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Relationship between Emotional Granularity, Need for Cognitive Closure, Experiential Avoidance and Compassion Fatigue among Police Personnel

by

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degree of Master of Science

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Department of Psychology

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(Shandana Qadir)

Abstract

The study investigated the relationship between emotional granularity, need for cognitive closure, experiential avoidance and compassion fatigue among police personnel, emphasizing the mediating effect of experiential avoidance. A cross-sectional correlational research method was utilized. The sample comprised 300 police personnel selected from different departments through convenience sampling. Data was collected through standardized self-report instruments including Range and Differentiation of Emotion Experience Scale (RDEES), Need for Cognitive Closure Scale (NFCS), Brief Experiential Avoidance Questionnaire (BEAQ) and Compassion Fatigue Short Scale (CFSS). Analyses were performed using SPSS-21. The data was analyzed using Pearson product-moment correlation, one-way ANOVA, independent samples t-tests, and mediation analysis through PROCESS macro. The findings indicate that cognitive inflexibility and avoidance-based emotional regulation strategies increase susceptibility to compassion fatigue, while greater emotional differentiation may act as a protective factor. This study contributes to the limited indigenous literature on psychological risk factors associated with compassion fatigue in police personnel and highlights the need for specific emotional regulation interventions in law enforcement settings.

Keywords: Compassion Fatigue, Emotional Granularity, Need for Cognitive Closure, Experiential Avoidance, Police Personnel.

Contents

Author's Declaration	iii
Plagiarism Undertaking	iv
Acknowledgement	v
Abstract	vi
List of Figures	x
List of Tables	xi
Abbreviations	xii
1 Introduction	1
1.1 Background of the Study	1
1.2 Gap Analysis	6
1.3 Problem Statement	7
1.4 Definition and Explanation of Study Variables	10
1.4.1 Compassion Fatigue	10
1.4.2 Emotional Granularity	10
1.4.3 Need for Cognitive Closure	11
1.4.4 Experiential Avoidance	12
1.5 Theoretical Framework	12
1.5.1 Conceptual Framework	15
1.6 Rationale	16
1.7 Research Objectives	17
1.8 Research Hypotheses	17
2 Literature Review	19
2.0.1 Compassion Fatigue	20
2.0.2 Emotional Granularity	21
2.0.3 Need for Cognitive Closure	23
2.0.4 Experiential Avoidance	24

2.0.5	Demographic Variables	26
3	Research Methodology	30
3.1	Research Design	30
3.2	Population	30
3.3	Sampling	30
3.3.1	Sample Size	31
3.3.2	Inclusion Criteria	32
3.3.3	Exclusion Criteria	32
3.4	Demographic Information	33
3.5	Instruments	33
3.5.1	Need for Cognitive Closure Scale	33
3.5.2	Range and Differentiation of Emotional Experience Scale	34
3.5.3	Brief Experiential Avoidance Questionnaire	35
3.5.4	Compassion Fatigue Short Scale	35
3.6	Translation Procedure	36
3.6.1	Forward Translation	36
3.6.2	Committee Evaluation	37
3.6.3	Back Translation	37
3.6.4	Final Committee Review	37
3.7	Data Collection Procedure	38
3.8	Ethical Consideration	38
4	Results	40
4.1	Data Analyses	40
4.2	Descriptive Statistics	41
4.3	Sample Characteristics	42
4.3.1	Normality Assessment	44
4.3.2	Reliability Analysis	48
4.3.3	Sub-scales Reliability Analysis	49
4.4	Pearson Correlation Analysis	50
4.5	Mediation Analysis Using PROCESS Macro	53
4.5.1	The Total Effect Model	53
4.5.2	The Mediator Model (Path a)	54
4.5.3	The Direct and Indirect Effect Model (Path b, c)	54
4.6	Comparative Analysis of Demographics Variables	56
4.6.1	Independent Sample t-Test Analyses for Gender and Marital Status	56
4.6.2	ONE-WAY ANOVA Analyses for Age, Education, Rank and Service Duration	58
5	Discussion and Conclusion	63
5.0.1	Hypothesis 1	63
5.0.2	Hypothesis 2	65
5.0.3	Hypothesis 3	67
5.0.4	Hypothesis 4	68

5.0.5 Hypothesis 5	69
5.1 Conclusion	71
5.2 Limitations	72
5.3 Recommendations	73
Bibliography	75
Appendix A	86
Appendix B	88

List of Figures

1.1	Conceptual Framework	15
4.1	RDEES	46
4.2	BEAQ	46
4.3	NFCS	47
4.4	CFSS	47

List of Tables

4.1	Frequency and Percentage for Descriptive Characteristics (N = 300)	43
4.2	Descriptive Statistics of Study Variables	44
4.3	Skewness, Kurtosis and Kolmogorov-Smirnov Statistics for Test of Normality (N = 300)	45
4.4	Reliability of the Scales Used in the Study	49
4.5	Reliability of Sub-Scale of RDEES	50
4.6	Reliability of Sub-Scales of CFSS	50
4.7	Correlations among Study Variables (N = 300)	52
4.8	Correlations of Demographics with Study Variables (N = 300) . . .	52
4.9	Correlation of Sub-Scales of RDEES and Sub-Scales of CFSS	53
4.10	Regression Analysis for Mediation of BEAQ between NFCS, RDEES, and CFSS	55
4.11	Direct and Indirect Effects for the Mediation of BEAQ between NFCS and CFSS	55
4.12	Gender Differences in Study Variables (N = 300)	57
4.13	Marital Status Differences in Study Variables (N = 300)	58
4.14	Differences Across Age Group (N = 300)	59
4.15	Differences Across Length of Service (N=300)	59
4.16	Differences Across Educational Level (N = 300)	61
4.17	Differences Across Ranks (N = 300)	61

Abbreviations

BEAQ	Brief Experiential Avoidance Questionnaire
CF	Compassion Fatigue
CFSS	Compassion Fatigue Short Scale
EG	Emotional Granularity
EA	Experiential Avoidance
NCC	Need for Cognitive Closure
NFCS	Need for Cognitive Closure Scale
RDEES	Range and Differentiation of Emotional Experience Scale

Chapter 1

Introduction

1.1 Background of the Study

Policing is globally acknowledged as one of the most psychologically demanding and high-risk professions, characterized by prolonged exposure to uncertainty, human suffering, violence, and life-threatening circumstances (Carleton et al., 2020; Violanti et al., 2020). Recent global estimates indicate that more than 10 million police officers are currently serving across 195 countries, making law enforcement as one of the largest occupational sectors worldwide (Interpol, 2024). Despite its critical role in maintaining social order and public safety, policing places significant psychological burdens on officers, often exceeding those observed in numerous other high stress occupations (Papazoglou et al., 2022a). A growing body of empirical studies has highlighted that police personnel experience high levels of psychological distress, including anxiety, depression, emotional exhaustion, suicidal thoughts, and post-traumatic stress symptoms, (Carleton et al., 2020; Violanti et al., 2020).

A large-scale meta-analysis that involves more than over 272,000 police officers across 24 countries revealed prevalence rates of anxiety (9.6%), depression (14.6%), post-traumatic stress disorder (14.2%), and suicidal thoughts (8.5%), highlighting the widespread mental health challenges within policing globally (Syed et al., 2020). These findings suggests that psychological distress among police personnel is not limited to particular regions or policing systems but represents a global

occupational health issue (Syed et al., 2020). Importantly, constant exposure to traumatic events such as fatal incidents, violent crimes, domestic violence, child abuses, terrorism-related incidents, and natural disasters that places officers at ongoing risk for cumulative stress and emotional fatigue (Papazoglou et al., 2022a; Thompson et al., 2023b).

In the context of global challenges, police personnel in low- and middle-income nations often face multiple stressors due to limited institutional resources, insufficient mental health system, and increase exposure to sociopolitical instability (Regehr and LeBlanc, 2022a). Pakistan serves as a particularly relevant case, as its law enforcement agencies operate under ongoing threat of terrorism, sectarian violence, political unrest, and frequent large-scale crises (Rasul et al., 2020). This contextual stressor considerably intensifies psychological burden on officers and increase vulnerability to long term mental health issues (Khalid et al., 2023).

Empirical evidence from Pakistan reveals that mental health issues among police personnel are both prevalent and severe (Ahmad et al., 2021). A survey conducted with traffic police officers in Lahore found that around 11.3% reported severe depression, 29% experienced moderate levels of depression, and 7.5% experienced extremely severe anxiety, indicating significant psychological distress within this subgroup of law enforcement (Ahmad et al., 2021).

Further research has consistently identified that Pakistani police officers is one of the most psychologically vulnerable occupational groups primarily due to continuous exposure to trauma, violence, public pressure, and high workload demands (Ullah et al., 2022). These rates of prevalence exceed estimates found in the general Pakistani population where around 15–25% of individuals are reported to suffer some form of mental health disorder, thereby emphasizing the high psychological risk within policing (Organization et al., 2018). In addition to exposure to critical incidents, the nature of police work itself contributes significantly to ongoing psychological stress (Carleton et al., 2020). Police officers are routinely required to make high stakes, rapid decisions under uncertainty, navigating emotionally charged situation with victims and offenders, and operate within rigid organizational framework that often discourage emotional expression or seeking assistance (Chopko et al., 2022). Over time, these jobs related pressure can erode emotional

resources; hinder adaptive coping strategies, and compromise officer psychological well-being (Regehr and LeBlanc, 2022b). In the absence of sufficient organizational support and mental health services, these stressors can accumulate, increasing the risk of chronic emotional fatigue and related outcomes (Violanti et al., 2020).

Among the numerous psychological effects associated with prolonged exposure to occupational stress in the field of policing, compassion fatigue has emerged as a notably significant issue (Papazoglou and Blumberg, 2023). Compassion fatigue has been increasingly acknowledged as a distinct type of emotional exhaustion that develops in professionals who are frequently exposed to the trauma and suffering of others, while maintaining an empathic approach (Molnar et al., 2020). Research suggests that around 30–40% of police officers globally report clinically significant symptoms related to compassion fatigue or secondary traumatic stress, reflecting the emotional cost of prolonged empathic involvement in high-risk environments (Stancel et al., 2019; Syed et al., 2021).

In policing, compassion fatigue has significant personal, societal level, and professional consequences (Harker et al., 2021). Officers experiencing high levels of compassion fatigue frequently report decline in empathy, high irritability, emotional detachment, and a decreased in job satisfaction, which can adversely affect their judgment, decision-making abilities, and interpersonal functioning (Adams et al., 2022). On an organizational level, compassion fatigue has been associated with high level of burnout, increase absenteeism, reduced productivity, and strained relationships between police and community, ultimately eroding public trust and institutional effectiveness (Molnar et al., 2021; Violanti et al., 2020). These consequences are especially concerning in contexts like Pakistan, where police legitimacy and community collaboration are already challenged by systemic and sociopolitical challenges (Rasul et al., 2020). While exposure to trauma is a significant factor in the development of compassion fatigue, recent studies emphasizes that individual differences in emotional and cognitive processing are crucial in determining how officers respond to occupational stress (Regehr and LeBlanc, 2022a). One such factor is experiential avoidance, which denotes a tendency to avoid, suppress, or disengage from distressing internal experiences (Hayes, 2022). In the context of policing, experiential avoidance may manifest as emotional detachment, denial of

distress, or reluctance to confront traumatic memories, strategies that may provide temporary relief but lead to long term emotional strain (Papazoglou et al., 2022a). Persistent reliance on avoidance based coping strategies has been associated with increased emotional exhaustion and reduced resilience among trauma exposed professionals (Rolffs et al., 2020; Cheng et al., 2024a). In trauma-exposed professions like policing, persistent avoidance of emotional experiences can hinder adaptive emotional processing, thereby increasing susceptibility to secondary traumatic stress (Bardeen et al., 2021).

As a mediating factor, experiential avoidance may explain how cognitive and emotional processing characteristics affect compassion fatigue by serving as an intermediary pathway between internal emotional experiences and psychological outcomes (Kashdan et al., 2020). Specifically, individuals exhibiting lower emotional differentiation may rely more on avoidance strategies, which in turn heighten emotional exhaustion and fatigue (Smith and Lumlay, 2021). Therefore, experiential avoidance is conceptually and theoretically framed as a process variable that converts emotional regulation difficulties into increase compassion fatigue within high-risk occupational settings (Cherry et al., 2023).

Conversely, the ability to process emotions may play a protective role in high stress occupations (Hoemann et al., 2021). Emotional granularity has been linked to more effective emotion regulation and reduced dependence on maladaptive coping strategies (Kashdan and Rottenberg, 2020). While emotional regulation and emotional granularity are closely connected, they represent distinct aspects of emotional functioning. The ability to identify and interpret emotional experiences with enhanced precision can support more adaptive emotional responses during stressful situations. Those who possess higher emotional granularity are often better equipped to comprehend their internal emotional states, which can lead to more effective coping and management of distress. However, emotional granularity may facilitate emotional regulation, but the two constructs function at different levels of emotional processing.

Within the field of policing, higher emotional granularity may enable officers in managing complex emotional responses during critical situations, thereby reducing

emotional strain and reduced the risk of compassion fatigue ([Barrett and Satpute, 2023](#)).

In contrast, lower emotional granularity has been associated with emotional confusion, ineffective regulation, and increased susceptibility to stress-related outcomes ([Barrett and Satpute, 2023](#)).

Another cognitive factor that is increasingly gaining recognition in occupational stress research is the need for cognitive closure, which denotes a preference for structure, certainty, and decisiveness in ambiguous situations ([Kruglanski et al., 2021](#)). While decisiveness is frequently valued in law enforcement, an excessive need for closure may restrict cognitive flexibility and hinder adaptive appraisal in uncertain conditions ([Roets et al., 2021](#)). In unpredictable policing contexts, inflexible cognitive patterns may hinder emotional adjustment, exacerbate stress responses, and lead to emotional exhaustion and compassion fatigue ([Kossowska et al., 2021](#); [Smith and Wallace, 2023a](#)). Taken together, experiential avoidance, emotional granularity, and need for cognitive closure represent interrelated cognitive-emotional processes that influence how police officers perceive, interpret, and react to occupational stress and trauma exposure ([Regehr and LeBlanc, 2022a](#)). These processes may collectively affect officer susceptibility or resilience to compassion fatigue, particularly in resource constrained, and high-risk settings ([Syed et al., 2021](#)). However, empirical research examining these variables within law enforcement, particularly in non-Western settings like Pakistan remains limited ([Rasul and Ashraf, 2022](#)).

Considering Pakistan distinct sociopolitical context, characterized by ongoing security threats, high policing demands, limited mental health resources, and cultural barriers to seeking psychological assistance, comprehending these psychological processes is critically important ([Abbas et al., 2012](#)). A deeper investigation of how police officers emotionally and cognitively cope or manage chronic occupational stress can guide the development of culturally appropriate, evidence-based interventions aimed at enhancing psychological resilience, improving their well-being, and strengthening institutional efficacy within Pakistan law enforcement system ([Regehr and LeBlanc, 2022a](#)).

1.2 Gap Analysis

Existing research on compassion fatigue have primarily focused on healthcare professionals including nurses, doctors, physicians, and psychotherapists, largely due to their continuous exposure to patient suffering, distress and emotional labor (Cocker and Joss, 2023). This emphasis has significantly advanced understanding of compassion fatigue in caregiving and clinical settings, especially in relation to burnout, emotional exhaustion, and secondary traumatic stress (Clay and Parker, 2022). However, there has been comparatively little academic focus toward law enforcement personnel, despite their frequent exposure to trauma, violence, emotionally charged situations, and death as part of their job responsibilities (Daly et al., 2023b). Police officers not only experience personal psychological challenges but also serve as first responders during critical situations, making their mental health crucial for public safety, effective crisis management, and community trust (Papazoglou et al., 2022a).

Within the context of Pakistan, the research gap is particularly significant. The existing literature regarding policing in Pakistan has largely focus on structural and organizational challenges such as institutional inefficiency, governance issues, limited resources, and corruption, while neglecting the officer's psychological well-being (Rasul et al., 2020). As a result, empirical studies examining stress related psychological outcomes including compassion fatigue, among Pakistani police personnel remain scarce. This imbalance hinders a comprehensive understanding of how ongoing exposure to terrorism, political instability, sectarian violence, and high-risk operations impacts the emotional functioning and occupational health officers in this setting (Abbas et al., 2012).

Moreover, while global research has increasingly recognized the role of individual cognitive and emotional processes in influencing responses to occupational stress, these factors remain insufficiently examined within police populations, particularly in South Asia. Specifically, studies investigating the combined roles of emotional granularity, need for cognitive closure and experiential avoidance in relation to compassion fatigue are extremely limited (Ondrejová and Halamová, 2022). Existing research focuses to investigate these variables in isolation or within

non-policing samples, leading to fragmented evidence that fails to adequately capture their collective impact on stress related outcomes in law enforcement settings (Daly et al., 2023a).

This lack of integrative research highlights a clear empirical and contextual gap, as current studies have rarely investigated how cognitive preferences, emotional differentiation abilities, and coping tendencies operate together to affect compassion fatigue among police officers. Although these constructs have been individually associated with stress related outcomes, they are often studied in isolation, leading to a fragmented understanding of why certain officers experience significant emotional exhaustion and empathic strain while others remain relatively resilient in similar occupational settings (Violanti et al., 2020). Consequently, the absence of a comprehensive examination limits the practical applicability of existing research findings to real world policing environments.

Simultaneously, this gap represents a significant practical issue, particularly in Pakistan, where distinct security challenges including sectarian conflict, terrorism, and political instability intensify trauma exposure and increase the demand for empirically grounded psychological support strategies (Abbas et al., 2012). Therefore, there is a critical need for contextually grounded research that investigate how emotional granularity, need for cognitive closure, and experiential avoidance relate to compassion fatigue among Pakistani police officers. Addressing this gap can enhance the empirical comprehension of occupational stress in law enforcement and provide a solid evidence base for developing culturally appropriate, evidence-based interventions designed to improve police psychological health and institutional effectiveness.

1.3 Problem Statement

Recent studies on mental health of police personnel have largely emphasized organizational and environmental stressors such as workload intensity, shift rotation, inadequate staffing, and continuous exposure to traumatic events as primary contributors to psychological distress among law enforcement personnel (Lluch

et al., 2022; Violanti et al., 2020). These studies have significantly advance understanding of how structural and operational demands influence the well-being of police officers, yet they provide a little explanation on why officers exposed to similar stressors demonstrate notably different psychological outcomes (Papa-zoglou et al., 2022a). This imbalance in the existing literature suggests that focusing exclusively on external stressors is insufficient for explaining variability in emotional exhaustion and trauma-related challenges experienced by police officers (Daly et al., 2023b). In contrast, individual level psychological mechanisms that influence how officers perceive, interpret, and emotionally react to occupational stress have received little empirical focus within policing research (Wang et al., 2023). Constructs such as emotional granularity, need for cognitive closure, experiential avoidance, and compassion fatigue are increasingly recognized as significant factors in determining stress appraisal, emotional regulation, and coping strategies in trauma exposed populations (Lowe et al., 2022). However, these mechanisms remain underrepresented in law enforcement studies despite their importance to professions characterized by chronic exposure to human suffering and moral complexity (Daly et al., 2023b).

Current research suggests that emotional processing abilities and cognitive styles significantly impact how individuals cope with ongoing trauma exposure and persistent empathic demands (Wang and Daly, 2023). The concept of emotional granularity plays a critical role in differentiating emotional experiences, which supports effective regulation during high-stress situations common in policing (Barrett and Satpute, 2023). Conversely, deficits in emotional differentiation have been associated with emotional confusion, ineffective regulation, and an increased reliance on maladaptive coping mechanisms, increasing vulnerability to compassion fatigue (Tabachnick and Fidell, 2019).

Similarly, the need for cognitive closure influences how officers manage uncertainty and ambiguity that are intrinsic to law enforcement work where dealing with incomplete information and rapid decision-making are routine (Kruglanski et al., 2021). A high need for closure has been associated with inflexible cognitive appraisals and reduced flexibility in stressful situation, which may intensify emotional

distress when circumstances remain unpredictable or unresolved ([Kossowska et al., 2021](#)).

In such contexts, inflexible cognitive processing may interact with emotional vulnerabilities to increase fatigue and psychological exhaustion([Smith and Wallace, 2023b](#)).

Experiential avoidance further contributes to this process by affecting how officers manage distressing internal experiences that arise after exposure to trauma ([Cheng et al., 2024b](#)). Reliance on avoidance-based coping strategies may provide temporary relief from emotional discomfort but has been consistently linked to prolonged stress reactions, emotional numbness, and increased fatigue among professionals who have experienced trauma ([Lowe et al., 2022](#)). When combined with poor emotional differentiation and inflexible cognitive styles, experiential avoidance can accelerate the development of compassion fatigue ([Wang and Daly, 2023](#)).

Despite the significance of these constructs, there is a lack of empirical studies examining their combined impact on compassion fatigue in law enforcement, particularly in non-Western settings ([Daly et al., 2023a](#)). This gap is particularly concerning in Pakistan, where police officers face ongoing security threats, political instability, and limited psychological support systems, increasing their susceptibility to trauma related fatigue ([Rasul et al., 2020](#)). Neglecting these internal psychological processes not only endangers the mental health of officers but also undermines community trust, decision-making quality, and organizational effectiveness ([Papazoglou et al., 2022b](#)).

Therefore, there is a critical need to examine how lower emotional granularity, higher need for cognitive closure, and greater experiential avoidance are associated with increased levels of compassion fatigue in Pakistani police officers. Addressing this problem will enhance comprehensive understanding of police stress by integrating individual cognitive-emotional processes with occupational demands, thereby guiding the development of evidence-based strategies to promote psychological resilience and sustainable policing practices ([Wang et al., 2023](#); [Daly et al., 2023a](#)).

1.4 Definition and Explanation of Study Variables

1.4.1 Compassion Fatigue

Compassion fatigue denotes the physical, emotional, and psychological exhaustion that arise from prolonged chronic exposure to others suffering and trauma ([Cocker and Joss, 2023](#)). It is frequently described as the “cost of caring” for those in helping professions, where ongoing empathy and interaction with trauma victims can deplete emotional reserves ([Mohd Noor et al., 2025](#)). Symptoms of compassion fatigue include emotional numbness, irritability, a decreased in empathy, and a reduced sense of professional achievement ([Cocker and Joss, 2023](#)).

