

SHORT VERSION OF THE PERSONAL RESILIENCE PROFILE

Score each item based on what you currently believe is a true reflection of yourself for each of the items, on a scale of 0-5; 0 = Never, 5 = Always

I am clear about the purpose of my job ___

I understand what I need to do to achieve my goals ___

I am clear about the standards expected of me ___

My behaviour is driven by my values ___

My PURPOSE score is = ___

I think positively about situations and events ___

I am realistic about what can be achieved ___

I have reasonable expectations of others ___

I have reasonable expectations of myself ___

My POSITIVE REALISM score is = ___

I give and receive appropriate support with others ___

I actively involve and include others in what I do ___

I use a balance of assertiveness and responsiveness ___

I communicate effectively what others need to know ___

My RELATIONSHIPS score is = ___

I follow tasks and projects through to completion ___

I persevere when I encounter difficulties ___

I explore a range of options and alternatives to deal with issues ___

I am flexible in my thinking and approach when things don't work ___

My DETERMINATION score is = ___



I play to, and make use of, my strengths ___

I share my feelings with others ___

I work to continually develop my skills ___

I know what is within my control and influence ___

My SELF AWARENESS score is = ___

I follow a plan for my work ___

I use my time effectively ___

I have the work/life balance I want ___

I take care of my health and fitness ___

My SELF-MANAGEMENT score is = ___

TOTAL SCORES

Less than 71; You may find a number of change situations and new experiences challenging and at times difficult. We recommend that you identify which 4 areas you need to develop, to give you more confidence. It would also be helpful for you to get some training, or work with a mentor, coach or colleague who is able to provide the most appropriate support.

72-95; It is likely that you manage to deal with many situations in a reasonable and effective way. Identify 1-3 specific areas that you could work on to develop your skills and gain greater flexibility and choice, in the situations that are more difficult or concern you.

96- 120; You are probably in a strong position to deal with most difficulties and changes in very constructive and appropriate ways. Keep learning by seeking out fresh challenges and different opportunities. How can you pass on your resilience skills to others? What is 1 area you would like to improve in?

The Components of Personal Resilience

We define resilience as the strength to deal with any change, manage difficult situations and recover from set-backs. It involves a set of 6 capabilities which if present, enable you to manage whatever is thrown at you and continue to move forward towards achieving what you and others want.

Sense of purpose

This is the core component of the six, and the foundation for all of the others. Not everyone is clear about their purpose and it is frequently something that you will need to re-define as you move through life. The stronger your sense of purpose, the better equipped you are to handle challenges and setbacks and to recover from them. Are you clear about your direction and goals? Do you understand the purpose of all the activities you engage in?

Positive realism

This component is something of a balancing act, between being able to think positively about situations and events whilst being realistic about what can be achieved. (It is not about some naive false optimism!) It involves being able to generate positive thoughts and feelings about situations. Do you have the ability to take reality checks to reduce the chance of creating unreasonable expectations and subsequent disappointment.

Relationships

People matter to all of us, so building supportive and caring relationships is essential. Your interpersonal communication and skills can be an important element of your ability to be resilient, based on how you can handle difficult situations or times. It is also powerful to be able to offer appropriate help and support to others and ask for it, when needed.

Determination yet open-minded and flexible

How good are you at seeing things through? When faced with challenges do you deal with them by having a “can do” approach, being proactive and taking action? This component considers how well you finish tasks and things which you have started. Are you able to keep going in the face of adversity rather than giving up? How adaptable and open-minded are you to provide yourself with a greater range of choices, dealing with different situations.

Self-Awareness

This refers to your knowledge and understanding of your inner self, how you think, feel and react. What are the patterns you have in the way you think about, or respond to, different situations and challenges? Resilient people are able to identify the causes of their success and any issues, then, learn from them. Can you recognise what challenges or situations are beyond their control? Control comes from how they think and react!

Self-management –self-reliance

This component examines how well you use your skills and work with resources. How effectively do you manage your time and only take on what you can handle realistically and deliver? Over-commitment creates of pressure for many people. Are the important aspects of your work and life in balance? Do you take responsibility for yourself and your actions? How well do you look after yourself and have a life style that maintains your energy?