitted Responses Were Checked Before Statistical Analysis.

Data Were Analyzed Using Partial Least Squares Structural Equation Modeling (PLS-SEM) In Smartpls 4. The Measurement Model Was Assessed For Convergent Validity, Discriminant Validity, And Construct Reliability. The Structural Model Was Examined Using Path Coefficients, Explained Variance ($R^2$), And Predictive Relevance ($Q^2$). Bootstrapping Was Used To Test The Paths Between Optimism And Overall AQ And Between Optimism And Each Analyzed Dimension, With Statistical Significance Set At $P < .05$. Given The Cross-Sectional Design, These Estimates Were Interpreted As Statistical Associations Rather Than Causal Effects.

**RESULT**

The PLS-SEM Analysis Included Data From 247 Construction Consultants. Optimism Was Positively Associated With Overall *Adversity Quotient* (AQ), With A Path Coefficient Of B = 0.787 ($P < .001$). The Model Accounted For 61.9% Of The Variance In AQ ($R^2 = 0.619$), And The Reported $Q^2$ Value Was 0.623. The Analysis Also Examined The Association Between Optimism And Each Of The Four AQ Dimensions. Table 1 Presents The Overall And Dimensional Results Together.

**Table 1. Associations Between Optimism And Adversity Quotient**

| Hypothesis | Outcome Associated With Optimism | (B) | *P* | $R^2$ | $Q^2$ | Result |
|---|---|---|---|---|---|---|
| H1 | Overall AQ | 0.787 | < .001 | 0.619 | 0.623 | Supported |
| H2 | Control | 0.774 | < .001 | 0.599 | 0.601 | Supported |
| H3 | Ownership | 0.758 | < .001 | 0.574 | 0.575 | Supported |
| H4 | Reach | 0.784 | < .001 | 0.615 | 0.616 | Supported |
| H5 | Endurance | 0.727 | < .001 | 0.528 | 0.529 | Supported |

All Four Dimensional Associations Were Positive And Statistically Significant. *Reach* Had The Largest Dimensional Path Coefficient (B = 0.784), Followed By *Control* (B = 0.774), *Ownership* (B = 0.758), And *Endurance* (B = 0.727). This Ordering Was Also Observed For $R^2$ And $Q^2$. Among The Dimensions, The Model Accounted For The Greatest Proportion Of Variance In *Reach* (61.5%) And The Smallest Proportion In *Endurance* (52.8%). The Reported Dimensional $Q^2$ Values Ranged


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From 0.529 To 0.616. These Results Support The Hypothesized Associations With Overall AQ And Each Of Its Four Analyzed Dimensions.

**DISCUSSION**

Construction Consultants Who Reported Greater Optimism Also Reported Higher Adversity Quotient (AQ) Scores. This Association Appeared For AQ Overall And Across The Four Dimensions Examined. The Pattern Suggests That Expectations About Future Outcomes Are Related To Several Ways Of Appraising Difficulties In Project Work. Consultants Regularly Face Changing Requirements And Decisions That Depend On Other Project Actors, Making Their Responses To Setbacks Relevant To The Study's Occupational Context. The Data Do Not Show How Any Consultant Behaved During A Particular Disruption Or Whether Optimism Preceded Their Reported AQ Responses. The Findings Therefore Call For An Interpretation Of The Association And Its Context, While Leaving The Direction Of The Relationship Unresolved.

A Possible Interpretation Follows The Self-Regulation Account Of Optimism: Favorable Expectations May Support Continued Engagement With A Valued Goal When Difficulties Arise (Carver Et Al., 2012; Segerstrom Et Al., 2017). Among Consultants, This Orientation May Accompany A Willingness To Reassess A Problem And Continue Seeking A Workable Solution. Those Decisions Were Not Measured, So The Proposed Process Remains An Interpretation Rather Than A Tested Mechanism. The Positive Association Is Consistent With Findings Among Students Preparing To Enter The Labor Market (Aprilia & Khairiyah, 2018), Recent Graduates (Hariyati & Dewi, 2021), And Working Students (Septiana & Arifiana, 2023). Khair Et Al. (2024), However, Found No Significant Association For Optimism Among Honorary Teachers After Accounting For Work Motivation. Differences In Both Population And Analytic Model Prevent That Contrast From Being Attributed To Occupation Alone. Work Motivation And Other Job Conditions May Also Be Relevant To The Association Observed In The Present Study.