Among police personnel, compassion fatigue is characterized by emotional detachment, intrusive thoughts, reduced patience, and impaired decision-making abilities ([Lluch et al., 2022](#); [Violanti et al., 2020](#)). The constant exposure to human suffering, along with the organizational and social pressures of law enforcement, makes police officers especially vulnerable ([Molnar et al., 2021](#); [Daly et al., 2023b](#)). Recent literature highlights the importance to identify individual difference factors such as emotional granularity, need for cognitive closure, and experiential avoidance as psychological mechanisms that account for the differences in compassion fatigue levels among police officers ([Wang et al., 2023](#); [Daly et al., 2023a](#)). This understanding can inform the development of targeted interventions to enhance resilience and emotional regulation within police communities.

1.4.2 Emotional Granularity

Emotional granularity refers to an individual’s capacity to experience, identify, recognize, and articulate emotions with a high degree of specificity and precision ([Hoemann et al., 2021](#)). Individual with high emotional granularity is capable of differentiating between closely related emotional states (e.g., anger, frustration, irritation), while those with low granularity often describe their emotions in vague, generalized term e.g., simply feeling “bad” or “upset” ([Lee et al., 2022](#)). Studies

indicated high emotional granularity has been associated with effective emotion regulation, psychological resilience, and reduced vulnerability to burnout, and stress ([Ondrejová and Halamová, 2022](#)).

Conversely, low emotional granularity has been associated with experiential avoidance, maladaptive coping strategies, and difficulties in handling emotionally demanding roles such as those encountered in policing ([Enders, 2022a](#)). In occupational settings such as policing, emotional granularity plays an essential for assisting individual in coping officers with emotionally charged situations such as trauma scenes or conflict encounters ([Wang and Daly, 2023](#)). Individual with higher emotional granularity is more adept to recognize subtle emotional cues, regulate reactions, and prevent emotional overwhelm, whereas with lower emotional granularity may experience generalized distress, emotional suppression, and increase vulnerability to compassion fatigue ([Lee et al., 2022](#)). Understanding the extent of emotional granularity in police personnel is therefore critical to uncovering emotion-based mechanisms that lead to compassion fatigue.

1.4.3 Need for Cognitive Closure

The need for cognitive closure refers to an individual's desire towards seeking a definitive answer to a question, any firm answer, rather than enduring uncertain or ambiguous. Individuals with a high need for closure favor quick decision-making, experience discomfort with ambiguity, and may rely on inflexible thinking patterns ([Roets et al., 2021](#)), whereas those low in closure are generally open to extended information processing and uncertainty ([Kossowska et al., 2021](#)). In high pressure, stress occupations such as policing, a strong need for cognitive closure can function as a double-edged sword: on one hand, it facilitates rapid decision-making in critical situations, but on the other, it may also lead to inflexibility or rigidity, emotional suppression, and an increased vulnerability to burnout and compassion fatigue ([Kruglanski et al., 2021](#)).

Recent studies indicated that individual with high need for cognitive closure is more likely to rely on heuristic based thinking and repress emotional responses to maintain effectiveness during complex situations ([Roets et al., 2021](#)). However,

this inflexibility and emotional repression can deplete psychological resources, leading to persistent stress, emotional exhaustion, and compassion fatigue ([Kossowska et al., 2021](#); [Kruglanski et al., 2021](#)). This makes NCC an important variable to study when analyzing cognitive vulnerabilities that contribute to emotional exhaustion among police personnel.

1.4.4 Experiential Avoidance

Experiential avoidance refers to the tendency to evade, suppress, or alter undesirable internal experiences such as distressing thoughts, emotions or feelings, or physical sensations, even such action may lead to long term harm ([Levin et al., 2022](#)). Individuals high in experiential avoidance often refrain from confronting painful emotions and instead rely on coping strategies like denial, substance use, or emotional numbing, which can exacerbate psychological distress ([Gloster et al., 2021](#)).

In occupational settings with frequent exposure to trauma, such as law enforcement, experiential avoidance has been recognized as a maladaptive coping strategy that contributes to adverse mental health outcomes including compassion fatigue, post-traumatic stress, and burnout ([Mojallal et al., 2022](#)). Current evidence supports that experiential avoidance as a mediating factor between exposure to stress and negative emotional outcomes is anticipated to examine how deficits in emotional granularity and high need for closure lead to compassion fatigue ([Gloster et al., 2021](#)).

1.5 Theoretical Framework

The present study is grounded on the Cognitive Appraisal Theory of Stress, which was initially introduced by [Folkman and Lazarus \(1984\)](#) and later refined in contemporary stress studies. This theory offers a comprehensive framework for understanding how individuals cognitively and emotionally interpret traumatic and stressful situations, highlighting that stress responses arise not merely from external events but from subjective appraisals of those events ([Folkman, 2022](#)). Within

this perspective, psychological outcomes such as emotional exhaustion and compassion fatigue are influenced by how individuals perceive situational demands in relation to their perceived coping abilities (Folkman and Lazarus, 1984; Papazoglou et al., 2022a).

According to the theory, stress responses are determined by two interrelated processes: primary appraisal, in which an individual assess whether an event poses a harm or threat, challenge, and secondary appraisal, which involves evaluating available coping resources and perceived level of control over the situation (Folkman, 2022). In policing contexts, officers are frequently exposed to unpredictable, emotionally intense, and potentially life-threatening situations, requiring ongoing appraisal and reappraisal of trauma-related experiences (Riaz et al., 2021). When these appraisal processes become persistently maladaptive, prolonged psychological stress may lead to compassion fatigue, characterized by reduced empathy, emotional exhaustion, and impaired professional functioning (Thompson et al., 2023a).

Emotional granularity is essential in influencing appraisal accuracy within this theoretical framework. Officers with higher emotional granularity possess a greater ability to distinguish discrete emotional states such as anger, fear, anger, or frustration. This capacity allowing for more accurate interpretation of emotional experiences and fosters more adaptive regulatory responses (Enders, 2022a). This enhanced emotional differentiation facilitates more balanced approach to primary and secondary appraisals, which empowers officers to perceive stressors as manageable rather than overwhelming (Barrett and Satpute, 2023). Conversely, individual with low emotional granularity leads to vague emotional labeling and experience emotional overload, which can lead to amplify perceived stress, distort threat appraisals, and increase vulnerability to compassion fatigue when encounter ongoing trauma (Tabachnick and Fidell, 2019).

The need for cognitive closure significantly impacts appraisal processes by influencing how individuals tolerate ambiguity and uncertainty. Officers with high NCC show a strong preference towards certainty and rapid resolution, frequently relying on inflexible cognitive frameworks when confronted with complex or ambiguous situations (Kruglanski et al., 2021). During the appraisal process, high NCC may

result in reduced openness to alternative interpretations, threat evaluations, and limited cognitive flexibility in the secondary appraisal (Roets et al., 2021). In high-stress policing contexts, this inflexibility may intensify psychological stress and hasten the development of compassion fatigue by restricting adaptive reappraisal and emotional regulation (Smith and Wallace, 2023b) .

Experiential avoidance is characterized as a maladaptive coping strategy that directly affects secondary appraisal within framework of Cognitive Appraisal Theory of Stress. Rather than confronting distressing thoughts and emotions, individuals high in experiential avoidance tend to suppress, escape, or detach from internal experiences associated with trauma (Levin et al., 2022). In police personnel, experiential avoidance may manifest as emotional numbing, detachment from the suffering of victims, or an excessive suppression of emotions to maintain professional functioning (Saunders et al., 2023). While these strategies may alleviate distress in the short term, they hinder emotional processing and adaptive coping, ultimately intensifying emotional exhaustion and compassion fatigue over time (Cheng et al., 2024a).

From this theoretical perspective, compassion fatigue is understood as the cumulative outcome of maladaptive appraisal and coping processes rather than consequences of direct exposure to trauma alone. Low emotional granularity hinders precise emotional appraisal, high need for cognitive closure restricts cognitive flexibility, and experiential avoidance weakens effective coping strategies during secondary appraisal (Tabachnick and Fidell, 2019; Smith and Wallace, 2023b). The interaction of these cognitive-emotional processes intensifies stress response and depletes emotional resources, thereby increasing vulnerability to compassion fatigue among police officers who face chronic occupational trauma (Syed et al., 2021).

Overall, the Cognitive Appraisal Theory of Stress provides a comprehensive framework for comprehending how police officers emotionally and cognitively process occupational stressors. This framework emphasize that compassion fatigue is not an inevitable consequence from trauma exposure but emerges from how stress is appraised, regulated, and managed over time (Folkman, 2022). By incorporating emotional granularity, need for cognitive closure, and experiential avoidance into

this theoretical model, the present study offers a coherent explanation for individual differences in vulnerability to compassion fatigue among police personnel working in high-risk settings.

1.5.1 Conceptual Framework

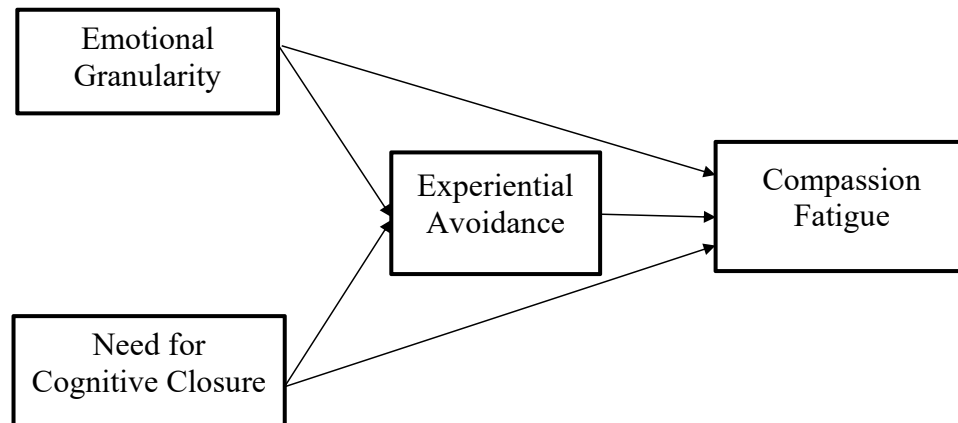


FIGURE 1.1: Conceptual Framework

This study presents a mediation model examining the interplay between emotional granularity, need for cognitive closure, and compassion fatigue in police personnel.

The study conceptualized emotional granularity and need for cognitive closure as independent variables, while compassion fatigue is identified as the dependent variable.

The role of experiential avoidance is proposed as a mediating variable that explains the process through which the independent variables affect compassion fatigue.

Specifically, it is anticipated that lower levels of emotional granularity and heightened need for cognitive closure will contribute to increased level of experiential avoidance. Consequently, it is posited that greater experiential avoidance is hypothesized to predict higher levels of compassion fatigue.

Therefore, experiential avoidance serves as a critical explanatory mechanism that connect individual emotional and cognitive traits with vulnerability to compassion fatigue in high-risk occupational settings.

1.6 Rationale

Policing is regarded as one of the most psychologically demanding profession of contemporary era that require officers to operate under continuous exposure to trauma, violence, and high stress situation (Papazoglou et al., 2022a; Violanti et al., 2020). While compassion fatigue has been growingly documented among law enforcement officers, existing studies has primarily concentrated on general occupational stressors and trauma exposure as predictors contributing to emotional exhaustion (Carleton et al., 2020; Thompson et al., 2023b). There has been a lack of attention on the cognitive-emotional processes that might explain why certain officers experience compassion fatigue while others remain resilient under similar circumstances (Regehr and LeBlanc, 2022a; Wang et al., 2023).

Recent psychological research indicates that individual differences in emotional processing, cognitive style, and coping mechanisms significantly affect stress responses (Daly et al., 2023b). Psychological constructs such as emotional granularity, need for cognitive closure, and experiential avoidance have been examined separately concerning psychological distress and stress-related outcomes (Barrett and Satpute, 2023; Kruglanski et al., 2021; Hayes, 2022). However, limited research has examined their collective impact on compassion fatigue among police personnel (Smith and Wallace, 2023b). This signifies a theoretical gap in comprehending how cognitive and emotional factors interact to influence compassion fatigue. Moreover, prior studies have rarely examined the mediating role of experiential avoidance in the relationship between these variables and compassion fatigue, suggesting a methodological gap in the existing literature. Specifically, there is a lack of empirical evidence examining whether these variables function directly or indirectly through mediation pathways to affect emotional exhaustion in trauma-exposed professionals (Wang et al., 2023).

Additionally, most existing evidence has been generated from Western populations, while studies involving Pakistani police personnel are limited, highlighting both a contextual and population gap. Therefore, the present study aims to address these gaps by investigating these relationships within the Pakistani policing context. (Rasul et al., 2020). Considering the distinct sociocultural, security, and

organizational challenges faced by police officers in Pakistan, it is essential to investigate these constructs within this particular occupational and cultural context (Khalid et al., 2023).

Therefore, this study aims to examine the association between emotional granularity, need for cognitive closure, experiential avoidance, and compassion fatigue in police personnel (Papazoglou et al., 2022b). Specifically, the study aims to determine whether experiential avoidance function as a mediator in the relationship between cognitive-emotional traits and compassion fatigue (Hayes, 2022; Wang et al., 2023). By identifying the psychological mechanisms linked to emotional exhaustion in policing, this study intends to contribute to theoretical insights and guide targeted mental health interventions and resilience-building initiatives within law enforcement organizations (Adams et al., 2006; Regehr and LeBlanc, 2022b).

1.7 Research Objectives

- i. To examine the relationships between emotional granularity, need for cognitive closure, experiential avoidance and compassion fatigue among police personnel.
- ii. To investigate whether experiential avoidance mediates the relationship between emotional granularity, need for cognitive closure and compassion fatigue among police personnel.
- iii. To assess differences in study variables based on selected demographic characteristics including age, gender, marital status, education, rank and service duration.

1.8 Research Hypotheses

H1: Emotional granularity is significantly positively correlated with compassion fatigue in police personnel.

H2: Need for cognitive closure is significantly correlated with compassion fatigue in police personnel.

H3: Experiential avoidance is significantly positively associated with compassion fatigue in police personnel.

H4: Experiential avoidance serves as a mediator in the relationship between emotional granularity, need for cognitive closure and compassion fatigue in police personnel.

H5: Study variables is significantly different based on the selected demographic characteristics including age, gender, marital status, education, rank and service duration.

Chapter 2

Literature Review

This chapter provide a focused and integrative examination of empirical studies regarding compassion fatigue in police personnel, particularly emphasis on the roles of emotional granularity, need for cognitive closure, and experiential avoidance in high-stress occupational settings. Policing involves continuous exposure to trauma, moral dilemmas, and emotionally demanding interactions, making of-ficers particularly susceptible to stress-related psychological outcomes that extend beyond immediate operational pressure. Furthermore, this chapter synthesizes evidence on how these psychological factors interact with demographic variables such as age and gender, which have been shown to affect emotional processing and susceptibility to compassion fatigue. By structuring existing findings around these constructs, the chapter establishes a coherent empirical foundation for com-prehending compassion fatigue as a result of appraisal and coping processes rather than trauma exposure alone, thereby directly informing the rationale and method-ological framework of the present study.

Police work is widely recognized as one of the most psychologically demanding professions due to the constant exposure to human suffering, human suffering, and unpredictable operational settings ([Mattioli et al., 2021](#)). In Pakistan, po-lice personnel routinely operate under conditions of political instability, terror-ism, sectarian conflicts, and high public scrutiny, which place them at high risk for psychological distress ([Rasul and Ashraf, 2022](#); [Khalid et al., 2023](#)). Despite

these ongoing stressors, Pakistani law enforcement agencies provide limited access to structured psychological support services, which increase the vulnerability to stress-related outcomes such as post-traumatic stress symptoms, burnout, and compassion fatigue (Iqbal and Abbas, 2022). Empirical evidence suggests that the absence of formal mental health systems significantly contributes to the decline in officer emotional health and occupational functioning (Riaz et al., 2021).

In contrast, various Western policing systems have implemented trauma-informed practices, resilience-based interventions, and peer support initiatives designed to alleviate psychological distress among officers (Papazoglou and Blumberg, 2023). These initiatives have proven effectiveness in reducing emotional exhaustion and improving coping abilities within high-risk law enforcement populations (Adams et al., 2022). However, the Pakistani policing system lacks similar institutional frameworks, highlighting the critical need for culturally responsive research that guide evidence-based prevention and intervention approaches (Ahmad et al., 2021).

2.0.1 Compassion Fatigue

Compassion fatigue has become a significant occupational health concern among professionals who are repeatedly exposed to the distress or suffering of others while maintaining empathic involvement (Molnar et al., 2020). Police officers are particularly at risk for compassion fatigue due to their dual role as authority figures and first responders to traumatic events, including domestic violence, violent crimes, and fatal accidents (Papazoglou et al., 2022a). Studies consistently report that prolonged exposure to trauma without sufficient emotional recovery results in emotional exhaustion, irritability, reduced empathy, and emotional numbness among officers (Thompson et al., 2023b).

Further research suggests that compassion fatigue negatively affects officer's judgment, decision-making abilities, and interpersonal interactions, which may compromise both ethical policing practices, and public safety (Harker et al., 2021; Adams et al., 2006). At the organizational level, compassion fatigue has been associated with higher rates of absenteeism, reduced job satisfaction, decreased performance, and weakened police–community relationships (Molnar et al., 2021).

These consequences are especially concerning in Pakistan, where public trust in law enforcement is already strained by sociopolitical instability and systemic challenges (Rasul and Ashraf, 2022). The lack of wellness initiatives and trauma-informed training further exacerbate their vulnerability to compassion fatigue, making it imperative to examine the cognitive-emotional processes that influence officer reactions to chronic stress. Gaining this insight is essential for enhancing law enforcement efficacy, safeguarding community safety, and strengthening rule of law institutions that are crucial for national stability (Ahmad et al., 2021).

In the Pakistani occupational context, police personnel operate under continuous exposure to crime scenes, violence, terrorism-related incidents, and community conflict, which significantly increases vulnerability to secondary traumatic stress and compassion fatigue. Study conducted on Punjab police officers revealed that repeated exposure to traumatic incidents significantly predicted emotional exhaustion and depersonalization, which are core components of compassion fatigue (Riaz et al., 2021). Similarly, research conducted on Sindh police personnel reported increases levels of psychological distress and fatigue associated with operational stress and insufficient institutional psychological support (Arshad and Mahmood, 2024). These findings result that compassion fatigue is not merely an individual experiences but is deeply embedded in the structural and operational challenges of Pakistani law enforcement systems.

Moreover, studies conducted among Pakistani security forces indicates that chronic occupational stress contributes to a reduction in emotional resources, increasing vulnerability to burnout and stress-related symptoms (Khan and Kausar, 2020). Such findings offer a contextual rationale for examining compassion fatigue in Pakistani police personnel, as they operate in high-risk, emotionally demanding environments.

2.0.2 Emotional Granularity

Emotional granularity refers to the capacity to accurately identify, distinguish, and label emotional experiences, which is essential for adaptive emotion regulation (Hoemann et al., 2021). Research indicates that individuals with higher

emotional granularity tend to possess better emotional control, reduced reliance on maladaptive coping strategies, and improved stress tolerance (Khalid et al., 2023). Within policing contexts, higher emotional granularity has been associated with greater resilience in high-stress situations and a lower risk of experiencing emotional exhaustion and compassion fatigue (Barrett and Satpute, 2023).

Conversely, low emotional granularity has been linked to emotional confusion, increased psychological distress, and ineffective regulation, especially in trauma-exposed populations (Tabachnick and Fidell, 2019). Officers with limited emotional differentiation may find it challenging to process complex emotional responses that result from repeated exposure to violence, thereby increasing vulnerability to emotional overload and fatigue (Smith and Lumlay, 2021).

Despite its importance, there is limited research that has investigated emotional granularity within the police population in South Asian context indicate a significant empirical gap for further inquiry (Rauf et al., 2024). It is crucial to understand how emotional differentiation influences police stress and well-being to foster healthier emotional processing, enhance officer decision-making, and strengthening community relations, all of which play a vital role in effective governance and social stability (Daly et al., 2023b).

Despite being limited, emerging Pakistani research suggests that deficits in emotional differentiation are associated with higher emotional exhaustion and secondary traumatic stress among police personnel (Iqbal and Abbas, 2022). Emotional granularity is the capacity to accurately label and distinguish emotions seems to function as a protective factor in high-stress jobs.

Furthermore, broader findings in Pakistani high-risk professions indicates that poor emotional regulation skills significantly increase the susceptibility of compassion fatigue (Khan and Kausar, 2020).

Individuals who find it challenging to identify and process distinct emotional states may experience emotional overload, resulting in cumulative psychological strain. These findings imply that emotional granularity may act a mitigating role against compassion fatigue in trauma-exposed police personnel.

2.0.3 Need for Cognitive Closure

Need for cognitive closure reflects an individual's desire for structure, certainty, and definitive answers, particularly under situation of ambiguity ([Kruglanski et al., 2021](#)). While decisiveness is often essential in policing, an excessively high NCC has been associated with intolerance of uncertainty, cognitive inflexibility, and reduced flexibility in complex decision-making environments ([Kossowska et al., 2021](#)). In law enforcement settings that is characterized by moral ambiguity, and unpredictability, a high NCC may intensify stress responses and hinder emotional adjustment ([Smith and Wallace, 2023b](#)).

Empirical evidence indicates that officers with higher levels of NCC are more likely to rely on inflexible cognitive frameworks, resist new information, and experience high psychological distress during uncertain or rapidly changing situations ([Neu-berg and et al., 2022](#)). These patterns may increase vulnerability to compassion fatigue by limiting adaptive appraisal and emotional processing of traumatic experiences ([Wang et al., 2023](#)). Despite its potential for explanation, NCC remains an underinvestigated concept in police psychology, particularly in non-Western settings such as Pakistan ([Rauf et al., 2024](#)). Understanding this construct is crucial because officer intolerance for ambiguity and cognitive rigidity can impact not only their mental health but also the effectiveness of policing outcomes, which ultimately influence overall societal stability, community trust, and adherence to the rule of law ([Rasul and Ashraf, 2022](#)). The effectiveness and mental health of policing is closely tied to institutional performance and economic productivity, as impaired officer well-being has been associated with reduced performance, weakened public confidence, and increased errors, all of which have significant implications for governance and economic growth ([Daly et al., 2023b](#); [Wang and Daly, 2023](#)).

