

## Resilience self-assessment worksheet

### 1. Complete the self-assessment.

- Read each statement and rate your agreement with each statement.
- Try to answer questions as you are, rather than as you think you should be, and don't worry if some questions seem to score in the "wrong direction."
- Remember, this tool is not a validated psychometric test - the answers you give are likely to vary depending on your mood when you take it.

	Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1.	When given a new task, I'm confident that I'll succeed.					
2.	When one attempt fails, I learn from it and change my approach next time.					
3.	When a task doesn't go to plan, it affects my self-belief.					
4.	I don't have people at work who I can speak to about issues in the office.					
5.	When I encounter a difficulty, I lose sight of my goal quickly.					
6.	Sometimes I question my commitment to my job.					
7.	I have strategies in place for dealing with stress.					
8.	I find it easy to ask my colleagues for help.					
9.	I feel positive about the future.					
10.	I worry about issues that I have no control over.					
11.	Asking for assistance reveals weakness.					
12.	When there is fundamental change, I struggle to come around to new ways of thinking.					
13.	I have strong goals that are clear in my mind.					
14.	I am able to discuss my job and its challenges with people outside of work, such as family members and close friends.					
15.	I am more likely to say "no" than "yes."					
16.	Failures are hard to forget and successes are hard to remember.					

## 2. Record and calculate your score

- Circle the number that responds to your answer for each of the questions.
- Add up the scores for each column, and then the add up all of the column score to determine your overall score.

	Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
1.	When given a new task, I'm confident that I'll succeed.	1	2	3	4	5
2.	When one attempt fails, I learn from it and change my approach next time.	1	2	3	4	5
3.	When a task doesn't go to plan, it affects my self-belief.	5	4	3	2	1
4.	I don't have people at work who I can speak to about issues in the office.	5	4	3	2	1
5.	When I encounter a difficulty, I lose sight of my goal quickly.	5	4	3	2	1
6.	Sometimes I question my commitment to my job.	5	4	3	2	1
7.	I have strategies in place for dealing with stress.	1	2	3	4	5
8.	I find it easy to ask my colleagues for help.	1	2	3	4	5
9.	I feel positive about the future.	1	2	3	4	5
10.	I worry about issues that I have no control over.	5	4	3	2	1
11.	Asking for assistance reveals weakness.	5	4	3	2	1
12.	When there is fundamental change, I struggle to come around to new ways of thinking.	5	4	3	2	1
13.	I have strong goals that are clear in my mind.	1	2	3	4	5
14.	I am able to discuss my job and its challenges with people outside of work, such as family members and close friends.	1	2	3	4	5
15.	I am more likely to say "no" than "yes."	5	4	3	2	1
16.	Failures are hard to forget and successes are hard to remember.	5	4	3	2	1
Column score						
Total Score						

- Now add up your scores for each of the areas of resilience below.

<b>Acceptance</b>	Add up scores for questions <b>1, 3, 9, 16</b> Max score 20.	Your score:
<b>Social support</b>	Add up scores for questions <b>4, 8, 11, 14</b> Max score 20.	Your score:
<b>Purpose</b>	Add up scores for questions <b>5, 6, 10, 13</b> Max score 20.	Your score:
<b>Flexibility</b>	Add up scores for questions <b>2, 7, 12, 15</b> Max score 20.	Your score:

### 3. Interpreting your score

- Read the comments associated with your total score.

Score	Comment
16-37	You have little resilience in the workplace, and this may affect your ability to do your job. However, don't let this get the better of you! It's important to identify the causes of this, so that you can take specific action. Perhaps your confidence is shaky, or you have a negative outlook. Maybe you don't have effective strategies to cope with stress, or you're trying to deal with issues that are beyond your control. Don't give up - there are lots of tools that you can use to unlock resilience and become a positive, productive team member.
38-59	You're not easily defeated, but there's still plenty of room for improvement. Perhaps you need strong goals to focus your efforts, or it could help to reframe your problems as challenges. Maybe you need to address the strength of your working relationships. Have a look through your answers and try to pinpoint where you need to focus your efforts. You may need to build your skills in just one or two areas or make small changes in several.
60-80	Well done, you're a resilient team member and you're prepared to keep trying until you succeed! You most likely have a solid network of colleagues who you can rely on for support, you deal effectively with stress, and you're flexible in your approach. You're goal oriented, you have a positive disposition and strong values, and you're willing to take on challenges and help people out. However, there's always room for improvement.