The Findings For Control And Ownership Point To Related Aspects Of Responding To A Setback. Perceived Control Concerns Identifying What Remains Open To Action, Such As Seeking Clarification Or Revising A Plan, Even When The Source Of A Disruption Lies Outside A Consultant's Authority. Ownership Concerns Taking Responsibility For One's Response; It Does Not Require Accepting Blame For Weather, Design Changes, Or Decisions Made By Other Project Actors. Stoltz's Framework Distinguishes Responsibility For A Response From Responsibility For A Difficulty's Origin (Stoltz, 2000). That Distinction Matters When Consultants Coordinate With


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People Who Control Different Parts Of A Project (Nyström, 2019; Suryani Et Al., 2019). Optimism May Be Associated With Seeing Further Effort As Worthwhile And Considering One's Role In That Effort. The Study Did Not Observe These Actions Directly, However, And The Questionnaire Associations Do Not Establish That Optimistic Consultants Made Better Project Decisions.

Reach Had The Largest Dimensional Coefficient. In This Sample, Optimism Was Most Closely Associated, Numerically, With How Far A Difficulty Was Perceived To Extend. A Consultant Expecting A Workable Outcome Might Be Less Inclined To Regard One Delayed Task As A Failure Of The Entire Project. This Interpretation Is Consistent With Optimism As A Generalized Expectation About Future Outcomes, Although The Study Did Not Measure Appraisals Of Particular Incidents (Scheier & Carver, 1985; Carver Et Al., 2012). Endurance Had The Smallest Dimensional Coefficient While Remaining Positively Associated With Optimism. Expectations About How Long A Difficulty Will Last May Also Reflect External Conditions, Including Design Revisions And Scheduling Uncertainty That An Individual Consultant Cannot Resolve (Noer, 2022; Tobar-Montilla Et Al., 2025). These Are Possible Explanations For The Observed Pattern. No Formal Comparison Of The Dimensional Coefficients Was Reported, So Their Numerical Ordering Does Not Establish A Statistically Significant Difference Between Them.

The Study Extends Optimism–AQ Research From Predominantly Educational And Early-Career Samples To Construction Consultancy, Where Technical Work And Coordination Create Recurring Demands. Its Conceptual Contribution Is To Examine A General Expectation About The Future Alongside Several Distinguishable Responses To Adversity Within One Professional Group. The Dimensional Results Invite A More Specific Reading Of AQ: Perceived Control, Responsibility, The Scope Of A Setback, And Its Expected Duration Have Different Meanings, Even Though Each Was Positively Associated With Optimism. Professional Development Activities Could Use These Distinctions To Guide Reflection On Setbacks Alongside Technical Risk Management. A Project Scenario, For Example, Could Prompt Consultants To Identify What They Can Influence, Which Response Is Their Responsibility, And Whether A Problem Is Confined To One Task. Such An Approach Would Require Evaluation Before Any Claim Could Be Made About Improving AQ Or Project Performance.

The Findings Have Several Limitations. Optimism And AQ Were Measured By Self-Report At One Point In Time, Which Leaves Open The Possibility Of Shared Response Tendencies And Prevents Conclusions About Temporal Order Or Causation. Participants Were INTAKINDO Members In South Kalimantan; Their Responses May Not Represent Consultants In Other Regions



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Or Organizational Settings. The Model Did Not Account For Work Motivation, Project Workload, Organizational Support, Or Differences In The Disruptions Participants Faced. The Amount Of Variance Explained By One Self-Report Predictor Also Warrants Closer Inspection Of Construct Overlap And Discriminant Validity. Future Studies Could Collect Repeated Observations During Project Cycles, Combine Consultants' Reports With Other Sources Of Project Data, And Examine Whether The Association Persists After Occupational Conditions Are Included. Full Measurement-Model Reporting And Direct Comparisons Of Dimensional Coefficients Would Help Establish How Distinct The Observed Associations Are.

## CONCLUSION

Optimism Was Positively Associated With Overall Adversity Quotient (AQ) And Each Of Its Analyzed Dimensions Control, Ownership, Reach, And Endurance Among Construction Consultants In South Kalimantan. This Pattern Extends Evidence On Optimism And AQ To Professionals Who Work With Changing Project Demands And Decisions Involving Multiple Parties. It Suggests That Favorable Expectations About The Future Are Related To How Consultants Report Their Control, Responsibility, And The Scope And Expected Duration Of Difficulties. Professional Development May Consider These Aspects Of Problem Appraisal Alongside Technical Risk Management. The Cross-Sectional, Self-Report Design Establishes An Association Within This Sample; It Does Not Establish That Optimism Changes Consultants' Responses Or Improves Project Outcomes. Longitudinal Research That Also Accounts For Work Motivation And Project Conditions Would Help Clarify How The Relationship Develops Over Time.

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