Research in Pakistani high-pressure work settings revealed that cognitive rigidity and intolerance of ambiguity are significantly correlated with stress vulnerability. A study conducted on military cadets found that individuals with a higher need for cognitive closure experienced greater psychological distress under uncertain and challenging situations ([Farooq and Jamil, 2021](#)). This suggests that inflexible

cognitive processing could hinder adaptive coping when individuals are confronted with unpredictable operational challenges.

Similarly, emergency responders in Pakistan who demonstrate higher cognitive rigidity have been found to experience significantly greater burnout symptoms (Hassan et al., 2023). Considering that policing often involves rapid decision-making in uncertain situations, heightened need for cognitive closure may intensify psychological stress reaction, thereby leading to compassion fatigue and emotional exhaustion.

2.0.4 Experiential Avoidance

Experiential avoidance involves efforts to avoid, suppress, or detach from distressing internal experiences such as emotions, thoughts, and memories (Hayes, 2022). In policing environment that emphasize emotional control and stoicism, officers may be particularly susceptible to avoidance-based coping strategies (Kashdan et al., 2020). Although avoidance may provide temporary relief, longitudinal studies suggest that ongoing experiential avoidance predicts psychological inflexibility, increase emotional exhaustion, and compassion fatigue (Polaschek and Wilson, 2022).

Further research indicates that experiential avoidance mediates the relationship between emotional exhaustion, and trauma exposure, explaining why officers who suppress emotional responses are more susceptible to compassion fatigue over time (Cheng et al., 2024a). In Pakistan, the cultural stigma surrounding mental health and fear of professional consequences may further reinforce avoidance-based coping strategies, thereby intensifying psychological distress among police personnel (Saeed and Khan, 2023).

Empirical studies investigating experiential avoidance within Pakistani law enforcement remains scarce, which limit the development of culturally informed interventions. However, existing evidence originates from Western population, resulting in a lack of insight to understand EA in the context of Pakistani police culture, where stigma toward mental health further promotes avoidance coping

mechanisms. Addressing this gap is essential to develop culturally relevant interventions that enhance resilience and facilitate trauma-informed policing practices (Saeed and Khan, 2023).

Empirical studies increasingly support the mediating effect of experiential avoidance in psychological outcomes related to stress. Longitudinal findings suggest that experiential avoidance significantly mediates the relationship between emotional dysregulation and burnout symptoms (Spinhoven et al., 2020). Similarly, studies involving trauma-exposed professionals demonstrate that avoidance-based coping strategies partially explain the association between emotional vulnerability and secondary traumatic stress (Bardeen et al., 2021). In workplace settings, experiential avoidance has been shown to mediate the relationship between cognitive inflexibility and emotional exhaustion, indicating that rigid cognitive processing may function through avoidance mechanisms to intensify distress (Roets et al., 2021). Further study involving emergency responders has revealed that avoidance tendencies significantly mediate the effects of workplace stressors on outcomes related to compassion fatigue (Hassan et al., 2023). These findings collectively suggest that experiential avoidance serves as a statistically and theoretically sound mediator in frameworks examining compassion fatigue among high-risk professional populations.

Experiential avoidance has received increasing attention in Pakistani research, especially within trauma-exposed professions. Studies focusing on security personnel indicated that higher levels of experiential avoidance significantly predicted emotional dysregulation, anxiety, and stress symptoms (Saeed et al., 2021). This suggests that avoidance-based coping strategies may provide short-term relief from distress but ultimately intensify long-term psychological burden.

In healthcare professionals who are exposed to trauma narratives, experiential avoidance was found to be positively correlated with both compassion fatigue and emotional exhaustion (Saeed and Khan, 2023). These findings are particularly relevant to police personnel populations, as both professions involve frequent exposure to others suffering. The Pakistani evidence supports the idea that avoidance-based emotion regulation strategies may serve as a psychological risk factor for compassion fatigue in trauma-exposed occupations.

Collectively, existing literature indicates that compassion fatigue among police officers is a result from the interaction of cognitive, emotional, and behavioral mechanisms rather than trauma exposure alone (Tabachnick and Fidell, 2019). Emotional granularity seems to function as a protective factor by promoting adaptive emotional processing and resilience (Barrett and Satpute, 2023). Conversely, a high need for cognitive closure and reliance on experiential avoidance may exacerbate stress responses and hinder recovery in uncertain and traumatic environments (Kruglanski et al., 2021; Cheng et al., 2024a) .

Despite the increasing acknowledgement of these processes, most empirical studies have been conducted within Western populations, which restrict the generalizability of findings to non-Western law enforcement settings (Rauf et al., 2024). The lack of integrative research examining emotional granularity, need for cognitive closure, and experiential avoidance collectively in Pakistani police personnel represents a significant contextual and practical gap. Addressing this gap is crucial for developing culturally appropriate models of police well-being and to guide targeted resilience-building initiatives within Pakistan's law enforcement system (Saeed and Khan, 2023).

2.0.5 Demographic Variables

Demographic variables offer a contextual insight of the sample characteristics and to significantly influence psychological responses to occupational stress and exposure to trauma, particularly in high-risk professions like policing. Among these characteristics, age, gender, marital status, education, rank, and service duration have been consistently identified as critical factors that affect emotional processing, coping strategies, and vulnerability to stress-related outcomes such as compassion fatigue (Violanti et al., 2020; Kashdan and Rottenberg, 2020).

Age is a significant factor in comprehending compassion fatigue among police personnel, as it is often linked to the duration of service, cumulative exposure to traumatic incidents, and the development of coping mechanism over time (Carleton et al., 2020). Younger officers might experience higher emotional reactivity due to their limited professional experience and immature coping strategies, making

them more susceptible to emotional exhaustion and compassion fatigue (Thompson et al., 2023b). Conversely, older officers, who benefiting from their experience and procedural confidence, may encounter cumulative stress effects resulting from prolonged exposure to trauma, organizational demands, and recurrent critical incidents, which can also increase the risk of compassion fatigue (Violanti et al., 2020). Differences related to age may further influence emotional granularity, cognitive flexibility, and the tendency to reliance on avoidance-based coping strategies, thus influencing how officers evaluate and manage occupational stress (Wang et al., 2023).

Gender has also been identified as a significant demographic factor in police mental health studies, as male and female officers might differ in emotional expression, coping styles, and socialization patterns within law enforcement settings (Papazoglou et al., 2022b). Female officers frequently report higher emotional awareness and empathy, which can enhance emotional granularity but simultaneously, this may increase vulnerability to compassion fatigue due to deeper emotional engagement with victims (Adams et al., 2022; Molnar et al., 2021). Conversely, Male officers may be more likely to adopt emotionally suppressive or avoidance-based coping strategies, influenced by cultural and organizational standards that discourage emotional disclosure, which could intensify experiential avoidance and emotional exhaustion over time (Saeed and Khan, 2023). In the context of Pakistan, traditional gender roles and stigma surrounding mental health may further shape how male and female police officers perceive or experience stress and seek support, thereby impacting their vulnerability to compassion fatigue (Rasul et al., 2020).

Marital status serves as a critical demographic variable in policing research because it indicates social support systems that can mitigates against emotional strain and occupational stress which are relevant to phenomena such as experiential avoidance and compassion fatigue (Bishopp et al., 2021). In studies involving law enforcement officers, married officers have been observed to report lower levels of work–family conflict and greater emotional support compared to their single counterparts, suggesting that marital relationships may play a role in fostering

psychological resilience in high-stress professions ([Thompson et al., 2023a](#)). Additionally, studies indicate that marital status interacts with role strain in policing, whereby married officers who possess stronger familial support generally exhibit effective adaptive coping strategies and lower level of emotional exhaustion, a crucial component of compassion fatigue ([Lee et al., 2022](#)).

Educational attainment encompasses not only cognitive resources but also the potential exposure to problem-solving, critical thinking, and emotional self-regulation skills, all of these factors can affect variables such as need for cognitive closure and emotional granularity ([Wang and Daly, 2023](#)). Recent studies specific to police personnel indicate that higher levels of education are correlated with greater psychological flexibility and a reduced reliance on rigid cognitive frameworks, which may help alleviate experiential avoidance ([Smith and Wallace, 2023b](#)). Furthermore, Education also plays a crucial role in shaping how officers perceive, interpret ambiguous or stressful situations in the field, which is significant for emotional granularity, the ability to distinguish subtle emotional experiences and has been associated to more adaptive stress responses in uniformed services ([Creswell, 2018](#)).

Rank within police organizations reflects hierarchical status, the level of responsibility, and exposure to decision-making pressures, all of which can affect psychological processes such as need for cognitive closure and compassion fatigue ([Burgess et al., 2020](#)). Studies on police hierarchical structures reveal that officers in higher ranks frequently encounter complex administrative responsibilities and ambiguous role expectations, which have been linked to greater cognitive rigidity and elevated stress level compared to frontline officers ([Montoya, 2023](#)). Moreover, rank differences are associated with access to coping mechanisms and social support within the police force, indicating that rank can moderate how officers perceive, experience and respond to emotional challenges such as experiential avoidance and compassion fatigue ([Ahmad et al., 2021](#)).

Service duration (tenure) is a crucial indicator of accumulated occupational exposure, professional experience, and ongoing stressors in policing profession, making it highly relevant to psychological outcomes of uniformed personnel ([Neuberg and et al., 2022](#)). Studies conducted through longitudinal studies in law enforcement

contexts show that officers with longer service durations are more likely to exhibit both increased emotional fatigue and greater emotional regulation capacity, suggesting complex relationships with concepts such as emotional granularity and experiential avoidance (Lluch et al., 2022). Moreover, extended tenure has also been associated with cumulative compassion fatigue symptoms among police personnel populations, with senior officers reporting higher levels of emotional exhaustion and reduced psychological flexibility in comparison to their newly recruited counterparts (Spinhoven et al., 2020).

Collectively, including age, gender, marital status, educational level, rank, and service duration in demographic profiling of police personnel offers more comprehensive understanding of how socio-professional variables relate to key concepts of this study such as emotional granularity, need for cognitive closure, experiential avoidance, and compassion fatigue, while also supporting in the development of targeted, context-sensitive mental health interventions for law enforcement agencies in Pakistan. These demographic traits help to explain individual differences in psychological resilience, coping mechanisms, and emotional functioning in policing contexts.

Chapter 3

Research Methodology

3.1 Research Design

This study utilized a quantitative cross-sectional research design to systematically examine the relationships between the study variables within a single time frame ([Creswell, 2018](#); [Privitera, 2022](#)) .

3.2 Population

The target population for this study was police personnel employed in various law enforcement divisions in twin cities, Pakistan. This included male and female officers from different operational division, investigation units, traffic police, and anti-terrorism team or specialized security team.

3.3 Sampling

A convenience sampling method was used. Convenience sampling is a non- probability sampling method where participants are selected based on their accessibility, and willingness to participate rather than random selection ([Creswell and Creswell, 2023](#)). In this approach, not all member of the target population has an equal chance of inclusion, which sets it apart from probability-based sampling methods

([Saunders et al., 2023](#)). This sampling is commonly utilized in occupational, and applied psychological research when access to a specialized or institutionally controlled population is limited ([Andrade, 2021](#); [Saunders et al., 2023](#)). This study utilized convenience sampling due to practical and organizational challenges related to accessing police personnel. Participants were recruited based on their availability during duty hours and their voluntary consent. Considering the time constraints, institutional protocols, and the operational requirements of policing, convenience sampling was considered the most practical and ethically appropriate approach ([Creswell and Creswell, 2023](#)). While this method may reduce generalizability, it is widely recognized in psychological research that involves hard-to-access professional populations ([Andrade, 2021](#)).

3.3.1 Sample Size

The sample size was determined with the guidelines provided by Field (2020) and Tabachnick and Fidell (2019) which suggest minimum 200 participants is necessary for correlational to achieve adequate statistical power. In order to strengthen reliability, address non-response, and follow the recommendation of increasing the calculated sample by 30-50%. Data was collected from around 300 police officers from diverse units including investigation, operational and traffic divisions across Twin Cities. Determining an appropriate sample size is essential to ensure adequate statistical power and reliable parameter estimation in quantitative research ([Lowe et al., 2022](#)).

In studies focus on mediation effects, the require sample size are typically larger than those necessary for correlation or regression analyses because indirect effects tend to be smaller and require greater power for detect ([Montoya, 2023](#)). Recent methodological studies suggest that mediation analyses often require a minimum sample of around 200 participants to attain adequate power (.80) when identifying small-to-moderate indirect effects ([Montoya, 2023](#)). Recommendations based on simulations further indicate that sample sizes between 200 to 400 are preferable when using bootstrapping techniques to estimate indirect effects, as this enhances the stability and accuracy of confidence intervals. When multiple predictors are

included, larger sample sizes are recommended to mitigate bias and improve the reliability of estimates.

The present study included a total sample of 300 police personnel which aligns with the recommended range for mediation analysis. This sample size was considered statistically sufficient to identify small-to-moderate direct and indirect effects, ensures adequate power, and enhance the generalizability and reliability of the results within the targeted population ([Hayes, 2022](#)).

3.3.2 Inclusion Criteria

- i. Police officer's currently serving in the investigation, operational, and traffic divisions of law enforcement agencies in twin cities, Pakistan.
- ii. At least one year of active service, as officer with minimum one year of field experience have adequate exposure to operational duties, occupational stressors required to meaningfully assess compassion fatigue and associated psychological constructs ([Papazoglou et al., 2022a](#); [Violanti et al., 2020](#)).
- iii. Both male and females were included to participate in the study and they must be within the adult age range of 18 to 58 years.
- iv. Specifying the age range improves clarity, methodological transparency, and it ensures that the sample accurately reflect the target adult working population relevant to the study variables.

3.3.3 Exclusion Criteria

- i. Participants who declined to give informed consent or submitted incomplete questionnaires were excluded from the study to maintain data quality and ethical standards.
- ii. Participants with any type of physical or psychological condition were excluded from the study.

3.4 Demographic Information

A brief demographic information form was used to gather basic background details of the participants. Age, gender, marital status, education, rank, and service duration factors are commonly examined in occupational stress research and may affect emotional processing, coping styles, and susceptibility to compassion fatigue among police personnel. Gathering restricted demographic information was intended to ensure participant comfort, minimize response burden, and maintain confidentiality while facilitating relevant descriptive and comparative analyses aligned with the objectives of the present study.

3.5 Instruments

Standardized psychological measures are used in this study.

3.5.1 Need for Cognitive Closure Scale

Need for Cognitive Closure Scale was developed by [Roets and Van Hiel \(2011\)](#) to assess an individual's inclination for certainty, structure, and decisiveness, alongside their discomfort with ambiguity.

The scale consists of 15 items rated on a 6-point Likert scale that ranging from 1 strongly disagree to 6 strongly agree. Higher scores indicate a greater need for cognitive closure.

The NFCS has shown strong internal consistency and construct validity across diverse populations including those in high stress occupational groups. Reliability analyses have reported Cronbach's alpha coefficients between 0.82 to 0.89, indicating high reliability ([Kruglanski et al., 2021](#); [Roets and Van Hiel, 2011](#)).

The scale has been widely used in studies examining decision-making, cognitive inflexibility, stress responses, and coping mechanisms in uncertain condition, making it especially relevant for law enforcement settings. The scale was translated into Urdu using a standardized translation method for use in the present study.

3.5.2 Range and Differentiation of Emotional Experience Scale

Emotional granularity was assessed using the Range and Differentiation of Emotional Experience Scale developed by [Kang and Shaver \(2004\)](#).

The RDEES comprises 14 items designed to measure the extent to which individuals can clearly identify, differentiate and experience a wide range of emotions.

The scale evaluates two subscales such as emotional range and emotional differentiation. Emotional range indicates the extent and variety of emotions that an individual generally experiences, while emotional differentiation (emotional granularity) refers to the ability to differentiate between closely related emotional states and recognize subtle emotional distinction.

The reported Cronbach's alpha coefficients for both subscales ranging from .76 to .89. The RDEES is assessed on a 7-point Likert scale which ranges from 1 (not at all characteristic) to 7 (extremely characteristic).

Even-numbered items (2, 4, 6, 8, 10, 12, 14) evaluate emotional differentiation, whereas, odd-numbered items (1, 3, 5, 7, 9, 11, 13) measure emotional range, and Items 1, 5, 9, and 11 are reverse-scored before computing subscale and total scores.

Higher scores suggest greater emotional range and higher emotional differentiation. Prior studies have shown that RDEES has strong construct validity and excellent internal consistency.

Reliability analyses have reported Cronbach's alpha coefficients between 0.84 to 0.91, indicating high internal consistency ([Hoemann et al., 2021](#); [Ondrejová and Halamová, 2022](#)).

The scale has been used in studies focus on examining emotional regulation, stress resilience, and psychological well-being, thereby supporting its suitability for evaluating emotional differentiation among police personnel.

For the aims of the present study, the scale was translated into Urdu following a systematic translation procedure.

3.5.3 Brief Experiential Avoidance Questionnaire

Experiential avoidance was assessed using the Brief Experiential Avoidance Questionnaire developed by [Gámez et al. \(2014\)](#). The BEAQ comprises 15 items designed to assess the tendency to suppress or avoid unpleasant internal experiences such as distressing thoughts, emotions, and memories. Responses are recorded on a 6-point Likert scale which ranges from 1 strongly disagree to 6 strongly agree, with higher scores reflecting greater levels of experiential avoidance.

The BEAQ has strong psychometric properties, characterized by high internal consistency and convergent validity. The reported Cronbach's alpha values between 0.87 to 0.90, indicating excellent reliability ([Bernat et al., 2020](#)). The scale has been extensively used studies concerning trauma and occupational stress and making it particularly relevant for understanding maladaptive coping strategies among professionals who face chronic stress and trauma, such as police officers. The scale was translated into Urdu using a standardized translation method for use in the present study.

3.5.4 Compassion Fatigue Short Scale

Compassion fatigue was assessed utilizing Compassion Fatigue Short Scale developed by [Adams et al. \(2006\)](#). The CFSS consists of 13-item self-report measure designed to measure symptoms of compassion fatigue that arise from prolonged exposure to other's suffering. Items are rated on a 10-point Likert scale that ranging from 1 never to 10 very often, with higher scores reflecting greater levels of compassion fatigue.

The CFSS consist of two subscales such as Secondary Traumatic Stress (ST) and Burnout (B). Secondary traumatic stress encompasses trauma-related symptoms arising from indirect exposure to the traumatic experiences of others, including intrusive thoughts, trauma-like reactions, and emotional distress. Burnout reflects emotional exhaustion, feelings of hopelessness, diminished professional efficacy, and work-related stress resulting from prolonged occupational pressure. Items a, b, d, f, g, I, k, and m assess burnout, whereas items c, e, h, I, j, and l assess secondary

traumatic stress, as suggested in the scoring key. Scores for each subscale are calculated by summing the relevant items, with higher scores indicating greater levels of compassion fatigue symptoms.

The reported Cronbach's alpha coefficients for these subscales generally ranging from .80 to .90. The CFSS has shown strong construct validity and high internal consistency across diverse professional populations that encounter trauma. The reported Cronbach's alpha coefficients between 0.86 to 0.90, demonstrating excellent reliability (Stamm, 2010; Hoemann et al., 2021). The scale has been extensively utilized in research concerning first responders and helping professionals, thereby supporting its suitability for assessing compassion fatigue among police personnel. For the aims of the present study, the scale was translated into Urdu using a standardized translation procedure.

3.6 Translation Procedure

As the original instruments were in English, a standardized translation procedure was utilized to ensure both linguistic and conceptual equivalence for use with Pakistani police personnel. The translation procedure followed internationally recognized guidelines and was completed in several phases, including forward translation, committee evaluation, back translation, and final committee review.

3.6.1 Forward Translation

The forward translation of the instrument was conducted in accordance with the guidelines recommended by the World Health Organization (WHO) regarding the translation and adaptation of research instruments. According to [World Health Organization \(2016\)](#), this process should involve at least one bilingual expert whose native language is the target language and who possesses a thorough understanding of the construct being measured. The aim of forward translation is to achieve conceptual equivalence rather than a literal translation, ensuring that the items retain the same meaning and cultural relevance in the target language.

In the present study, the original English version of the scale was translated into Urdu by a qualified 2 bilingual expert with a background in psychology. Emphasis was given on clarity, simplicity, and cultural relevance to maintain idiomatic, semantic, experiential, and conceptual equivalence. Any ambiguous or culturally sensitive phrases were carefully adapted to ensure that the translated version accurately conveyed the intended meaning of the original instrument.

3.6.2 Committee Evaluation

A committee was formed to assess the forward-translated versions. The committee included the researcher and psychology professionals who specialized in assessment and research methodology. Each item was carefully reviewed focusing on clarity, conceptual equivalence, cultural relevance, and appropriateness for police personnel. Any discrepancies between the translations were discussed, and leading to consensus on the most accurate and culturally appropriate wording for each item.

3.6.3 Back Translation

Following the committee approval, the completed Urdu version was sent for back translation. Two independent bilingual translators, who were not involved in the initial phase of translation and had no access to the original English versions of scales, undertook the task of translating the Urdu version back into English. This step was implemented to ensure objectivity and minimized translator bias.

3.6.4 Final Committee Review

The back translated versions of scales were reviewed by the committee and compared them with the original English instruments. Minor discrepancies were identified and addressed through discussion to ensure semantic and conceptual alignment or consistency. After final revisions, the Urdu versions were confirmed, and received approval from the expert committee to ensure conceptual equivalence, linguistic clarity, and cultural relevance. The final versions were approved for utilization in data collection for this study.

3.7 Data Collection Procedure

The process of data collection began after obtaining official authorization from relevant police authorities to approach police personnel in Islamabad and Rawalpindi for research purposes. Participants were selected from designated police units utilizing convenience sampling, based upon their availability and willingness to take part. Before the initiation of data collection, participants were briefed regarding the study purpose, the procedures involved, assurances of confidentiality, and their right to withdraw at any stage without facing any penalty. Written informed consent was obtained from all participants before distribution of the questionnaires.