This assessment is based on four domains of resilience identified by Professor Cary Cooper, Professor of Organizational Psychology and Health at Manchester University, Jill Flint-Taylor, and Michael Pearn. They published their model in the 2013 book, *Building Resilience for Success*. Source: Mindtools - <https://www.mindtools.com/pages/article/resilience-quiz.htm>

### 4. Ideas for building your resilience

- Consider how you might be able to use these tips to build your resilience.

#### Acceptance

(Questions 1, 3, 9, 16)	<b>Your score:</b>
<ul style="list-style-type: none"><li>• Acceptance is doing the "right thing" despite opposition, being willing to take risks, admitting your mistakes and learning from them, and accepting praise graciously. It's an essential part of resilience, and it's related to positivity, self-efficacy and optimism.</li><li>• Building acceptance isn't easy, but it is achievable. Resilient people are confident that they will succeed, despite any setbacks that they experience. They have the self-belief to take risks, and they understand that failure is just another step toward success.</li><li>• One simple way to improve your acceptance is to reframe issues more positively. Leading psychologist Martin Seligman says that the way we explain setbacks to ourselves is important.</li><li>• Thought awareness and mindfulness are also essential for resilience. When you fear the future, put yourself down, criticise yourself, doubt your abilities, or expect failure, you're thinking negatively, and you may not realise it. Thought awareness is where you observe your thinking patterns and become aware of this negativity. Once you've identified these thoughts, you can begin to challenge them and use positive thinking to counter them. Picking yourself up after a setback will soon become much easier.</li></ul>	

## Social Support

(Questions 4, 8, 11, 14)	<b>Your score:</b>
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- Social support is about building good relationships with others in the workplace, and seeking support and help from them in dealing with problems.
- You can't face every challenge alone, particularly when they are large or complex. Being able to approach people in a crisis can help to lower your stress levels and produce a more positive outcome.
- The people you build these supportive relationships with become your allies, and they can help you achieve your objectives. Anyone in your organization can fill this role, from team members to your boss. You can even form bonds with people outside of your workplace, such as your family members, friends and community members. Any person you can call on when the going gets tough is a potential ally.

## Purpose

(Questions 5, 6, 10, 13)	<b>Your score:</b>
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- You're more likely to demonstrate resilience if you enjoy your job, you're passionate about it, and it gives you a sense of purpose. Purposefulness implies having a fixed and clear goal, and focusing on it at all times, no matter what setbacks you experience.
- Psychologists Susan Kobasa and Cal Crow say that resilient people are committed to their lives and to their goals, which gives them drive and a compelling sense of purpose. They say that these people also feel in control of their lives, and spend time and energy focusing on situations and events that they can influence, which makes them feel empowered and builds their confidence.
- Setting and working toward goals is an important aspect of purposefulness. Goals provide long-term vision and short-term motivation and reduce the likelihood of problems or setbacks knocking you off course. How you set your goals is important, regardless of their size or importance. Make sure that they're SMART (Specific, Measurable, Attainable, Relevant, and Time-bound), and that they match your personal values.
- Being committed to your job is a fundamental part of purposefulness. If you're enthusiastic about what you do, you're more likely to have the motivation to pick yourself up after a setback. So, if you find yourself struggling and your resilience faltering, ask yourself whether you are in the most appropriate position, or whether a different role in another department might be a better fit.

## Flexibility

(Questions 2, 7, 12, 15)	<b>Your score:</b>
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- Being adaptable is important for building resilience, as strength rarely comes from inflexibility. Flexibility is understanding your failures, reflecting on them, being open to new ideas and situations, and finding ways to complete difficult tasks, rather than giving up. Learning to become adaptable means trying to identify and deal with any self-sabotaging personality traits, such as a fear of uncertainty or change.
- Resilient people are introspective and have a growth mindset. They can reflect on their behaviour and thinking and make positive changes where necessary. They ask themselves whether something is working, take corrective action, and learn from their mistakes and failures. So, look carefully at your own behaviour, and ask yourself whether you need to make any changes.
- Learning how to manage stress is also an important part of becoming more adaptable. When you are relaxed, you're able to withstand setbacks and focus more clearly. You are also less likely to "lose your cool" when things don't work out. Keeping stress in check starts with how you look after yourself outside of work. Make sure that you get a good night's sleep (roughly seven to eight uninterrupted hours), try to keep to a routine, and add regular exercise to your schedule.