Data were collected through a self-report survey booklet that included a demographic information form (age, gender, marital status, education, rank, and service duration) followed by standardized psychological measures assessing need for cognitive closure, emotional granularity, experiential avoidance, and compassion fatigue. The questionnaires were administered in a calm and non-disruptive setting within police premises to ensure focus and confidentiality. Participants were encouraged to provide honest response and were assured that there was no right or wrong answers. The researcher remained available to clarify instructions, if necessary, without influencing responses. The time taken to complete the questionnaire was approximately 20–25 minutes for each participant. Once finishes, the questionnaires were collected immediately and securely stored for data entry. The data collected were later coded, analyzed using SPSS-21 for statistical analysis and PROCESS Macro for mediation analysis.

3.8 Ethical Consideration

The study was conducted following ethical guidelines and was approved from the Ethics Review Committee of the Department of Psychology, Capital University of Science and Technology (CUST), Islamabad. Participation in the study was completely voluntary, and informed consent was obtained from all participants before the commencement of data collection. Participants were thoroughly informed

about the study objectives, procedures, potential risks, and benefits. Confidentiality and anonymity were rigorously maintained by assigning unique identification codes rather than recording names or service numbers. All data collected were used exclusively for research purposes and were stored securely, accessible only to the researcher and supervisor. Participants were informed about their right to withdraw from the study at any point without facing any negative consequences. Considering the sensitive nature of psychological evaluations, efforts were taken to minimize discomfort. Participants who experienced emotional distress during the evaluation were offered with appropriate reassurance and advised to seek professional psychological assistance if necessary. The study prioritized the psychological safety, dignity, and professional integrity of all participants throughout the research process.

Chapter 4

Results

4.1 Data Analyses

Data analysis was performed using the Statistical Package for the Social Sciences (SPSS-21). All preliminary analyses which included data coding, screening, cleaning, and examination of missing values, were performed within SPSS. Descriptive statistics were calculated to summarize the demographic characteristics and study variables. A Pearson product-moment correlation analysis was conducted to investigate the relationships among emotional granularity, need for cognitive closure, experiential avoidance, and compassion fatigue. The PROCESS Macro developed by Hayes was utilized for mediation analysis in SPSS. Model 4 was used to assess the mediating effect of experiential avoidance in the relationship between emotional granularity, need for cognitive closure, and compassion fatigue.

Demographic variables were incorporated to account for occupational and individual differences. During data screening process, a small number of missing responses were detected. To address this concern, the Previous Item Response (PIR) method was utilized, where the missing value was replaced with the response provided by participant to the immediately preceding item. This method was selected due to fact that the items within each scale assess the same construct and are conceptually interconnected, and has been characterized as a pragmatic data-cleaning approach in survey research when missing data is minimal ([Field,](#)

2024; Tabachnick and Fidell, 2019). In cases where participants selected two options for a single item (double-marked responses), the first selected response was retained for analysis to ensure consistency and prevent data loss. Consistently apply predefined decision rules during the data cleaning is recommended to improve transparency and methodological rigor (Kline, 2023). This methodology ensured that the dataset remained complete ($N = 300$) and appropriate for subsequent statistical evaluations, while minimizing any distortion of the original response patterns. The occurrence of such cases was minimal and therefore, unlikely to significantly affect parameter estimates or overall study findings (Field, 2020).

4.2 Descriptive Statistics

Descriptive statistics were utilized to analyze the distribution and characteristics of the study variables in police personnel. Means, standard deviations, minimum and maximum values, skewness, and kurtosis were computed for all continuous variables which included emotional granularity, need for cognitive closure, experiential avoidance, and compassion fatigue. Frequencies and percentages were determined for categorical demographic variables such as age, gender, marital status, education, rank, and service duration. Prior to hypothesis testing, data screening procedures were implemented.

Prior to performing inferential analyses, the dataset was screened to identify missing values and outliers. The proportion of missing data was found to be less than 5%, which is generally regarded as minimal and unlikely to significantly bias statistical estimates (Enders, 2022b; Tabachnick and Fidell, 2019). Due to low level of missingness, all cases were retained, and standard data screening protocols were applied to maintain statistical power. Outliers were examined through descriptive statistics and boxplots.

To reduce the potential effect of extreme values, trimmed mean statistics were evaluated. The use of trimmed means is recommended when the data may include mild outliers, as it reduces the effect of extreme scores while maintaining the overall distributional structure (Field, 2024). The difference between trimmed and regular

means were minimal, the data were considered sufficiently robust for parametric analyses. This methodology ensured that the dataset met assumptions necessary for correlation, regression, and mediation analyses while minimizing distortion due to extreme values.

The normality of the continuous variables was evaluated through skewness and kurtosis indices, histograms, and the Kolmogorov–Smirnov test. To assess the internal consistency of the scales used in the study, reliability analyses were carried out using Cronbach’s alpha coefficients. Bivariate analyses were performed to investigate the relationships among emotional granularity, need for cognitive closure, experiential avoidance, and compassion fatigue.

Pearson product–moment correlation coefficients were calculated to evaluate the strength and direction of associations between continuous variables. Furthermore, mean difference analyses such as independent samples t-tests and ANOVA were conducted to examine differences in compassion fatigue across demographic groups where appropriate.

4.3 Sample Characteristics

Table 4.1 presented the demographic characteristics of the participants ($N = 300$) that were analyzed using frequency and percentage analyses.

In terms of age distribution, the majority of participants was within the 39–48 years age range (42%), followed by 29–38 years (28%), 49–58 years (22%), and 19–28 years (8%). Regarding rank, the majority of participants were police constables, including lady constables (84.3%), with Head Constables, including lady head constables (10.7%). A smaller proportion consisted of sub-inspectors, including lady sub-inspectors (1.3%), and assistant sub-inspectors (3.7%).

With respect to service duration, 40% of participants were categorized as early career officers (1–10 years), 36.7% as mid-career officers (11–20 years), and 23.3% as senior career stage (21–33 years).

These findings suggest that the sample was primarily composed of mid-to-late adulthood police personnel occupying lower-ranking positions, with a significant proportion in the early and mid-stages of their professional careers.

TABLE 4.1: Frequency and Percentage for Descriptive Characteristics (N = 300)

Demographics	F	%
Age		
19–28 years	24	8
29–38 years	84	28
39–48 years	126	42
49–58 years	66	22
Gender		
Male	222	74
Female	78	26
Marital Status		
Unmarried	110	36.7
Married	190	63.3
Education		
Matriculation	82	27.3
Intermediate	154	51.3
Graduation	60	20
Master and above	4	1.3
Rank		
Police Constable	253	84.3
Head Constable	32	10.7
Sub-Inspector	4	1.3
Assistant Sub-Inspector	11	3.7
Years of Service		
1–10 Early Career	120	40
11–20 Mid-Career	110	36.7
21–33 Senior Career	70	23.3

Note. F = frequency; % = percentage.

The descriptive statistics for the study variables which includes the mean, median, mode, and standard deviation, is presented in Table 4.2.

The analysis of the Range and Differentiation of Emotion Experience Scale showed a mean score of 3.63 (SD = .95), with measure of central tendency (Median = 3.71; Mode = 3.00) indicating a relatively balanced distribution of emotional differentiation scores.

Similarly, Brief Experiential Avoidance Questionnaire and the Need for Cognitive Closure Scale showed mean scores of 3.52 (SD = .74) and 3.71 (SD = .81), respectively. The proximity of the mean, median, and mode for these three scales suggests that the data for these variables are approximately normally distributed. Conversely, the Compassion Fatigue Short Scale exhibited a greater degree of variability. The mean score was 3.77, the standard deviation was significantly higher at 1.81.

Additionally, the mode for CFSS was 1.00, which significantly differ from the mean and median (3.65). This discrepancy indicates a positively skewed distribution, where a considerable portion of the sample indicated the minimum possible score for compassion fatigue, whereas a subset of higher scores elevated the overall average upward. All psychometric scales utilized a minimum score of 1, which signifies the lower limit of the participant's responses.

TABLE 4.2: Descriptive Statistics of Study Variables

Variables	Mean	Standard Deviation	Minimum	Maximum
RDEES	3.6336	0.94959	1	6
BEAQ	3.5204	0.74178	1	5
NFCS	3.7082	0.80775	1	7
CFSS	3.7746	1.80822	1	8

Note. RDEES = Range and Differentiation of Emotion Experience Scale; BEAQ = Brief Experiential Avoidance Questionnaire; NFCS = Need for Cognitive Closure Scale; CFSS = Compassion Fatigue Short Scale.

4.3.1 Normality Assessment

To assess the distribution of the data, Kolmogorov-Smirnov tests were performed for the study variables: RDEES, BEAQ, NFCS, and CFSS.

The findings in table 4.3 indicated that all variables exhibit significant deviations from a perfectly normal distribution, as evidence by p-values falling below the .05 threshold in both tests (p = .000 for most measures and p = .001 for the Kolmogorov-Smirnov test of CFSS).

While these findings indicate non-normality in a rigorous statistical context, it is extensively recognized that normality tests such as the Kolmogorov–Smirnov are highly sensitive to large sample sizes, often results in statistically significant even when deviations from normality are minimal and practically insignificant (Field, 2024).

Therefore, with a sample size of $N = 300$, minimal deviations from normality are unlikely affect parametric analyses due to the robustness provided by the Central Limit Theorem (Lumley et al., 2002).

The skewness values ranged from $-.876$ to $.081$, and kurtosis values ranged from -1.032 to 2.580 . Despite the Kolmogorov–Smirnov test was statistically significant ($p = .001$), normality tests exhibit highly sensitive in large sample sizes and often identifying minor deviations from normality (Molnar et al., 2021). Therefore, skewness and kurtosis were analyzed as more pragmatic indicators of distribution shape.

Recent methodological recommendations indicate that skewness and kurtosis values within ± 2 are considered acceptable for assuming approximate normality in social science research (Kline, 2023).

In this study, all values were found within this acceptable range, thereby supporting the use of parametric statistical methods.

TABLE 4.3: Skewness, Kurtosis and Kolmogorov-Smirnov Statistics for Test of Normality ($N = 300$)

Variables	Skewness		Kurtosis		KS	p
	Statistics	St. Error	Statistics	St. Error		
RDEES	-0.524	0.141	1.624	0.281	0.116	.000
BEAQ	-0.876	0.141	2.580	0.281	0.121	.000
NFCS	-0.332	0.141	2.033	0.281	0.100	.000
CFSS	0.081	0.141	-1.032	0.281	0.071	.001

Note. RDEES = Range and Differentiation of Emotion Experience Scale; BEAQ = Brief Experiential Avoidance Questionnaire; NFCS = Need for Cognitive Closure Scale; CFSS = Compassion Fatigue Short Scale; p = Significance Level.

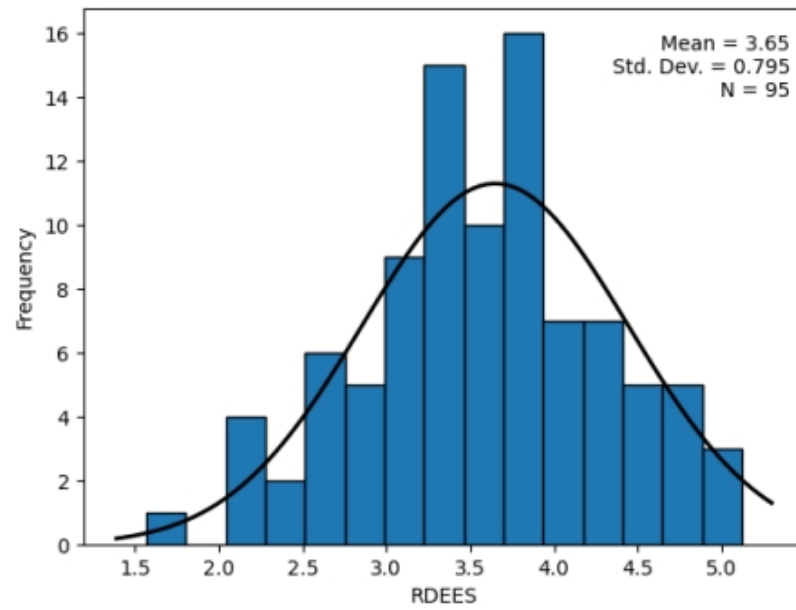


FIGURE 4.1: RDEES

Figure 4.1 shows the distribution of RDEES scores. The bell curve indicates the normal distribution of the variable.

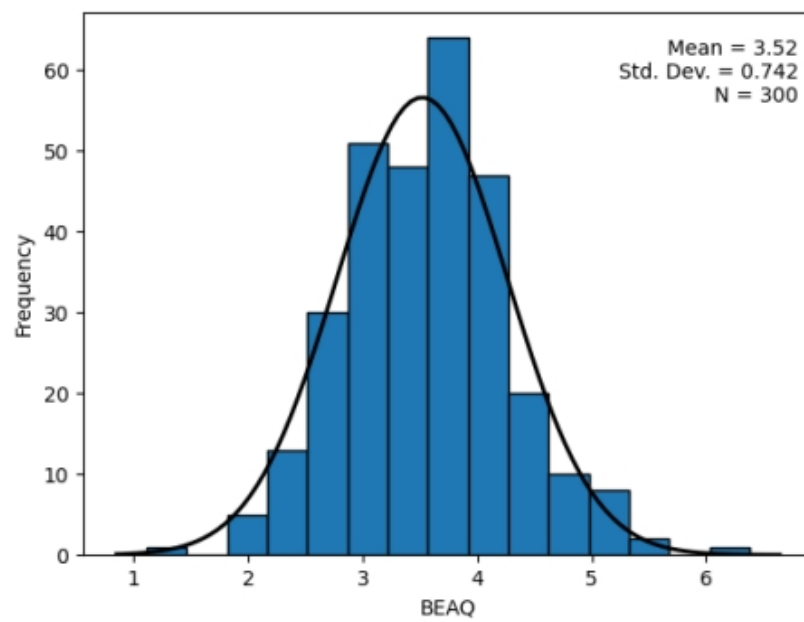


FIGURE 4.2: BEAQ

Figure 4.2 shows the distribution of BEAQ scores. The bell curve indicates the normal distribution of the variable.

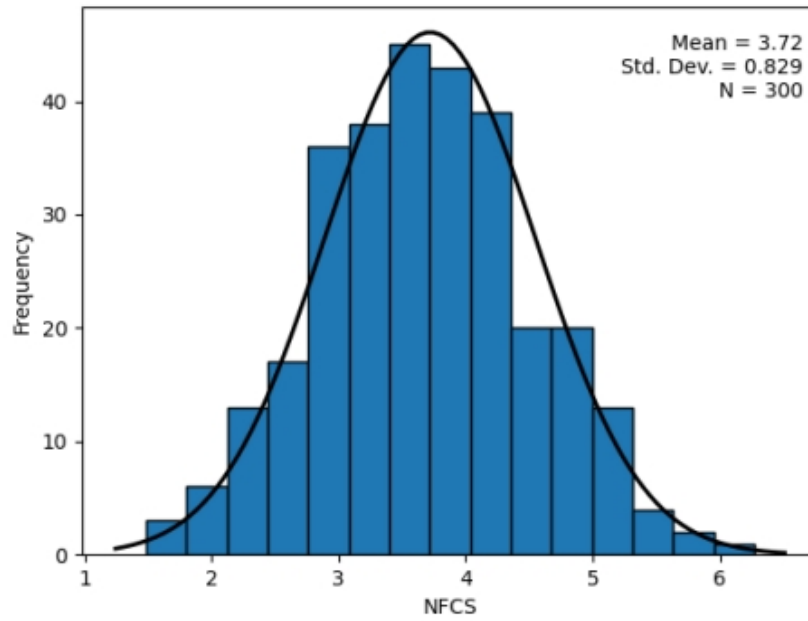


FIGURE 4.3: NFCS

Figure 4.3 shows the distribution of NFCS scores. The bell curve indicates the normal distribution of the variable.

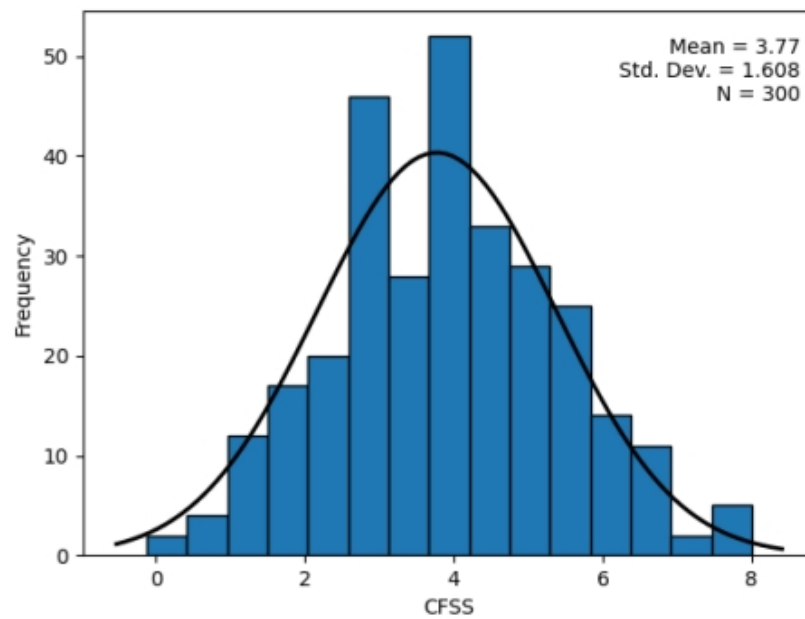


FIGURE 4.4: CFSS

Figure 4.4 shows the distribution of CFSS scores. The bell curve indicates the normal distribution of the variable.

The histograms for RDEES, BEAQ, and NFCS all display a generally symmetrical, bell-shaped distribution. For these variables, the majority of participant scores are closely grouped around their respective means ($M = 3.63$, $M = 3.52$, and $M = 3.72$). The "peaked" characteristics of these three graphs align with their positive Kurtosis values (1.62, 2.32, and 2.32), suggesting that the data is more centrally concentrated than a standard normal distribution. Although the Skewness values for these scales are slightly negative, the histograms confirm that these deviations are minimal and the data remains well-balanced. Conversely, the histogram for CFSS reveals a notable different pattern. While it remains symmetry (Skewness = .071), the distribution is significantly flatter and more widely spread ($SD = 1.80$). The negative Kurtosis value of -1.03 is visually apparent in the broad spread of frequency bars, indicating that participant's cognitive flexibility scores exhibit greater variability across the scale compared to the other constructs.

Although the Kolmogorov-Smirnov tests achieved statistical significance ($p < .05$), suggesting a deviation from a perfectly normal distribution, the visual evidence provided by the histograms in Figure 1 indicates that the data follow a sufficiently normal pattern. The lack of extreme outliers or severe skewness in these figures confirms that the data is robust and fulfill the fundamental assumptions required for the parametric analyses, including Pearson correlations, independent sample t-tests, ONE-WAY ANOVA and the mediation modeling performed in the subsequent sections.

4.3.2 Reliability Analysis

The reliability coefficients for the Urdu adaptations of the four primary scales such as RDEES, BEAQ, NFCS, and CFSS are presented in table 4.4. The scales were consisted of 14 items for RDEES, 15 items for both NFCS and BEAQ, and 13 items for CFSS. The total mean scores were highest for the NFCS ($M = 55.79$, $SD = 12.43$) and lowest for the CFSS ($M = 49.07$, $SD = 23.51$). Internal consistency was conducted following modern psychometric guidelines indicating that Cronbach's alpha coefficients of .70 or above demonstrate acceptable reliability for

research tools (Cocker and Joss, 2023). CFSS revealed the highest reliability coefficient ($\alpha = .914$), signifying excellent internal consistency among its 13 items. RDEES revealed strong psychometric strength with an alpha value of .854 across 14 items. Both NFCS and BEAQ scales produced solid reliability outcomes, with coefficients of .793 (15 items) and .790 (15 items), respectively.

The following table presents the reliability of the Urdu version of the scales used in this study. The descriptive results for these scales also indicate significant variability in participant responses, especially for the CFSS, which showed the highest standard deviation ($SD = 23.507$). Collectively, these psychometric properties confirm that the Urdu translations serve as reliable tools for the present research context, allowing for a confident interpretation of the subsequent correlation and inferential analyses.

TABLE 4.4: Reliability of the Scales Used in the Study

Measures	N	M	SD	α
RDEES	14	50.87	13.294	0.85
BEAQ	15	52.81	11.127	0.79
NFCS	15	55.79	12.434	0.79
CFSS	13	49.07	23.507	0.91

Note. RDEES = Range and Differentiation of Emotion Experience Scale; BEAQ = Brief Experiential Avoidance Questionnaire; NFCS = Need for Cognitive Closure Scale; CFSS = Compassion Fatigue Short Scale; N = number of items in each scale; M = Mean; SD = Standard Deviation; α = Cronbach's alpha.

4.3.3 Sub-scales Reliability Analysis

Table 4.5 and table 4.6 present the reliability analysis of the subscales. Emotional differentiation exhibited good internal consistency ($=.81$) and emotional range showed acceptable reliability ($=.69$).

The CFSS subscales showed good reliability, with Cronbach's alpha coefficients of .86 for burnout and .81 for secondary trauma. Overall the findings suggest that the subscales have acceptable to good internal consistency, making them appropriate for further statistical analysis.

TABLE 4.5: Reliability of Sub-Scale of RDEES

<i>Measures</i>	N	M	SD	α
Emotional Range	7	24.72	6.68	.69
Emotional Differentiation	7	26.15	7.79	.81

Note. N = number of items in each scale; M = mean; SD = standard deviation; α = Cronbach's alpha reliability coefficient.

TABLE 4.6: Reliability of Sub-Scales of CFSS

<i>Measures</i>	N	M	SD	α
Secondary Trauma	5	19.08	9.63	.81
Burnout	8	29.99	14.86	.86

Note. N = number of items in each scale; M = mean; SD = standard deviation; α = Cronbach's alpha reliability coefficient.

4.4 Pearson Correlation Analysis

Table 4.7 presents the correlations between the four main psychometric constructs. This table presents the Pearson Correlation Coefficients for this study variable, which assess the strength and direction of the linear relationships among them. The strength of correlations was assessed according to the revised effect size guidelines in behavioral research, where coefficients near .10 indicate small effects, .30 signify moderate effects, and .50 or higher large effects (Farooq and Jamil, 2021). The findings indicate a significant positive correlation among all primary measures, indicating that as scores on one scale rises, scores on the others tend to exhibit a similar upward trend. The strongest correlation was observed between BEAQ and NFCS ($r = .700$, $p < .01$), signifying a strong positive relationship between these two constructs. RDEES demonstrated moderate positive correlations with both CFSS ($r = .540$, $p < .01$) and BEAQ ($r = .407$, $p < .01$). The correlation between BEAQ and CFSS ($r = .200$, $p < .01$) was significant but represents the weakest positive association among the statistically significant pairs. Notably, the relationship between NFCS and CFSS ($r = .056$, $p = .331$) did not achieve statistical significance. This indicates that within this particular sample, a participant's

level of Need for Cognitive Closure (NFCS) does not reliably predict their score on the CFSS.

Table 4.8 presents the relationship between demographic factors (age, gender, marital status, education, rank, and service duration) and the study variables (RDEES, NFCS, RDEES, and CFSS) within the sample ($N = 300$). A Pearson product-moment correlation analysis was performed to assess the strength and direction of relationships. The findings reveal that age was not significantly correlated with RDEES ($r = .053$, $p > .05$), NFCS ($r = .008$, $p > .05$), BEAQ ($r = .040$, $p > .05$), and CFSS ($r = .076$, $p > .05$). This indicates that emotional granularity, experiential avoidance, need for cognitive closure, and symptoms related to fear or stress do not significantly differ across different age groups in the present sample. Similarly, gender did not exhibit statistically significant relationship with RDEES ($r = -.070$), NFCS ($r = .024$), BEAQ ($r = .022$), and CFSS ($r = -.102$), with all p values exceeding .05. These findings suggest that there were no meaningful differences between male and female participants on the measured psychological constructs. This aligns with some prior research suggesting that psychological traits including experiential avoidance and cognitive closure may not significantly differ by gender depending on occupational or contextual influences. Furthermore, Education level also showed no any significant association with RDEES ($r = .000$), NFCS ($r = -.054$), BEAQ ($r = .008$), and CFSS ($r = -.006$), indicating that educational attainment did not significantly affect emotional expressivity, avoidance behaviors, cognitive closure needs, and fear or stress levels within this sample.

In contrast, marital status exhibited a small but statistically significant positive relationship with RDEES ($r = .115$, $p < .05$). This suggests that married individuals may exhibit slightly greater emotional expressivity in comparison to unmarried participants. However, marital status did not show significant relationship related to BEAQ ($r = .090$), NFCS ($r = .029$), and CFSS ($r = .109$), indicating limited impact on other psychological dimensions. Additionally, rank was not significantly associated with any of the study variables (RDEES: $r = -.042$; NFCS: $r = .037$; BEAQ: $r = .036$; CFSS: $r = -.057$; all $p > .05$), suggesting that hierarchical position within the organization did not substantially affect emotional or cognitive traits.

Lastly, service duration exhibited a small but significant positive relationship with CFSS ($r = .132$, $p < .05$), indicating that individuals with longer service experience reported slightly higher levels of stress or fear-related symptoms.

However, service duration did not show a significant relationship with RDEES ($r = .077$), NFCS ($r = .015$), BEAQ ($r = .044$).

Overall, the findings suggest that demographic variables demonstrated minimal and weak relationship with the primary psychological constructs.

The significant relationships identified were small in magnitude, consisting with current guidelines for understanding correlation effect size in psychological studies (Farmus et al., 2023).

These findings indicate that the core study variables are largely independent of demographic influences within this sample.

TABLE 4.7: Correlations among Study Variables (N = 300)

<i>Variables</i>	1	2	3	4
1. Emotional Granularity	—	.41**	.27**	.54**
2. Experiential Avoidance		—	.70**	.20**
3. Need for Cognitive Closure			—	.06
4. Compassion Fatigue				—

Note. Values represent Pearson correlation coefficients. * $p < .05$, ** $p < .01$.

TABLE 4.8: Correlations of Demographics with Study Variables (N = 300)

<i>Variables</i>	RDEES	BEAQ	NFCS	CFSS
Age	.05	.04	.01	.08
Gender	-.07	.02	.02	-.10
Education	.00	.01	-.05	-.01
Marital Status	.12*	.09	.03	.11
Rank	-.04	.04	.04	-.06
Service Duration	.08	.04	.02	.13*

Note. Values represent Pearson correlation coefficients. * $p < .05$, ** $p < .01$.

TABLE 4.9: Correlation of Sub-Scales of RDEES and Sub-Scales of CFSS

<i>Variables</i>	1	2	3	4
1. Secondary Trauma	—	.84**	.50**	.45**
2. Burnout		—	.47**	.48**
3. Emotional Range			—	.69**
4. Emotional Differentiation				—

Note. Values represent Pearson correlation coefficients. * $p < .05$, ** $p < .01$.

4.5 Mediation Analysis Using PROCESS Macro

A regression analysis was performed to examine whether experiential avoidance (BEAQ) mediated the relationship between emotional granularity (RDEES), need for cognitive closure (NFCS), and compassion fatigue (CFSS) in table 10.

The mediation impact was evaluated using bootstrapped confidence intervals. An indirect effect is considered statistically significant when the 95% confidence interval does not include zero, following the establishes mediation analysis guidelines (Hayes, 2022).

4.5.1 The Total Effect Model

In Step 1, NFCS and RDEES were included as predictors of compassion fatigue. The overall model result was statistically significant, $F(2, 297) = 63.72$, $p < .001$, accounting for 30.02% of the variance in compassion fatigue ($R^2 = .3002$).

Emotional granularity was identified as a significant positive predictor of compassion fatigue ($\beta = 1.0785$, $p < .001$), suggesting that higher levels of emotional differentiation were correlated with higher levels of compassion fatigue.

Conversely, need for cognitive closure exhibited a marginally non-significant negative relationship with compassion fatigue ($\beta = .2186$, $p = .0539$), as the confidence interval encompassed zero.

4.5.2 The Mediator Model (Path a)

In Step 2, NFCS and RDEES were utilized as predictors of experiential avoidance (BEAQ). This model demonstrated statistical significance, $F(2, 297) = 174.80$, $p < .001$, explaining for 54.07% of the variance in experiential avoidance ($R^2 = .5407$). Both predictors were found to be significant. Need for cognitive closure was positively predicted experiential avoidance ($\beta = .5845$, $p < .001$), indicating that individuals with higher cognitive closure tendencies reported higher avoidance. Additionally, Emotional granularity was also a significant predictor of experiential avoidance ($\beta = .1827$, $p < .001$). These findings fulfilled the criterion that the independent variables significantly predict the proposed mediator.

4.5.3 The Direct and Indirect Effect Model (Path b, c)

In Step 3, BEAQ was incorporated to the regression model alongside with NFCS and RDEES to predict compassion fatigue. The model continued to show statistically significant, $F(3, 296) = 42.98$, $p < .001$, accounting for 30.34% of the variance in compassion fatigue ($R^2 = .3034$). However, the addition of BEAQ resulted in only a minimal enhancement in explained variance compared to Step 1. Emotional granularity persisted as a strong and significant predictor ($\beta = 1.0413$, $p < .001$). Need for cognitive closure emerged as statistically significant in this model ($\beta = .3376$, $p = .0272$), suggesting a significant direct effect after adjusting for experiential avoidance. It is crucial to note that experiential avoidance did not significantly predict compassion fatigue ($\beta = .2037$, $p = .2440$), as its confidence interval encompassed zero.

The analysis of both direct and indirect effect further clarified these findings in table 4.11. The total effect of NFCS on compassion fatigue was found to be marginally non-significant ($\beta = .2186$, $p = .0539$). However, the direct effect of NFCS on compassion fatigue reached statistical significance when experiential avoidance was incorporated in the model ($\beta = .3376$, $p = .0272$). The indirect effect of NFCS on compassion fatigue via experiential avoidance was $\beta = .1190$, and the bootstrapped confidence interval (.0836, .3689) encompassed zero, suggesting that the mediation effect was not statistically significant.

TABLE 4.10: Regression Analysis for Mediation of BEAQ between NFCS, RDEES, and CFSS

Predictor	B	SE	t	p	LL	UL
Step 1: NFCS, RDEES → CFSS						
Constant	0.67	0.47	1.40	.162	-0.27	1.60
NFCS	-0.22	0.11	-1.94	.054	-0.44	0.00
RDEES	1.08	0.10	11.23	< .001	0.89	1.27
R	0.55					
R ²	0.30					
F	63.72					
Step 2: NFCS, RDEES → BEAQ						
Constant	0.69	0.16	4.37	< .001	0.38	1.00
NFCS	0.58	0.04	15.58	< .001	0.51	0.66
RDEES	0.18	0.03	5.72	< .001	0.12	0.25
R	0.74					
R ²	0.54					
F	174.80					
Step 3: NFCS, BEAQ, RDEES → CFSS						
Constant	0.53	0.49	1.08	.283	-0.44	1.49
NFCS	-0.34	0.15	-2.22	.027	-0.64	-0.04
BEAQ	0.20	0.17	1.17	.244	-0.14	0.55
RDEES	1.04	0.10	10.30	< .001	0.84	1.24
R	0.55					
R ²	0.30					
F	42.98					

Note. B = unstandardized coefficient; SE = standard error; LL = lower limit; UL = upper limit of the 95% confidence interval. Statistical significance was determined at $p < .05$.

TABLE 4.11: Direct and Indirect Effects for the Mediation of BEAQ between NFCS and CFSS

Effect	B	SE	t	LL	UL
Direct Effect (NFCS → CFSS)	-0.34	0.15	-2.22	-0.64	-0.04
Indirect Path a (NFCS → BEAQ)	0.58	0.04	15.58	0.51	0.66
Indirect Path b (BEAQ → CFSS)	0.20	0.17	1.17	-0.14	0.55

Note. B = unstandardized coefficient; SE = standard error; LL = lower limit; UL = upper limit of the 95% confidence interval. The direct effect of NFCS on CFSS remained significant after inclusion of the mediator (BEAQ), whereas the path from BEAQ to CFSS was non-significant, suggesting no evidence of mediation.

Overall, the results do not support the mediating role of experiential avoidance in the association between need for cognitive closure and compassion fatigue. Although NFCS was a significant predictor of experiential avoidance, and RDEES was found to be significantly predicted both BEAQ and CFSS, experiential avoidance did not significantly predict compassion fatigue when the independent variables were controlled for.

Therefore, mediation was not confirmed in this model. Emotional granularity emerged as the most consistent and strong predictor of compassion fatigue throughout all regression analysis.

4.6 Comparative Analysis of Demographics Variables

4.6.1 Independent Sample t-Test Analyses for Gender and Marital Status

The findings of the t-test in table 4.12 reveal that there are no statistically significant differences between males ($n=222$) and females (78) across any of the study variables, as all p-values exceeded the conventional alpha level of .05.

RDEES: Male participants ($M = 3.67$, $SD = 1.025$) exhibited slightly higher scores than female participants ($M = 3.52$, $SD = .795$), but this difference was not statistically significant, $t(202.94) = 1.469$, $p = .143$.

BEAQ: The scores were almost identical between genders, with females ($M = 3.55$, $SD = .566$) scoring marginally higher than males ($M = 3.51$, $SD = .683$). This result was non-significant, $t(298) = -0.379$, $p = .705$.

NFCS: No significant gender difference was observed for the Need for Closure, as males ($M = 3.71$, $SD = .843$) and females ($M = 3.75$, $SD = .791$) reported similar levels, $t(298) = -0.416$, $p = .677$.

CFSS: although the difference in CFSS scores approached significance, it remained beyond the acceptable threshold ($p > .05$). Males reported a mean score of 3.88

(SD = 1.845) in comparison to the female mean of 3.47 (SD = 1.673), $t(147.45) = 1.846$, $p = .067$.

TABLE 4.12: Gender Differences in Study Variables (N = 300)

<i>Variables</i>	Male (n = 222)		Female (n = 78)		<i>t</i>	<i>df</i>	<i>p</i>
	M	SD	M	SD			
RDEES	3.67	1.03	3.52	0.80	1.47	202.94	.14
BEAQ	3.51	0.68	3.55	0.57	-0.38	298	.70
NFCS	3.71	0.84	3.75	0.79	-0.42	298	.67
CFSS	3.88	1.85	3.47	1.67	1.85	147.45	.06

Note. RDEES = Range and Differentiation of Emotional Experience Scale; BEAQ = Brief Experiential Avoidance Questionnaire; NFCS = Need for Cognitive Closure Scale; CFSS = Compassion Fatigue Short Scale; M = mean; SD = standard deviation; t = independent samples t -test statistic; df = degrees of freedom; p = significance level.

An independent sample t -test was performed to assess if participants marital status influenced their responses to the psychological constructs. The findings in table 4.13 reveal a statistically significant difference in the RDEES scores between the two groups, $t(298) = -1.990$, $p = .048$. Married participants exhibited a higher mean score (M = 3.72, SD = .903) in comparison to their unmarried counterparts (M = 3.49, SD = 1.013), indicating that marital status may influence this specific dimension. Regarding the other scales, no statistically significant differences were found. For BEAQ, married participants (M = 3.57, SD = .717) and unmarried participants (M = 3.43, SD = .779) showed comparable levels, $t(298) = -1.562$, $p = .119$. Similarly, NFCS scores remained stable across groups, with married individuals reporting a mean of 3.74 (SD = .768) and unmarried individuals a mean of 3.69 (SD = .927), $t(298) = -0.499$, $p = .618$. Finally, although married participants had a higher mean score for CFSS (M = 3.92, SD = 1.819) compared to unmarried participants (M = 3.52, SD = 1.768), this difference did not achieve statistical significance, $t(298) = -1.898$, $p = .059$. These findings are aligned with the earlier demographic correlation matrix, which indicated that marital status has a significant, albeit weak, positive correlation with RDEES ($r = .115$, $p < .05$).

Overall, the analysis suggests that while marital status is associated with specific traits like RDEES, it does not significantly differentiate the psychological profiles of the participants across most measures.

TABLE 4.13: Marital Status Differences in Study Variables (N = 300)

<i>Variables</i>	Married (n = 190)		Unmarried (n = 110)		t	df	p
	M	SD	M	SD			
RDEES	3.72	0.90	3.49	1.01	-1.99	298	.048*
BEAQ	3.57	0.72	3.43	0.78	-1.56	298	.119
NFCS	3.74	0.77	3.69	0.93	-0.50	298	.618
CFSS	3.59	1.82	3.52	1.77	-1.90	298	.059

Note. RDEES = Range and Differentiation of Emotional Experience Scale; BEAQ = Brief Experiential Avoidance Questionnaire; NFCS = Need for Cognitive Closure Scale; CFSS = Compassion Fatigue Short Scale; M = mean; SD = standard deviation; t = independent samples t-test statistic; df = degrees of freedom; p = significance level. * $p < .05$.

4.6.2 ONE-WAY ANOVA Analyses for Age, Education, Rank and Service Duration

A one-way ANOVA was performed to investigate whether the age of the participants significantly affect their scores on the study variables like RDEES, BEAQ, NFCS, and CFSS. The results in table 4.14 revealed no statistically significant differences among the constructs based on age groups.

Specifically, the variance for RDEES between age groups was not significant, $F(27,272) = 1.109$, $p = .328$. Similarly, no significant differences related to age were observed for BEAQ, $F(27,272) = .711$, $p = .856$, or for NFCS, $F(27,272) = 1.163$, $p = .268$. The CFSS also showed no significant variation among participants of different ages, $F(27,272) = .845$, $p = .691$.

These findings align with the initial Pearson correlation results, which indicated minimal and non-significant relationships between age and all four psychological scales: RDEES ($r = .053$), BEAQ ($r = .040$), NFCS ($r = .008$), and CFSS ($r = .076$).

Collectively, the findings from both the correlation analysis and the ANOVA suggest that the psychological traits assessed in this study are not influenced by age, demonstrating stability across the various age groups within the sample.

TABLE 4.14: Differences Across Age Group (N = 300)

<i>Variables</i>	F (27, 272)	p
RDEES	1.109	0.328
BEAQ	0.711	0.856
NFCS	1.163	0.268
CFSS	0.845	0.691

Note. RDEES = Range and Differentiation of Emotional Experience Scale; BEAQ = Brief Experiential Avoidance Questionnaire; NFCS = Need for Cognitive Closure Scale; CFSS = Compassion Fatigue Short Scale; F = F-statistic; p = significance level; $p > .05$.

TABLE 4.15: Differences Across Length of Service (N=300)

<i>Variables</i>	F (27, 272)	p
RDEES	1.109	0.328
BEAQ	0.711	0.856
NFCS	1.163	0.268
CFSS	0.845	0.691

Note. RDEES = Range and Differentiation of Emotional Experience Scale; BEAQ = Brief Experiential Avoidance Questionnaire; NFCS = Need for Cognitive Closure Scale; CFSS = Compassion Fatigue Short Scale; F = F-statistic; p = significance level; $p > .05$.

A one-way ANOVA was performed to assess whether the length of professional experience significantly affect participants scores on the psychological scales. The

results of table 4.15 demonstrated that Service Duration did not have a statistically significant influence on any of the measured constructs.

Specifically, the differences observed between groups for RDEES were not significant, $F(27, 272) = 1.109$, $p = .328$. Similarly, no significant differences were identified based on service tenure for BEAQ, $F(27, 272) = .711$, $p = .856$, or for NFCS, $F(27, 272) = 1.163$, $p = .268$. Moreover, the CFSS scores remained statistically stable regardless of the length of service, $F(27, 272) = .845$, $p = .691$.

These findings are closely aligned with the earlier correlation analysis, which indicated that while Service Duration exhibited a very weak significant relationship with CFSS ($r = .132$), it did not show significant correlation with RDEES ($r = .077$), BEAQ ($r = .044$), or NFCS ($r = .015$).

Overall, the results of the ANOVA support the conclusion that professional experience, similar to age, does not serve as a primary determinant for these psychological traits within the current sample.

A one-way ANOVA was performed to examine whether the level of education significantly impact the participant's scores on the psychological scales. The findings in table 4.16 indicated that education level does not have a statistically significant influence on most of the measured constructs, including RDEES, $F(25, 274) = 1.396$, $p = .104$, BEAQ, $F(25, 274) = 1.197$, $p = .241$, and NFCS, $F(25, 274) = 1.038$, $p = .417$. These outcomes indicated that levels of emotional expression, experiential avoidance, and the need for closure remain relatively constant regardless of a participant's educational level.

However, a statistically significant difference was found for the CFSS scale based on the participants education level, $F(25, 274) = 1.923$, $p = .006$. This indicates that, unlike the other constructs, the tendencies measured by the CFSS exhibit significant variation based on the participant's formal education.

This finding is particularly significant as the initial Pearson correlation matrix did not reveal a significant linear relationship between education and CFSS ($r = -.006$, $p = .914$), indicating that while a direct linear correlation is absent, significant differences exist among specific educational subgroups.

Overall, while most psychological profiles within this sample are independent of academic achievement, the CFSS emerges as a dimension where educational background plays a critical role.

TABLE 4.16: Differences Across Educational Level (N = 300)

<i>Variables</i>	F (25, 274)	p
RDEES	1.396	0.104
BEAQ	1.197	0.241
NFCS	1.038	0.417
CFSS	1.923	0.006

Note. RDEES = Range and Differentiation of Emotional Experience Scale; BEAQ = Brief Experiential Avoidance Questionnaire; NFCS = Need for Cognitive Closure Scale; CFSS = Compassion Fatigue Short Scale; F = F-statistic; p = significance level; ** $p < .01$.

TABLE 4.17: Differences Across Ranks (N = 300)

<i>Variables</i>	F (3, 296)	p
RDEES	0.564	0.639
BEAQ	0.750	0.523
NFCS	1.226	0.300
CFSS	0.694	0.556

Note. RDEES = Range and Differentiation of Emotional Experience Scale; BEAQ = Brief Experiential Avoidance Questionnaire; NFCS = Need for Cognitive Closure Scale; CFSS = Compassion Fatigue Short Scale; F = F-statistic; p = significance level; $p > .05$.

A one-way ANOVA was performed to evaluate whether the organizational rank of the participants significantly affects their scores on the psychological constructs.

The findings of table 4.17 reveal that Rank did not have a statistically significant influence on any of the measured variables.

Specifically, no significant differences were observed among groups for RDEES, $F(3,296) = .564$, $p = .639$, or BEAQ, $F(3,296) = .750$, $p = .523$. Similarly, NFCS scores exhibited no significant differences across different ranks, $F(3,296) = 1.226$, $p = .300$, and a similar pattern was noted for CFSS, $F(3,296) = .694$, $p = .556$.

These results are aligned with the Pearson correlation analysis, which indicated non-significant relationships between rank and RDEES ($r = .042$, $p = .463$), BEAQ ($r = .036$, $p = .537$), NFCS ($r = .037$, $p = .520$), and CFSS ($r = .057$, $p = .328$).

Collectively, the data suggests that an individual's position within the organizational hierarchy does not serve as a significant determining factor for these particular psychological traits. This further supports the psychometric reliability of the Urdu versions of the scales across the varied professional sample.

Chapter 5

Discussion and Conclusion

The present study examined the connection between emotional granularity, need for cognitive closure, experiential avoidance and compassion fatigue in police officers. Additionally, it assessed whether experiential avoidance acted as a mediator in the relationship between emotional granularity and compassion fatigue. The results contribute to understanding the emotional and cognitive processes associated with compassion fatigue in high-risk occupational settings like policing.

5.0.1 Hypothesis 1

Hypothesis 1 posited that emotional granularity would be significantly positively correlated with compassion fatigue in police personnel. The findings indicated a significant positive correlation between emotional granularity and compassion fatigue. Consequently, Hypothesis 1 was supported. Emotional granularity refers to the capacity to accurately differentiate and label emotional experiences ([Barrett et al., 2001](#)). Historically, higher emotional granularity has been associated with effective emotional regulation and better psychological well-being ([Kashdan et al., 2020](#)). However, in high-risk occupations such as policing, the implications of emotional granularity could be more complex.

In the present study, emotional granularity was found significantly predicted compassion fatigue ([Hoemann et al., 2021](#)). This indicates that officers who are able to process and differentiate their emotions in greater specificity may also experience

heightened emotional involvement with distressing occupational events (Hoemann et al., 2021). Officers with high emotional granularity may be more cognitively and emotionally responsive to these emotional experiences, resulting in deeper internal processing of traumatic exposure (Kalokerinos et al., 2020b; Barrett et al., 2001). While emotional differentiation can improve emotional awareness, repeated exposure to trauma may lead this awareness into emotional overload (Tabachnick and Fidell, 2019; Cieslak et al., 2021b). Officers with heightened emotional awareness might experience cumulative empathic strain, which can increase their vulnerability to compassion fatigue (Turgoose and Maddox, 2023). Moreover, emotional granularity could enhance cognitive processing of distressing experiences. Instead of blunting emotional reactions, a high level of emotional differentiation may sustain them through rumination or repeated evaluation (Kalokerinos et al., 2020a). Research indicates that intense emotional involvement, without adequate recovery strategies, can deplete emotional resources over time (Gross, 2015). Therefore, in the policing context, emotional granularity may serve not only as a regulatory strength but also as a potential vulnerability when faced with chronic trauma exposure and might lead to empathic overload (Burgess et al., 2020; Cocker and Joss, 2023).

Recent studies have increasingly emphasized that emotional granularity is not uniformly protective; rather, its effects depend upon the environmental context and the emotional burden (Hoemann et al., 2021; Kalokerinos et al., 2020a). In high-trauma professions, greater emotional differentiation may lead to prolonged emotional involvement with distressing content (Cocker and Joss, 2023; Burgess et al., 2020). Officers who navigate their emotions in a greater nuanced and differentiated way may find themselves engage more deeply with these emotional experiences, thereby increasing their overall emotional strain (Barrett and Satpute, 2019). Current research in occupational health suggests that emotional sensitivity particularly when paired with chronic trauma exposure, can lead to empathic overload (Burgess et al., 2020; Cocker and Joss, 2023). Emotional granularity improves the awareness of subtle emotional changes, but without adequate recovery strategies, this increased awareness may intensify emotional strain (Kalokerinos et al., 2020b). In populations that have experienced trauma, increased emotional processing has been

associated with secondary traumatic stress and compassion fatigue (Turgoose and Maddox, 2023). Furthermore, recent neurocognitive findings reveal that individual's high emotional granularity demonstrate stronger activation in affect-related neural networks during periods of stress exposure (Barrett and Satpute, 2019). In occupational settings with recurrent traumatic stimuli, such activation patterns could lead to prolonged stress responses (Purba and Demou, 2020). Therefore, within policing contexts, emotional granularity may intensify rather than alleviate emotional fatigue (Violanti et al., 2020; Cieslak et al., 2021b).

The present findings thus broaden the emerging evidence indicating that emotional awareness must be accompanied by adaptive regulation skills to maintain its protective function (Farooq and Jamil, 2021; Levin et al., 2022). Without structured coping mechanisms, emotional differentiation may facilitate deeper processing of traumatic experiences, increasing risk for compassion fatigue (Turgoose and Maddox, 2023). Therefore, Hypothesis 1 was supported that illustrating that emotional granularity is a significant predictor of compassion fatigue in police personnel (Sinclair et al., 2021a).

5.0.2 Hypothesis 2

Hypothesis 2 posited that need for cognitive closure would be significantly correlated with compassion fatigue in police personnel. However, the findings revealed that the relationship between need for cognitive closure and compassion fatigue was not statistically significant. Therefore, Hypothesis 2 was not upheld. Need for cognitive closure (Kruglanski et al., 2021) denotes a preference for certainty, decisiveness, and order along with a discomfort toward ambiguity. The policing profession frequently requires rapid decision-making under uncertain circumstances (Violanti et al., 2020). Therefore, one might anticipate cognitive rigidity or a strong preference for closure could lead to stress-related outcomes (Kruglanski et al., 2021). However, the absence of a significant correlation indicates that cognitive style alone may not directly result in emotional exhaustion (Roets et al., 2021). Compassion fatigue is primarily an affective phenomenon involving secondary traumatic stress, and empathic strain (Cieslak et al., 2021b). Although cognitive closure affects

how individuals process ambiguity, it may not significantly influence emotional depletion resulting from exposure to trauma (Chirumbolo et al., 2021; Turgoose and Maddox, 2023).

Recent studies suggest that need for cognitive closure primarily affects decision-making style rather than leading to emotional depletion (Roets and Van Hiel, 2011; Chirumbolo et al., 2021). Individuals high in cognitive closure tend to prefer structured environments, clear guidelines, and rapid conclusions (Kruglanski et al., 2021). In policing contexts, such tendencies may enhance operational efficiency under uncertainty (Violanti et al., 2020). Moreover, emotional factors showed stronger predictive power in the present study, suggesting that compassion fatigue is more closely linked to emotional involvement than to cognitive inflexibility. This finding is consistent with research suggesting that affective processes are central to secondary traumatic stress (Burgess et al., 2020).

Current research on occupational stress indicates that emotional exhaustion is more closely associated with affective strain than to cognitive rigidity (Geoffrion et al., 2020). Compassion fatigue arises from prolonged empathic involvement and trauma exposure rather than from a preference for certainty (Cieslak et al., 2021b; Turgoose and Maddox, 2023). Therefore, cognitive closure may influence procedural responses but does not necessarily intensify emotional distress (Alper et al., 2021).

Moreover, recent empirical studies indicate that cognitive rigidity predicts authoritarian decision patterns but is not consistently linked to emotional burnout indicators (Chirumbolo et al., 2021). This is consistent with the present findings, suggesting that while need for cognitive closure influences coping strategies, it does not independently lead to compassion fatigue (Roets and Van Hiel, 2011).

The non-significant result might also suggest that structured thinking provides psychological containment in chaotic work settings (Papazoglou et al., 2022b). Officers who prefer closure may depend on procedural clarity, reducing emotional spillover from distressing incidents (Violanti et al., 2020). Therefore, Hypothesis 2 was not supported, suggesting that need for cognitive closure does not predict compassion fatigue in police personnel (Geoffrion et al., 2020).

5.0.3 Hypothesis 3

Hypothesis 3 posited that experiential avoidance would be significantly positively correlated with compassion fatigue in police personnel. However, the findings did not reveal a statistically significant relationship between experiential avoidance and compassion fatigue. Consequently, Hypothesis 3 was not supported. Experiential avoidance has been widely associated with psychological distress in clinical populations ([Kossowska et al., 2021](#); [Lee et al., 2022](#)). However, recent studies in occupational context indicate that avoidance may function differently in high-demand professions ([Jetelina et al., 2020](#)). In the field of law enforcement, emotional suppression and compartmentalization are often reinforced by cultural norms ([Jetelina et al., 2020](#)). Another consideration is that experiential avoidance operates as a moderator instead of a direct predictor. Recent stress models propose that avoidance amplifies distress only under high rumination or frequent trauma exposure ([Spinhoven et al., 2020](#)). Since trauma exposure frequency was not directly assessed in this study, avoidance did not exhibit a strong independent effect.

Recent findings suggest that avoidance strategies may offer short-term emotional containment, allowing professionals to continue functioning despite distress ([Baker et al., 2021](#)). While long-term avoidance may lead to psychological difficulties, cross-sectional evaluations might not identify delayed emotional consequences ([Spinhoven et al., 2020](#)).

The lack of a significant predictive relationship suggests that avoidance does not directly lead to compassion fatigue but may function differently within occupational settings ([Levin et al., 2022](#)). Officers might compartmentalize their emotional experiences, facilitates continued performance without immediate emotional exhaustion ([Jetelina et al., 2020](#)).

Moreover, compassion fatigue is closely linked to excessive empathetic engagement rather than emotional suppression alone ([Cieslak et al., 2021a](#)). If officers suppress their emotional experiences, they may temporarily decrease empathetic absorption, which in turn can lead to a reduction in immediate emotional exhaustion ([Turgoose and Maddox, 2023](#)). Thus, Hypothesis 3 was not entirely supported,

suggesting that as experiential avoidance did not significantly predict compassion fatigue in this sample (Levin et al., 2022).

5.0.4 Hypothesis 4

Hypothesis 4 posited that experiential avoidance would serve as a mediator in the relationship between emotional granularity, need for cognitive closure, and compassion fatigue among police personnel. However, the indirect effect did not reach statistical significance, as the confidence interval encompassed zero. Therefore, the mediating role of experiential avoidance was not supported, leading to the rejection of Hypothesis 4. Although emotional granularity was a significant predictor of experiential avoidance (Path a), experiential avoidance did not serve as a significant predictor of compassion fatigue (Path b), resulting in a non-significant indirect effect (Hayes, 2022). Current methodological reviews emphasize that effective mediation requires strong predictive relationship between variables (Hayes, 2022). In the present study, the lack of a significant Path b inhibited mediation from occurring. This finding indicates that emotional granularity affects compassion fatigue through mechanisms distinct from avoidance (Ramos et al., 2022). Current study highlights empathic distress, emotional rumination, and trauma centrality as stronger mediators of fatigue outcomes (Ramos et al., 2022).

Recent occupational research suggests that compassion fatigue is primarily influenced by emotional involvement intensity rather than coping mechanism alone (Turgoose and Maddox, 2023). Officers who process emotions deeply may face a cumulative emotional burden regardless of whether they attempt to suppress feelings of distress (Sinclair et al., 2021b). Therefore, the direct relationship between emotional granularity and compassion fatigue seems to be stronger than the indirect avoidance pathway (Ford et al., 2022). These findings imply that emotional processing intensity, rather than avoidance behavior, explains emotional exhaustion within policing environment (Bishopp et al., 2021). This finding enhances the theoretical model (Hayes, 2022). It indicates that emotional granularity affects compassion fatigue directly rather than through avoidance-based coping strategies (Kalokerinos et al., 2020a). Emotional differentiation seems to independently

contribute to emotional exhaustion without the need for avoidance as a mediating process (Hoemann et al., 2021).

The lack of mediation suggests that other mechanisms might effectively explain this relationship (Hayes, 2022). Potential alternative pathways involve emotional rumination, empathic over-identification, cognitive overload, or cumulative exposure to trauma (Cieslak et al., 2021b; Neuberg and et al., 2022). Studies on secondary traumatic stress suggest that empathic involvement is a key predictor of compassion fatigue (Figley, 2002). Therefore, emotional granularity may heighten empathic sensitivity, which in turn leads to fatigue (Kalokerinos et al., 2020b; Turgoose and Maddox, 2023).

The non-significant mediation outcome highlights the importance of revising theoretical framework (Hayes, 2022). Not all maladaptive coping mechanism functions as mediators within occupational stress models (Levin et al., 2022). Emotional processing variables may have a more immediate impact than avoidance behaviors in trauma-exposed populations (Papazoglou et al., 2022b). Another possibility is that experiential avoidance operates as a moderator instead of a direct predictor (Spinhoven et al., 2020). Recent model of stress suggests that avoidance intensifies stress solely under high rumination or frequent trauma exposure situation (Ramos et al., 2022). The frequency of trauma exposure was not directly measured in this study, it is possible that avoidance did not show a significant independent effect (Violanti et al., 2020).

5.0.5 Hypothesis 5

Hypothesis 5 posited that study variables would significantly differ based on selected demographic factors including age, gender, education, marital status, rank, and service duration. The findings revealed that significant differences were found only for certain demographic characteristics, whereas most demographic comparisons did not reach statistical significance. Therefore, Hypothesis 5 was partially supported (Geoffrion et al., 2020). These findings indicate that demographic characteristics selectively affect psychological processes within policing contexts rather than uniformly (Lluch et al., 2022). Service duration was identified as a significant

element in explaining differences in compassion fatigue ([Violanti et al., 2020](#)). Officers with extended years of service reported higher levels of compassion fatigue, suggesting cumulative occupational exposure impact ([Lluch et al., 2022](#)).

Prolonged exposure to traumatic events, the suffering of victims, and operational stressors can gradually intensify emotional exhaustion over time ([Turgoose and Maddox, 2023](#)). This finding is consistent with occupational stress models, which highlight cumulative trauma exposure as a significant factor of secondary traumatic stress in law enforcement officers ([Cieslak et al., 2021b](#)). Regarding emotional granularity, differences across demographic factors were minimal ([Hoemann et al., 2021](#)). This indicates that the ability to distinguish emotional experiences may represent a relatively stable personal characteristic rather than one that is strongly influenced by demographic factors such as age, gender, marital status, education, rank, and service duration ([Kalokerinos et al., 2020b](#)).

The capacity for emotional processing may be more affected by personality traits and emotional development than by occupational hierarchy ([Barrett and Satpute, 2019](#)). Similarly, need for cognitive closure did not exhibit consistent differences across demographic factors ([Roets et al., 2021](#)). This finding suggests that cognitive preference for certainty and structure may operate as a dispositional cognitive style rather than a demographic-dependent factors ([Chirumbolo et al., 2021](#)). In structured professions such as policing, standardized training and procedural guidelines may mitigate variability in closure tendencies across different ranks and educational levels ([Kashdan et al., 2020](#)).

Experiential avoidance exhibited minimal demographic differences ([Levin et al., 2022](#)). This may indicate the strong cultural norms prevalent within law enforcement that encourage emotional suppression and compartmentalization among all ranks ([Jetelina et al., 2020](#)). Organizational culture frequently promotes emotional regulation as a professional competency, which may standardize avoidance-based coping mechanisms across different demographic groups ([Violanti et al., 2020](#)).

The lack of widespread demographic differences indicates that psychological variables in policing are influenced more by job-related experiences and emotional

pressures than by demographic background alone (Papazoglou et al., 2022b). This is consistent with modern occupational health perspectives, which highlight situational stressors and trauma severity as stronger predictors of emotional outcomes than fixed demographic factors (Geoffrion et al., 2020).

Overall, Hypothesis 5 received partial support (Violanti et al., 2020). Although service duration revealed significant associations, most demographic factors did not significantly differentiate levels of need for cognitive closure, emotional granularity, or experiential avoidance (Kashdan et al., 2020). These findings highlight the importance of focusing on emotional demands and occupational exposure rather than demographic factors when addressing compassion fatigue among police personnel (Turgoose and Maddox, 2023).

5.1 Conclusion

The present research aimed to investigate the relationship between emotional granularity, need for cognitive closure, experiential avoidance, and compassion fatigue among police personnel, as well as to examine the mediating effect of experiential avoidance. The results provide important empirical insights into the psychological mechanisms that contribute to compassion fatigue in high-risk occupational settings. The findings reveal that emotional granularity emerged as the most significant psychological predictor of compassion fatigue. Officers who exhibited greater ability to differentiate and process their emotional experiences were more likely to report higher levels of emotional exhaustion. This indicates that in trauma-exposed professions like policing, increase emotional involvement may contribute to cumulative emotional burden rather than serving purely as a protective factor.

Conversely, need for cognitive closure did not significantly predict compassion fatigue, suggesting that cognitive preferences for structure and decisiveness do not have a direct influence on emotional exhaustion. Likewise, experiential avoidance did not significantly predict compassion fatigue and did not mediate the relationship between emotional granularity and compassion fatigue. These findings imply that avoidance-based coping is not the primary mechanism through which

emotional processing influences fatigue outcomes in this population. Among demographic variables, service duration revealed a small but meaningful relationship with compassion fatigue, supporting the significance of prolonged occupational exposure. However, other demographic factors such as age, gender, and rank did not significantly differentiate outcomes, highlighting the greater influence of psychological processes compared to structural factors.

Overall, the findings highlight that compassion fatigue in police personnel is more strongly associated with patterns of emotional processing than with cognitive rigidity or avoidance behaviors. The lack of a mediation effect further emphasizes the direct influence of emotional granularity on emotional exhaustion. These findings contribute to a more refined understanding of emotional vulnerability within law enforcement and highlight the importance of focusing on adaptive emotional regulation strategies in both intervention and prevention initiatives.

5.2 Limitations

The present study utilized a cross-sectional design, which limits the ability to establish causal relationships between the study variables. Consequently, the chronological ordering of emotional granularity, need for cognitive closure, experiential avoidance, and compassion fatigue remains undetermined. Future longitudinal studies could offer a clear understanding of the direction and development of these relationships over time. All constructs were assessed through self-report questionnaires, which may be subject to response bias, especially within law enforcement culture where emotional vulnerability might be under-reported. Police personnel may provide responses that align with socially acceptable norms due to concerns about their professional image, particularly when reporting avoidance behaviors or emotional exhaustion. The sample was obtained from a specific policing context, restricting generalizability to other provinces, international law enforcement systems, or specialized units. Compassion fatigue is closely associated with cumulative trauma exposure; however, the frequency and severity of such exposure were not directly assessed in this study. Only experiential avoidance was evaluated as a mediator. Other potential mediators including rumination, empathy

intensity, emotional regulation strategies, or burnout were not examined. Factors including supervisory support, shift patterns, workload intensity, and peer cohesion were not considered, though they might significantly impact compassion fatigue. Emotional granularity and avoidance behaviors may influence by cultural norms regarding emotional expression, which were not deeply examined. The non-significant mediation effect might reflect interaction effects or suppression that was not statistically modeled. If the sample was predominantly consisted of male (as common in policing), gender-based differences may not have been sufficiently captured. The service duration showed a small correlation with compassion fatigue; however, the study did not monitor the progression of emotional fatigue over time. The present study relied exclusively on psychological scales and did not account biological stress indicators like sleep disturbances or cortisol levels. Resilience, organizational support, and coping flexibility were not assessed, limiting understanding of alleviating mechanisms. Using a single method for data collection may have inflated relationship between variables. The components of compassion fatigue such as secondary traumatic stress and burnout were not examined separately.

5.3 Recommendations

Emotional granularity is a significant predictor of compassion fatigue; structured training in adaptive emotional regulation and recovery strategies should be integrated into police training programs. Initiatives that emphasize mindfulness, cognitive reappraisal, and emotional flexibility could assist officers in managing distressing situations without accumulating emotional overload. It is crucial to institutionalized regular screening for compassion fatigue and secondary traumatic stress, especially for officers with longer service duration. Implementing structured debriefing sessions after critical incidents may prevent cumulative emotional strain. Police departments should implement systems for monitoring emotional well-being across various career stages, particularly for officers exposed to repeated trauma. Enhancing peer support networks and supervisory involvement

may reduce emotional burden. Future studies should include officers from diverse provinces, specialized crime units, and both urban and rural divisions to enhance generalizability of findings. Future research should examine rumination, burnout, empathetic distress, trauma centrality, and resilience as potential mediating factors. Qualitative interviews may provide more deeply insights into how officers experience emotional granularity and compassion fatigue in real-world environment. Future research should incorporate physiological indicators such as sleep quality, stress hormone levels, or heart rate variability. Training that emphasizes on psychological flexibility and adaptive coping strategies may alleviate long-term fatigue. Education level showed differences in compassion fatigue, specialized workshops could be tailored to accommodate educational backgrounds. It is essential to establish dedicated mental health units in police departments to provide confidential psychological support services. Reduce stigma associated with psychological help-seeking through awareness initiatives and leadership endorsement. Future experimental studies should assess the effects of emotional regulation training on reducing compassion fatigue over time. Investigate emotional vulnerability during transitions such as transfers, promotions, and retirement phases. Future studies should prioritize balanced gender representation to examine potential nuanced differences. Organizational stressors need to be integrated into future predictive models.

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Appendix A

(Inform Consent) رضامندی نامہ

میراثم شائدانہ قادر ہے اور میں کمیونٹی یونیورسٹی آف سائنس اینڈ ٹیکنالوجی، اسلام آباد میں شعبہ نفسیات کی طالبہ ہوں۔ میں اپنی ایس (نفسیات) کی ڈگری کی تکمیل کے لیے ایک تحقیقی مطالعہ کر رہی ہوں جس کا عنوان ہے: پولیس اہلکاروں میں جذباتی باریکی، علمی تکمیل کی ضرورت، تجرباتی اعتبار اور ہمدردی کی تھکن کے درمیان تعلق کو سمجھنا ہے۔

اس تحقیق کا مقصد یہ جاننا ہے کہ پولیس اہلکار جذبات کو کس طرح پہچانتے اور منظم کرتے ہیں، غیر یقینی حالات میں فیصلے کیسے کرتے ہیں، اور دہرایا جذباتی تکلیف سے نمٹنے کے لیے کون سی حکمت عملی اختیار کرتے ہیں، اور یہ عوامل ہمدردانہ تھکن سے کس طرح منسلک ہیں۔

اس تحقیق میں آپ سے چند نفسیاتی سوالنامے پُر کرنے کی درخواست کی جائے گی۔ اس عمل میں تقریباً 20 سے 25 منٹ درکار ہوں گے۔ اس مطالعے میں شرکت مکمل طور پر رضاکارانہ ہے۔ آپ کسی بھی مرحلے پر بغیر کسی وجہ کے تحقیق سے دستبردار ہو سکتے ہیں، اور اس فیصلے کا آپ پر کسی قسم کا منفی اثر نہیں ہو گا۔ آپ کی فراہم کردہ تمام معلومات کو مکمل طور پر خفیہ رکھا جائے گا۔

میں نے یہ فارم پڑھ لیا ہے اور اسے سمجھ لیا ہے۔ اور میں اس مطالعے میں شرکت پر رضامند ہوں۔

شرکاء کا دستخط _____

تاریخ _____

رابطے کی معلومات

شائدانہ قادر

MSP241017@cust.pk

کمیونٹی یونیورسٹی آف سائنس اینڈ ٹیکنالوجی، اسلام آباد

(Demographic Sheet) آبادیاتی معلوماتی فارم

برادہ کرم درج ذیل معلومات فراہم کریں

عمر _____

جنس ☐ مرد ☐ عورت

ازدواجی حیثیت

☐ غیر شادی شدہ☐ شادی شدہ

تعلیمی قابلیت

☐ میٹرک☐ انٹر میڈیٹ☐ گریجویٹ☐ ماسٹر یا اس سے زیادہ

مازمت کا مہدہ _____

پولیس میں سروس کا دورانیہ _____

Appendix B

RDEES

Using the multi-point scale provided below, please indicate the extent to which you believe that the statement characterizes you, placing the appropriate number on the line preceding that item. Please be open and honest in responding.

1-----2-----3-----4-----5-----6-----7
not at all slightly somewhat moderately quite very extremely
characteristic characteristic

- ☐ 1. I don't experience many different feelings in everyday life.
- ☐ 2. I tend to draw fine distinctions between similar feelings (e.g., depressed and blue; annoyed and irritated).
- ☐ 3. I have experienced a wide range of emotions throughout my life.
- ☐ 4. I am aware of the different nuances or subtleties of a given emotion (e.g., depressed and blue; annoyed and irritated).
- ☐ 5. I usually experience a limited range of emotions.
- ☐ 6. I think that each emotion has a very distinct and unique meaning to me.
- ☐ 7. I experience a wide range of emotions.
- ☐ 8. I am aware that each emotion has a completely different meaning.
- ☐ 9. I don't experience a variety of feelings on an everyday basis.
- ☐ 10. I am good at distinguishing subtle differences in the meaning of closely related emotion words.
- ☐ 11. Feeling good or bad – those terms are sufficient to describe most of my feelings in everyday life.
- ☐ 12. If emotions are viewed as colors, I can notice even small variations within one kind of color (emotion).
- ☐ 13. I tend to experience a broad range of different feelings.
- ☐ 14. I am aware of the subtleties between feelings I have.

Range = odd number

Differentiation = even number

reverse-keyed items = 1, 5, 9, 11

Brief Experiential Avoidance Questionnaire (BEAQ)

Instructions:

Please indicate the extent to which you agree or disagree with each of the following statements.

		Strongly Disagree	Moderately Disagree	Slightly Disagree	Slightly Agree	Moderately Agree	Strongly Agree
1	The key to a good life is never feeling any pain	1	2	3	4	5	6
2	I'm quick to leave any situation that makes me feel uneasy	1	2	3	4	5	6
3	When unpleasant memories come to me, I try to put them out of my mind	1	2	3	4	5	6
4	I feel disconnected from my emotions	1	2	3	4	5	6
5	I won't do something until I absolutely have to	1	2	3	4	5	6
6	Fear or anxiety won't stop me from doing something important	6	5	4	3	2	1
7	I would give up a lot not to feel bad	1	2	3	4	5	6
8	I rarely do something if there is a chance that it will upset me	1	2	3	4	5	6
9	It's hard for me to know what I'm feeling	1	2	3	4	5	6
10	I try to put off unpleasant tasks for as long as possible	1	2	3	4	5	6
11	I go out of my way to avoid uncomfortable situations	1	2	3	4	5	6
12	One of my big goals is to be free from painful emotions	1	2	3	4	5	6
13	I work hard to keep out upsetting feelings	1	2	3	4	5	6
14	If I have any doubts about doing something, I just won't do it	1	2	3	4	5	6
15	Pain always leads to suffering	1	2	3	4	5	6

**The NFCS
short version**

The NFCS short version (15 items) was developed by Webster and Kruglanski (1994), and was further revised by Pierro (2005 unpublished). Below is the updated version of the short NFCS published by Roets and Van Hiel (2011). **When reporting results the two published scales should be referenced.**

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Read each of the following statements and decide how much you agree with each according to your beliefs and experiences. Please respond according to the following scale:

- | | |
|-------------------------|----------------------|
| 1 = Strongly disagree | 4 = Slightly agree |
| 2 = Moderately disagree | 5 = Moderately agree |
| 3 = Slightly disagree | 6 = Strongly agree |

1	I don't like situations that are uncertain.	1 2 3 4 5 6
2	I dislike questions which could be answered in many different ways.	1 2 3 4 5 6
3	I find that a well ordered life with regular hours suits my temperament.	1 2 3 4 5 6
4	I feel uncomfortable when I don't understand the reason why an event occurred in my life.	1 2 3 4 5 6
5	I feel irritated when one person disagrees with what everyone else in a group believes.	1 2 3 4 5 6
6	I don't like to go into a situation without knowing what I can expect from it.	1 2 3 4 5 6
7	When I have made a decision, I feel relieved	1 2 3 4 5 6
8	When I am confronted with a problem, I'm dying to reach a solution very quickly.	1 2 3 4 5 6
9	I would quickly become impatient and irritated if I would not find a solution to a problem immediately.	1 2 3 4 5 6
10	I don't like to be with people who are capable of unexpected actions.	1 2 3 4 5 6
11	I dislike it when a person's statement could mean many different things.	1 2 3 4 5 6
12	I find that establishing a consistent routine enables me to enjoy life more.	1 2 3 4 5 6
13	I enjoy having a clear and structured mode of life.	1 2 3 4 5 6
14	I do not usually consult many different opinions before forming my own view.	1 2 3 4 5 6
15	I dislike unpredictable situations.	1 2 3 4 5 6

Scoring Note

Scores up to 30 mean low NFC. Scores between 75-90 mean high NFC.

For support, please contact Dr. Erica Molinario (molie@umd.edu)

Compassion Fatigue Short Scale

Consider the following items about your work/life situation. Write the number that best reflects your experiences using the following rating scale, 1 through 10:

Never/Rarely Sometimes Very Often

1...2...3...4...5...6...7...8...9...10

- a. I have felt trapped by my work.
- b. I have thoughts that I am not succeeding in achieving my life goals.
- c. I have had flashbacks connected to my clients.
- d. I feel that I am a "failure" in my work.
- e. I experience troubling dreams similar to those of a client of mine.
- f. I have felt a sense of hopelessness associated with working with clients/patients.
- g. I have frequently felt weak, tired or rundown as a result of my work as a caregiver.
- h. I have experienced intrusive thoughts after working with an especially difficult client/patient.
- i. I have felt depressed as a result of my work.
- j. I have suddenly and involuntarily recalled a frightening experience while working with a client/patient.
- k. I feel I am unsuccessful at separating work from my personal life.
- l. I am losing sleep over a client's traumatic experiences.
- m. I have a sense of worthlessness, disillusionment, or resentment associated with my work.

[ST-5 = c, e, h, j, l; JB-8 = a, b, d, f, g, i, k, m]

RDEES – Range and Differentiation of Emotional Experience Scale

مندرجہ ذیل میں دیے گئے بیانات کے بارے میں یہ بتائیں کہ وہ آپ کو کس حد تک بیان کرتے ہیں۔ ہر بیان سے پہلے دی گئی جگہ پر وہ نمبر درج کریں جو آپ کی کیفیت کو بہترین ظاہر کرتا ہو۔ براہ کرم ایمانداری سے جواب دیں۔

بالکل بھی نہیں — 1

بہت تھوڑا — 2

کسی حد تک — 3

درمیانی حد تک — 4

کافی حد تک — 5

بہت زیادہ — 6

انتہائی حد تک — 7

میں روزمرہ زندگی میں بہت زیادہ مختلف جذبات محسوس نہیں کرتا/کرتی۔

میں ملتے جلتے جذبات میں باریک فرق محسوس کر لیتا/لیتی ہوں (مثلاً اداس اور افسردہ؛ الجھجھلاہٹ اور غصہ)۔

میں نے اپنی زندگی میں جذبات کی ایک وسیع حد کا تجربہ کیا ہے۔

میں کسی ایک جذبے کے مختلف پہلوؤں اور باریکیوں سے آگاہ ہوں (مثلاً اداسی اور افسردگی کے فرق سے)۔

میں عموماً جذبات کی محدود اقسام ہی محسوس کرتا/کرتی ہوں۔

میں سمجھتا/سمجھتی ہوں کہ ہر جذبے کا میرے لیے ایک الگ اور منفرد مطلب ہوتا ہے۔

میں مختلف النوع جذبات کا وسیع تجربہ کرتا/کرتی ہوں۔

میں اس بات سے آگاہ ہوں کہ ہر جذبہ دوسرے جذبات سے مکمل طور پر مختلف معنی رکھتا ہے۔

مجھے روزانہ کی بنیاد پر مختلف قسم کے احساسات کا تجربہ نہیں ہوتا۔

میں ایک جیسے جذباتی الفاظ کے باریک معنوی فرق کو اچھی طرح سمجھ سکتا/سکتی ہوں۔

اچھا یا برا محسوس کرنا۔ یہ الفاظ میری روزمرہ کی زیادہ تر کیفیات بیان کرنے کے لیے کافی ہیں۔

اگر جذبات کو رنگوں سے تشبیہ دی جائے، تو میں ایک ہی رنگ (جذبے) کے اندر موجود معمولی فرق بھی محسوس کر سکتا/سکتی ہوں۔

میں مختلف قسم کے احساسات کی ایک وسیع حد کا تجربہ کرتا/کرتی ہوں۔

میں اپنے احساسات کے درمیان موجود باریک فرق سے آگاہ ہوں۔

Compassion Fatigue Short Scale

اپنے کام اور ذاتی زندگی کی صورتحال کو مدِ نظر رکھتے ہوئے، ہر بیان کے لیے وہ نمبر لکھیں جو آپ کے تجربے کی بہترین عکاسی کرتا ہو۔

کبھی نہیں / بہت کم = 1

بہت زیادہ / اکثر = 10

میں نے اپنے کام کی وجہ سے خود کو پھنس ہوا محسوس کیا ہے۔

مجھے یہ خیال آتا ہے کہ میں اپنی زندگی کے اہداف حاصل کرنے میں کامیاب نہیں ہو رہا/رہی۔

مجھے اپنے کلائنٹس / مریضوں سے متعلق فلیش بیکس آتے ہیں۔

مجھے اپنے کام میں خود کو ”ناکام“ محسوس ہوتا ہے۔

مجھے اپنے کسی کلائنٹ / مریض جیسے ڈراؤنے خواب آتے ہیں۔

کلائنٹس / مریضوں کے ساتھ کام کرتے ہوئے میں ناامیدی محسوس کرتا/کرتی ہوں۔

بطور دیکھ بھال کرنے والا/والی، میں اکثر خود کو کمزور، تھکا ہوا یا نڈھال محسوس کرتا/کرتی ہوں۔

کسی خاص طور پر مشکل کلائنٹ / مریض کے ساتھ کام کرنے کے بعد مجھے دخل اندازی کرنے والے خیالات آتے ہیں۔

میں اپنے کام کے نتیجے میں افسردہ محسوس کرتا/کرتی ہوں۔

کلائنٹ / مریض کے ساتھ کام کے دوران کسی خوفناک تجربے کی یاد اجانک اور بے اختیار آ جاتی ہے۔

مجھے محسوس ہوتا ہے کہ میں کام اور ذاتی زندگی کے درمیان حد قائم کرنے میں ناکام ہوں۔

میں اپنے کلائنٹ کے تکلیف دہ تجربات کے بارے میں سوچتے ہوئے نیند کھو دیتا/دیتی ہوں۔

مجھے اپنے کام سے متعلق بے قدری، مایوسی یا ناراضگی محسوس ہوتی ہے۔

Brief Experiential Avoidance Questionnaire (BEAQ)

مندرجہ ذیل میں دیے گئے بیانات سے آپ کس حد تک متفق یا متفق نہیں ہیں، اس کی نشاندہی کریں۔

درجہ بندی:

بالکل نا متفق = 1

کچھ حد تک نا متفق = 2

تھوڑا سا نا متفق = 3

تھوڑا سا متفق = 4

کچھ حد تک متفق = 5

بالکل متفق = 6

اچھی زندگی کا مطلب کبھی بھی درد محسوس نہ کرنا ہے۔

جو صورتحال مجھے بے چینی دے، میں جلدی وہاں سے نکلنے کی کوشش کرتا/کرتی ہوں۔

جب ناخوشگوار یادیں آتی ہیں تو میں انہیں ذہن سے نکالنے کی کوشش کرتا/کرتی ہوں۔

میں اپنے جذبات سے کٹا ہوا محسوس کرتا/کرتی ہوں۔

میں کسی کام کو اُس وقت تک نہیں کرتا/کرتی جب تک بالکل مجبوری نہ ہو۔

خوف یا بے چینی مجھے اہم کام کرنے سے نہیں روکتی۔

برا محسوس نہ کرنے کے لیے میں بہت کچھ قربان کر سکتا/سکتی ہوں۔

اگر کسی کام سے مجھے پریشانی ہونے کا امکان ہو تو میں عموماً وہ کام نہیں کرتا/کرتی۔

میرے لیے یہ جاننا مشکل ہوتا ہے کہ میں کیا محسوس کر رہا/رہی ہوں۔

میں ناخوشگوار کاموں کو زیادہ سے زیادہ مؤخر کرتا/کرتی ہوں۔
میں تکلیف دہ صورتحال سے بچنے کے لیے خاص کوشش کرتا/کرتی ہوں۔
میرا ایک مقصد یہ ہے کہ میں تکلیف دہ جذبات سے آزاد رہوں۔
میرے لیے پریشان کن احساسات کو قابو میں رکھنا مشکل ہوتا ہے۔
اگر کسی کام کے بارے میں ذرا سا بھی شک ہو تو میں وہ کام نہیں کرتا/کرتی۔
درد ہمیشہ تکلیف کا باعث بنتا ہے۔

NFCS (Short Version)

مجھے غیر یقینی (غیر واضح) حالات پسند نہیں ہیں۔

مجھے ایسے سوالات ناپسند ہیں جن کے کئی مختلف جوابات ممکن ہوں۔

میں محسوس کرتا/کرتی ہوں کہ باقاعدہ اوقات کے ساتھ ایک منظم زندگی میرے حراج کے لیے موزوں ہے۔

جب مجھے یہ سمجھ نہ آئے کہ میری زندگی میں کوئی واقعہ کیوں پیش آیا، تو مجھے بے چینی محسوس ہوتی ہے۔

جب کسی گروہ میں ایک شخص سب کی رائے سے اختلاف کرے تو مجھے چڑچڑاہٹ محسوس ہوتی ہے۔

مجھے کسی ایسی صورت حال میں جانا پسند نہیں جس کے بارے میں مجھے پہلے سے معلوم نہ ہو کہ اس سے کیا توقع رکھنی ہے۔

جب میں کوئی فیصلہ کر لیتا/لیتی ہوں تو مجھے اطمینان محسوس ہوتا ہے۔

جب مجھے کسی مسئلے کا سامنا ہوتا ہے تو میں بہت جلد اس کا حل تلاش کرنے کے لیے بے چین ہو جاتا/جاتی ہوں۔

اگر مجھے کسی مسئلے کا فوری حل نہ ملے تو میں جلدی بے صبر اور چڑچڑا ہو جاتا/جاتی ہوں۔

مجھے ایسے لوگوں کے ساتھ رہنا پسند نہیں جو غیر متوقع حرکات کے قابل ہوں۔

مجھے یہ بات ناپسند ہے جب کسی شخص کا بیان کئی مختلف معنی رکھتا ہو۔

میں محسوس کرتا/کرتی ہوں کہ ایک مستقل اور باقاعدہ معمول قائم کرنا مجھے زندگی سے زیادہ لطف اندوز ہونے میں مدد دیتا ہے۔

مجھے واضح اور منظم طرز زندگی پسند ہے۔

میں عام طور پر اپنی رائے قائم کرنے سے پہلے مختلف آراء سے مشورہ نہیں کرتا/کرتی۔

مجھے غیر متوقع حالات ناپسند ہیں۔

Scale 1

براہ کرم اس بات کی نشاندہی کریں کہ آپ مندرجہ ذیل بیانات میں سے ہر ایک سے کس حد تک متفق یا متفق نہیں ہیں۔

اچھی زندگی کا راز کبھی بھی درد محسوس نہ کرنا ہے

میں کسی بھی ایسی صورت حال کو چھوڑنے کے لیے جلدی کرتا ہوں جس سے مجھے بے چینی محسوس ہو

جب میرے پاس ناخوشگوار یادیں آتی ہیں تو میں انہیں اپنے ذہن سے نکلنے کی کوشش کرتا ہوں

میں اپنے جذبات سے منقطع محسوس کرتا ہوں

میں اس وقت تک کچھ نہیں کروں گا جب تک کہ مجھے بالکل کرنا نہ پڑے

خوف یا اضطراب مجھے کچھ اہم کرنے سے نہیں روکے گا

میں برا محسوس نہ کرنے کے لیے بہت کچھ چھوڑ دوں گا

میں شاذ و نادر ہی کچھ کرتا ہوں اگر کوئی موقع ہو کہ اس سے مجھے پریشانی ہو

میرے لیے یہ جاننا مشکل ہے کہ میں کیا محسوس کر رہا ہوں

میں ناخوشگوار کاموں کو بھٹنا ہو سکے اتنا روکنے کی کوشش کرتا ہوں

میں غیر آرام دہ حالات سے بچنے کے لیے اپنے راستے سے ہٹ جاتا ہوں

میرے بڑے مقاصد میں سے ایک دردناک جذبات سے آزاد ہونا ہے

میں پریشان کن جذبات کو دور رکھنے کے لیے سخت محنت کرتا ہوں

اگر مجھے کچھ کرنے کے بارے میں کوئی شک ہو تو میں ایسا نہیں کروں گا

درد ہمیشہ مصائب کا باعث بنتا ہے

Scale 2

اپنے کام / زندگی کی صورتحال کے بارے میں درج ذیل نکات پر غور کریں۔ درجہ بندی 1 سے 10 کے پیمانے کا استعمال / کرتے ہوئے وہ نمبر لکھیں جو آپ کے تجربات کی بہترین عکاسی کرتا ہو۔

میں نے اپنے کام میں خود کو قید محسوس کیا ہے۔

میرے خیالات ہیں کہ میں اپنی زندگی کے اہداف کو حاصل کرنے میں کامیاب نہیں ہو رہا ہوں میں جن کے ساتھ کام کرتا ہوں ان سے متعلق مجھے غیر آرام دہ اور ناقابل کنٹرول خیالات آتے ہیں۔

ہوں۔ "ناکام" مجھے لگتا ہے کہ میں اپنے کام میں

ہوں۔ میں اپنے ایک کلائنٹ کی طرح پریشان کن خواب دیکھتا

مریضوں کے ساتھ کام کرنے سے وابستہ مایوسی کا احساس محسوس کیا ہے / میں نے کلائنٹس

میں نے دیکھ بھال کرنے والے کے طور پر اپنے کام کے نتیجے میں اکثر کمزوری، تھکاوٹ یا کمی محسوس کی ہے

مریض کے ساتھ کام کرنے کے بعد ناقابل کنٹرول خیالات کا تجربہ کیا ہے۔ / میں نے کسی خاص طور پر مشکل کلائنٹ

میں نے اپنے کام کے نتیجے میں افسردہ محسوس کیا ہے۔

مریض کے ساتھ کام کرتے ہوئے اچانک اور غیر ارادی طور پر ایک خوفناک تجربہ یاد کیا ہے۔ / میں نے ایک کلائنٹ

مجھے لگتا ہے کہ میں اپنی ذاتی زندگی سے کام کو الگ کرنے میں ناکام رہا ہوں۔

میں ایک کلائنٹ کے تکلیف دہ تجربات کی وجہ سے نیند کھو رہا ہوں۔

مجھے اپنے کام سے بے الہیت، مایوسی یا ناراضگی کا احساس ہے۔

Scale 3

مندرجہ ذیل بیانات میں سے ہر ایک کو پڑھیں اور فیصلہ کریں کہ آپ اپنے عقائد اور تجربات کے مطابق ہر ایک سے کتنے متفق

ہیں۔ براہ کرم مندرجہ ذیل بیانے کے مطابق جواب دیں

مجھے غیر یقینی حالات پسند نہیں

مجھے ایسے سوالات پسند نہیں ہیں جن کا جواب بہت سے مختلف طریقوں سے دیا جاسکتا ہو۔

میں نے محسوس کیا کہ باقاعدہ اوقات کے ساتھ ایک منظم زندگی میرے مزاج کے مطابق ہے۔

مجھے بے چینی محسوس ہوتی ہے جب مجھے سمجھ نہیں آتی کہ میری زندگی میں کوئی واقعہ کیوں پیش آیا۔

مجھے اس وقت چڑچڑاہٹ ہوتی ہے جب ایک شخص اس بات سے متفق نہیں ہوتا جس پر گروپ میں ہر کوئی یقین رکھتا ہے۔

مجھے یہ جانے بغیر کہ میں اس سے کیا توقع کر سکتا ہوں، ایسی صورتحال میں جانا پسند نہیں ہے۔

جب میں کوئی فیصلہ کر لیتا ہوں تو مجھے راحت محسوس ہوتی ہے

جب مجھے کسی مسئلے کا سامنا کرنا پڑتا ہے، تو میں بہت جلد حل تک پہنچنے کے لیے مر رہا ہوتا ہوں۔

اگر مجھے فوری طور پر کسی مسئلے کا حل نہ مل جائے تو میں جلد ہی بے چین اور چڑچڑا ہوا ہوا ہوں گا۔

مجھے ان لوگوں کے ساتھ رہنا پسند نہیں ہے جو غیر متوقع اعمال کرنے کے قابل ہیں۔

مجھے یہ پسند نہیں ہے جب کسی شخص کے بیان کے بہت سے مختلف معنی ہو سکتے ہیں۔

میں محسوس کرتا ہوں کہ ایک مستقل معمول قائم کرنا مجھے زندگی سے زیادہ لطف اندوز کرنے کے قابل بناتا ہے۔

مجھے ایک واضح اور منظم طرز زندگی پسند ہے۔

میں عام طور پر اپنا نظریہ بنانے سے پہلے بہت سی مختلف خیالات سے مشورہ نہیں کرتا۔

مجھے غیر متوقع حالات پسند نہیں ہیں۔

Scale 4

مندرجہ ذیل میں فراہم کردہ کثیر نکاتی پیمانے کا استعمال کرتے ہوئے، براہ کرم اس بات کی نشاندہی کریں کہ آپ کس حد تک یقین رکھتے ہیں کہ بیان آپ کی خصوصیت رکھتا ہے، اس آئٹم سے پہلے والی لائن پر مناسب نمبر رکھیں۔ براہ کرم جواب دینے میں کھلے اور ایماندار رہیں۔

مجھے روزمرہ کی زندگی میں بہت سے مختلف احساسات کا تجربہ نہیں ہوتا ہے۔

میں اسی طرح کے احساسات کے درمیان عمدہ امتیازات کھینچتا ہوں

(افسردہ اور اداس؛ ناراض اور چڑچاڑا)

میں نے اپنی پوری زندگی میں مختلف قسم کے جذبات کا تجربہ کیا ہے۔

میں کسی دیئے گئے جذبات کی مختلف باریکیوں یا پہلوؤں سے واقف ہوں

(افسردہ اور اداس؛ ناراض اور چڑچاڑا)

میں عام طور پر جذبات کی ایک محدود حد کا تجربہ کرتا ہوں۔

مجھے لگتا ہے کہ ہر جذبات میرے لیے بہت الگ اور منفرد معنی رکھتے ہیں۔

میں جذبات کی ایک وسیع رینج کا تجربہ کرتا ہوں۔

میں جانتا ہوں کہ ہر جذبے کے بالکل مختلف معنی ہوتے ہیں۔

میں روزانہ کی بنیاد پر مختلف قسم کے احساسات کا تجربہ نہیں کرتا۔

میں ایک دوسرے سے جڑے جذباتی الفاظ کے معنی میں باریک اختلافات کو الگ کرنے میں اچھا ہوں۔

اچھا یا برا محسوس کرنا یہ اصطلاحات روزمرہ کی زندگی میں میرے زیادہ تر

احساسات کو بیان کرنے کے لیے کافی ہیں۔

اگر جذبات کو رنگوں کے طور پر دیکھا جائے تو میں ایک قسم کے رنگ

(جذبات) میں چھوٹی چھوٹی تبدیلیاں بھی دیکھ سکتا ہوں۔

میں مختلف احساسات کی ایک وسیع رینج کا تجربہ کرتا ہوں۔

میں اپنے احساسات کے درمیان کی باریکیوں سے واقف ہوں۔

RDEES – Range and Differentiation of Emotional Experience Scale

Please indicate the extent to which each of the following statements describes you. Write the number in the space provided before each statement that best reflects your condition. Please answer honestly.

1 — Not at all

2 — Very little

3 — Somewhat

4 — Moderately

5 — Quite a bit

6 — Very much

7 — Extremely

I do not experience a wide variety of emotions in my daily life.

I can notice subtle differences between similar emotions (e.g. sad vs. depressed; irritation vs. anger).

I have experienced a wide range of emotions in my life.

I am aware of the different sides and nuances of a single emotion (e.g. the difference between sadness and depression).

I generally experience only a limited range of emotions.

I understand that each emotion has a distinct and unique meaning for me.

I experience a broad variety of different emotions.

I am aware that each emotion carries a meaning that is completely different from other emotions.

I do not experience different kinds of feelings on a daily basis.

I can understand well the subtle differences in meaning between similar emotional words.

Feeling good or bad—these words are enough for me to describe most of my daily emotional states.

If emotions were compared to colours, I could notice even the slightest differences within the same colour (emotion).

I experience a wide range of different kinds of feelings.

I am aware of the subtle differences between my feelings.

Compassion Fatigue Short Scale

Keeping your work and personal life situations in mind, write the number for each statement that best reflects your experience.

1 = Never / Very rarely

10 = Very much / Often

Because of my work, I have felt trapped.

I have this thought that I am not succeeding in achieving my life goals.

I experience flashbacks related to my clients/patients.

I feel like a “failure” in my work.

I have nightmares like some of my clients/patients.

I feel hopeless while working with clients/patients.

As a caregiver, I often feel weak, tired, or exhausted.

After working with a particularly difficult client/patient, I experience intrusive thoughts.

I feel depressed as a result of my work.

During work with a client/patient, memories of a frightening experience suddenly and involuntarily come to mind.

I feel that I am failing to establish boundaries between work and personal life.

I lose sleep thinking about my client’s traumatic experiences.

I feel undervalued, discouraged, or angry in relation to my work.

Brief Experiential Avoidance Questionnaire (BEAQ)

Indicate the extent to which you agree or disagree with the following statements.

Rating scale:

1 = Strongly disagree

2 = Somewhat disagree

3 = Slightly disagree

4 = Slightly agree

5 = Somewhat agree

6 = Strongly agree

A good life means never feeling pain.

I try to quickly leave situations that make me anxious.

When unpleasant memories arise, I try to push them out of my mind.

I feel disconnected from my emotions.

I do not do something unless it becomes absolutely necessary.

Fear or anxiety does not stop me from doing important things.

I am willing to sacrifice a lot in order not to feel bad.

If an activity is likely to make me anxious, I usually do not do it.

It is difficult for me to know what I am feeling.

I delay unpleasant tasks as much as possible.

I make special efforts to avoid painful situations.

One of my goals is to be free from painful emotions.

It is difficult for me to control distressing feelings.

If I have even a small doubt about doing something, I do not do it.

Pain always causes suffering.

NFCS (Short Version)

I do not like uncertain (ambiguous) situations.

I dislike questions that may have several possible answers.

I feel that an organized life with regular routines suits my temperament.

I feel anxious when I do not understand why an event occurred in my life.

When one person disagrees with everyone else in a group, I feel irritated.

I do not like entering situations when I do not know in advance what to expect.

Once I make a decision, I feel relieved.

When I face a problem, I become eager to find a solution as quickly as possible.

If I do not find an immediate solution to a problem, I quickly become impatient and irritable.

I do not like being around people who are capable of unpredictable behaviour.

I dislike it when someone's statement can have multiple meanings.

I feel that establishing a consistent and regular routine helps me enjoy life more.

I like a clear and well-organized lifestyle.

I usually do not consult different opinions before forming my own.

I dislike unexpected situations.

Scale 1

Instructions: Please indicate the extent to which you agree or disagree with each of the following statements.

- The secret to a good life is never feeling pain.
- I quickly leave any situation that makes me feel uncomfortable.
- When unpleasant memories come to my mind, I try to push them out of my thoughts.
- I feel disconnected from my emotions.
- I will not do something unless I absolutely have to.
- Fear or anxiety will not stop me from doing something important.
- I would give up many things in order not to feel bad.
- I rarely do anything if there is a chance it will cause me distress.
- It is difficult for me to know what I am feeling.
- I try to postpone unpleasant tasks as much as possible.
- I go out of my way to avoid uncomfortable situations.
- One of my major goals is to be free from painful emotions.
- I work very hard to keep distressing emotions away.
- If I have any doubt about doing something, I will not do it.
- Pain always leads to suffering.

Scale 2

Instructions: Consider the following statements in relation to your work/life situation. Using a scale from 1 to 10, select the number that best reflects your experience.

- I have felt trapped in my work.
- I feel that I am not succeeding in achieving my life goals.
- I experience uncomfortable and uncontrollable thoughts about the people I work with.
- I feel that I am a “failure” at my work.
- I have distressing dreams similar to those of one of my clients.
- I have felt frustration associated with working with clients/patients.
- As a result of my work as a caregiver, I have often felt weak, exhausted, or depleted.

- I have experienced uncontrollable thoughts after working with a particularly difficult client/patient.
- I have felt depressed as a result of my work.
- While working with a client/patient, I have suddenly and involuntarily recalled a traumatic experience.
- I feel that I have failed to separate my work from my personal life.
- I am losing sleep due to a client's traumatic experiences.
- I feel incompetent, frustrated, or angry because of my work.

Scale 3

Instructions: Read each of the following statements and decide how much you agree with each according to your beliefs and experiences. Please respond using the scale provided.

- I do not like uncertain situations.
- I do not like questions that can be answered in many different ways.
- I feel that a structured life with regular routines suits my temperament.
- I feel anxious when I do not understand why an event occurred in my life.
- I feel irritated when someone disagrees with what everyone else in the group believes.
- I do not like entering a situation without knowing what to expect from it.
- I feel relieved once I have made a decision.
- When faced with a problem, I am eager to reach a solution as quickly as possible.
- If I do not find an immediate solution to a problem, I soon become anxious and irritable.
- I do not like being around people who are capable of unpredictable actions.
- I do not like it when a statement can have many different meanings.
- I feel that establishing a consistent routine allows me to enjoy life more.
- I prefer a clear and organized lifestyle.

- I generally do not consult many different opinions before forming my own viewpoint.
- I do not like unpredictable situations.

Scale 4

Instructions: Using the multi-point scale provided below, please indicate the extent to which you believe each statement describes you. Place the appropriate number on the line preceding each item. Please respond openly and honestly.

- I do not experience many different feelings in my daily life.
- I make fine distinctions between similar feelings (e.g., depressed vs. sad; angry vs. irritated).
- Throughout my life, I have experienced a wide variety of emotions.
- I am aware of the different nuances or aspects of a given emotion (e.g., depressed vs. sad; angry vs. irritated).
- I generally experience a limited range of emotions.
- I feel that each emotion has a very distinct and unique meaning for me.
- I experience a wide range of emotions.
- I know that each emotion has a completely different meaning.
- I do not experience many different feelings on a daily basis.
- I am good at distinguishing subtle differences in the meanings of related emotional words.
- Feeling “good” or “bad” is sufficient to describe most of my emotions in everyday life.
- If emotions were seen as colors, I could notice even small variations within a single color (emotion).
- I experience a broad range of different feelings.
- I am aware of the subtle differences among my feelings.

نمبر شمار	Range and Differentiation of Emotional Experience Scale مندرجہ ذیل میں دیے گئے بیانات کے بارے میں یہ بتائیں کہ وہ آپ کو کس حد تک بیان کرتے ہیں۔ ہر بیان سے پہلے دی گئی جگہ پر وہ نمبر درج کریں جو آپ کی کیفیت کو بہترین ظاہر کرتا ہو۔ براہ کرم ایمانداری سے جواب دیں۔ درمیانی حد تک — 4 کسی حد تک — 3 بہت تھوڑا — 2 بالکل بھی نہیں — 1 انتہائی حد تک — 7 بہت زیادہ — 6 کافی حد تک — 5
۱	مجھے روزمرہ کی زندگی میں بہت سے مختلف احساسات کا تجربہ نہیں ہوتا ہے۔ 1 2 3 4 5 6 7
۲	میں ملے جلتے جذبات میں باریک فرق محسوس کر لیتا/ لیتی ہوں (مثلاً اداس اور افسردہ؛ جھنجھلاہٹ اور غصہ)۔ 1 2 3 4 5 6 7
۳	میں نے اپنی پوری زندگی میں مختلف قسم کے جذبات کا تجربہ کیا ہے۔ 1 2 3 4 5 6 7
۴	میں کسی ایک جذبے کے مختلف پہلوؤں اور باریکیوں سے آگاہ ہوں (مثلاً اداسی اور افسردگی کے فرق سے)۔ 1 2 3 4 5 6 7
۵	میں عموماً جذبات کی محدود اقسام ہی محسوس کرتا/ کرتی ہوں۔ 1 2 3 4 5 6 7
۶	مجھے لگتا ہے کہ ہر جذبات میرے لیے بہت الگ اور منفرد معنی رکھتے ہیں۔ 1 2 3 4 5 6 7
۷	میں جذبات کی ایک وسیع رینج کا تجربہ کرتا ہوں۔ 1 2 3 4 5 6 7
۸	میں جانتا ہوں کہ ہر جذبے کے بالکل مختلف معنی ہوتے ہیں۔ 1 2 3 4 5 6 7
۹	میں روزانہ کی بنیاد پر مختلف قسم کے احساسات کا تجربہ نہیں کرتا۔ 1 2 3 4 5 6 7
۱۰	میں ایک جیسے جذباتی الفاظ کے باریک معنوی فرق کو اچھی طرح سمجھ سکتا/ سکتی ہوں۔ 1 2 3 4 5 6 7
۱۱	اچھا یا برا محسوس کرنا۔ یہ الفاظ میری روزمرہ کی زیادہ تر کیفیات بیان کرنے کے لیے کافی ہیں۔ 1 2 3 4 5 6 7
۱۲	اگر جذبات کو رنگوں کے طور پر دیکھا جائے تو میں ایک قسم کے رنگ (جذبات) میں چھوٹی چھوٹی تبدیلیاں بھی دیکھ سکتا ہوں۔ 1 2 3 4 5 6 7
۱۳	میں مختلف احساسات کی ایک وسیع رینج کا تجربہ کرتا ہوں۔ 1 2 3 4 5 6 7
۱۴	میں اپنے احساسات کے درمیان کی باریکیوں سے واقف ہوں۔ 1 2 3 4 5 6 7

نمبر شمار	Brief Experiential Avoidance Questionnaire مندرجہ ذیل میں دیے گئے بیانات سے آپ کس حد تک متفق یا متفق نہیں ہیں، اس کی نشاندہی کریں۔ تھوڑا سا متفق = 3 کچھ حد تک متفق = 2 بالکل نا متفق = 1 بالکل متفق = 6 کچھ حد تک متفق = 5 تھوڑا سا متفق = 4
۱	اچھی زندگی گزارا کبھی بھی درد محسوس نہ کرتا ہے
۲	جو صورتحال مجھے بے چینی دے، میں جلدی وہاں سے نکلنے کی کوشش کرتا/کرتی ہوں۔
۳	جب ناخوشگوار یادیں آتی ہیں تو میں انہیں ذہن سے نکالنے کی کوشش کرتا/کرتی ہوں۔
۴	میں اپنے جذبات سے منقطع محسوس کرتا ہوں
۵	میں کسی کام کو اس وقت تک نہیں کرتا/کرتی جب تک بالکل مجبوری نہ ہو۔
۶	خوف یا بے چینی مجھے اہم کام کرنے سے نہیں روکتی۔
۷	برا محسوس نہ کرنے کے لیے میں بہت کچھ قربان کر سکتا/سکتی ہوں۔
۸	اگر کسی کام سے مجھے پریشانی ہونے کا امکان ہو تو میں عموماً وہ کام نہیں کرتا/کرتی۔
۹	میرے لیے یہ جاننا مشکل ہے کہ میں کیا محسوس کر رہا ہوں
۱۰	میں ناخوشگوار کاموں کو زیادہ سے زیادہ مؤخر کرتا/کرتی ہوں۔
۱۱	میں غیر آرام دہ حالات سے بچنے کے لیے اپنے راستے سے ہٹ جاتا ہوں
۱۲	میرا ایک مقصد یہ ہے کہ میں تکلیف دہ جذبات سے آزاد رہوں۔
۱۳	میرے لیے پریشان کن احساسات کو قابو میں رکھنا مشکل ہوتا ہے۔
۱۴	اگر کسی کام کے بارے میں ذرا سا بھی شک ہو تو میں وہ کام نہیں کرتا/کرتی۔
۱۵	درد ہمیشہ مصائب کا باعث بنتا ہے

نمبر شمار	Need for Cognitive Closure Scale مندرجہ ذیل میں دیے گئے بیانات سے آپ کس حد تک متفق یا متفق نہیں ہیں، اس کی نشاندہی کریں۔ تھوڑا سا متفق = 3 کچھ حد تک متفق = 2 بالکل نا متفق = 1 بالکل متفق = 6 کچھ حد تک متفق = 5 تھوڑا سا متفق = 4
۱	مجھے غیر یقینی (غیر واضح) حالات پسند نہیں ہیں۔
۲	مجھے ایسے سوالات نا پسند ہیں جن کے کئی مختلف جوابات ممکن ہوں۔
۳	میں نے محسوس کیا کہ باقاعدہ اوقات کے ساتھ ایک منظم زندگی میرے مزاج کے مطابق ہے۔
۴	مجھے بے یقینی محسوس ہوتی ہے جب مجھے سمجھ نہیں آتی کہ میری زندگی میں کوئی واقعہ کیوں پیش آیا۔
۵	مجھے اس وقت چیز چڑا پین ہوتی ہے جب ایک شخص اس بات سے متفق نہیں ہوتا جس پر گروپ میں ہر کوئی یقین رکھتا ہے۔
۶	مجھے کسی ایسی صورتحال میں جانا پسند نہیں جس کے بارے میں مجھے پہلے سے معلوم نہ ہو کہ اس سے کیا توقع رکھنی ہے۔
۷	جب میں کوئی فیصلہ کر لیتا / لیتی ہوں تو مجھے اطمینان محسوس ہوتا ہے۔
۸	جب مجھے کسی مسئلے کا سامنا ہوتا ہے تو میں بہت جلد اس کا حل تلاش کرنے کے لیے بے چین ہو جاتا / جاتی ہوں۔
۹	اگر مجھے کسی مسئلے کا فوری حل نہ ملے تو میں جلدی بے صبر اور چیز چڑا ہو جاتا / جاتی ہوں۔
۱۰	مجھے ایسے لوگوں کے ساتھ رہنا پسند نہیں جو غیر متوقع حرکات کے قابل ہوں۔
۱۱	مجھے یہ بات نا پسند ہے جب کسی شخص کا بیان کئی مختلف معنی رکھتا ہو۔
۱۲	میں محسوس کرتا ہوں کہ ایک مستقل معمول قائم کرنا مجھے زندگی سے زیادہ لطف اندوز کرنے کے قابل بناتا ہے۔
۱۳	مجھے ایک واضح اور منظم طرز زندگی پسند ہے۔
۱۴	میں عام طور پر اپنی رائے قائم کرنے سے پہلے مختلف آراء سے مشورہ نہیں کرتا / کرتی۔
۱۵	مجھے غیر متوقع حالات نا پسند ہیں۔

نمبر شمار	Compassion Fatigue Short Scale اپنے کام اور ذاتی زندگی کی صورت حال کو مد نظر رکھتے ہوئے، ہر بیان کے لیے وہ نمبر لکھیں جو آپ کے تجربے کی بہترین عکاسی کرتا ہو۔ بہت زیادہ / اکثر = 10 کبھی نہیں / بہت کم = 1
۱	۱ 2 3 4 5 6 7 8 9 10 میں نے اپنے کام میں خود کو قید محسوس کیا ہے۔
۲	۱ 2 3 4 5 6 7 8 9 10 مجھے یہ خیال آتا ہے کہ میں اپنی زندگی کے اہداف حاصل کرنے میں کامیاب نہیں ہو رہا / رہی۔
۳	۱ 2 3 4 5 6 7 8 9 10 میں جن کے ساتھ کام کرتا ہوں ان سے متعلق مجھے غیر آرام دہ اور ناقابل کنٹرول خیالات آتے ہیں۔
۴	۱ 2 3 4 5 6 7 8 9 10 مجھے اپنے کام میں خود کو ”محسوس ہوتا ہے۔
۵	۱ 2 3 4 5 6 7 8 9 10 مجھے متاثرہ افراد کے تجربات سے ملتے جلتے ڈراؤنے خواب آتے ہیں۔
۶	۱ 2 3 4 5 6 7 8 9 10 متاثرہ افراد کے ساتھ کام کرتے ہوئے مجھے ناامیدی محسوس ہوتی ہے۔
۷	۱ 2 3 4 5 6 7 8 9 10 بطور دیکھ بھال کرنے والا / والی، میں اکثر خود کو کمزور، تھکا ہوا یا مذہل محسوس کرتا / کرتی ہوں
۸	۱ 2 3 4 5 6 7 8 9 10 متاثرہ افراد کے ساتھ کام کرنے کے بعد مجھے بے قابو خیالات کا سامنا کرنا پڑتا ہے۔
۹	۱ 2 3 4 5 6 7 8 9 10 میں اپنے کام کے نتیجے میں افسردہ محسوس کرتا / کرتی ہوں۔
۱۰	۱ 2 3 4 5 6 7 8 9 10 متاثرہ افراد کے ساتھ کام کے دوران خوفناک تجربات کی یادیں اچانک اور بے اختیار ذہن میں آ جاتی ہیں۔
۱۱	۱ 2 3 4 5 6 7 8 9 10 مجھے لگتا ہے کہ میں اپنی ذاتی زندگی سے کام کو الگ کرنے میں ناکام رہا ہوں۔
۱۲	۱ 2 3 4 5 6 7 8 9 10 متاثرہ افراد کے تکلیف دہ تجربات کے بارے میں سوچتے ہوئے مجھے نیند آنے میں دشواری ہوتی ہے۔
۱۳	۱ 2 3 4 5 6 7 8 9 10 مجھے اپنے کام سے متعلق بے قدری، مایوسی یا ناراضگی محسوس ہوتی ہے۔



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Ref. CUST/IBD/PSY/Thesis-1843
January 22, 2026

SUBJECT: REQUEST FOR DATA COLLECTION

Capital University of Science and Technology (CUST) is a federally chartered university. The university is authorized by the Federal Government to award degrees at Bachelor's, Master's and Doctorate level for a wide variety of programs.

Ms. Shandana Qadir, registration number **MSP241017** is a bona fide student in MS Psychology program at this University from Spring-2024 till date. In partial fulfillment of the degree, she is conducting research on "*Relationship between Emotional Granularity, Need for Cognitive Closure, Experiential Avoidance, and Compassion Fatigue among Police Personnel*". In this continuation, the student is required to collect data from your institute.

Considering the forgoing, kindly allow the student to collect the requisite data from your institute. Your cooperation in this regard will be highly appreciated.

Please feel free to contact undersigned if you have any query in this regard.

Best Wishes,

Dr. Sabahat Haqqani
Head, Department of Psychology
Ph No. 111-555-666 Ext: 178
sabahat.haqqani@cust.edu.pk



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Ref: CUST/FMSS/REC/2025-79

January 22, 2026

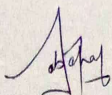
RESEARCH ETHICS COMMITTEE CERTIFICATE OF REVIEW AND SUPPORT

This is to certify that Project titled: **"Relationship between Emotional Granularity, Need for Cognitive Closure, Experiential Avoidance, and Compassion Fatigue among Police Personnel"** submitted by Scholar: **Shandana Qadir MSP241017** and supervised by **Ms. Asima Munawar** reviewed by the Research Ethics Committee of Faculty of Management and Social Science, meets the requirements of the American Psychological Association's Ethical guidelines for Human Research and is **REVIEWED** and **APPROVED** by Research Ethics Committee of Faculty of Management and Social Sciences.

It is the Scholar's responsibility to ensure that all researchers associated with this project are aware of the conditions of approval and which documents have been approved.

The Scholar is required to notify the Research Ethics Committee in case of any amendment in the project, specifically:

- Any significant change to the project and the reason for that change, including an indication of ethical implications (if any)
- Serious adverse effects on participants and the actions taken to address those effects
- Any other unforeseen events or unexpected developments that merit notification
- The inability of the Principal Investigator to continue in that role, or any other change in research personnel involved in the project
- A delay of more than 12 months in the commencement of the project; and,
- Termination or closure of the project.



Dr. Sabahat Haqqani

Convener, Research Ethics Committee
Faculty of Management and Social Sciences
Capital University of Science and Technology
Islamabad

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Kang, S... 11/15/2025

to me ▾



Thank you for your interest in my scale.
I'm glad to hear that you will be using it
for your research. There are no
conditions or requirements for its use.
Best wishes for your research endeavors,

Sun-Mee

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