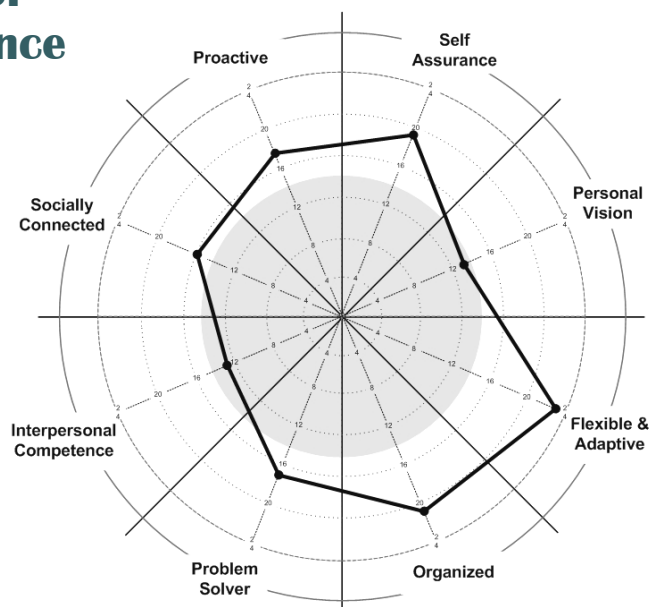


Measuring Your Resilience

- **Identify the level of your personal resilience in the face of change**
- **Explore eight dimensions of your resilience**
- **Recognize what you can do to enhance your overall resilience**
- **Discover how to grow your resilience**
- **Develop a personal plan for strengthening your resilience**



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Your Resilience Quotient™

Developed by *Jeffrey and Linda Russell, Russell Consulting, Inc.*

Instructions: The statements below list a variety of beliefs that deal with your perceptions of yourself and your interactions with the environment and others. Read each of the following statements and, using the 6-point scale, indicate the extent to which you agree or disagree that each statement accurately describes how you perceive yourself. Once you have responded to all 32 statements, transfer your answers to the score sheet on [page 5](#).

| | |
|-----------------------|--------------------|
| 1 = strongly disagree | 4 = slightly agree |
| 2 = disagree | 5 = agree |
| 3 = slightly disagree | 6 = strongly agree |

In general . . .

- _____ 1. I believe that I have the knowledge, skills, and abilities to deal with almost anything that happens to me.
- _____ 2. I know what's important to me in my life.
- _____ 3. I approach new situations with an open mind as to what needs to be done.
- _____ 4. When faced with a major change, I usually find a way to create systems or structures that give me a degree of control that I find useful and helpful.
- _____ 5. When I have a problem to solve or a decision to make, I usually spend time defining the problem or decision.
- _____ 6. In social interactions at work and in my personal life, I am usually able to laugh at myself when appropriate.
- _____ 7. I have a diverse group of people whom I consider good friends.
- _____ 8. I view change – even difficult and challenging change – as an opportunity for me to learn and grow.
- _____ 9. I think and speak positively about myself and my abilities when facing a challenge or stress.
- _____ 10. When I look back on my life, I see a clear pattern in the choices and decisions that I have made.
- _____ 11. I am willing and able to make adjustments to my goals and plans when situations and expectations of me change.
- _____ 12. I start each work day by thinking about what I need to accomplish during that day and I end each day reviewing what I need to accomplish the next day.
- _____ 13. I see the problems that I face in life and at work as challenges that I can solve.
- _____ 14. I find it easy to empathize with others' frustrations, hurts, joys, misfortunes, and successes.

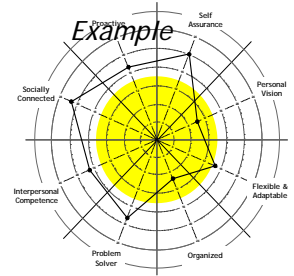
| | |
|-----------------------|--------------------|
| 1 = strongly disagree | 4 = slightly agree |
| 2 = disagree | 5 = agree |
| 3 = slightly disagree | 6 = strongly agree |

In general . . .

- _____ 15. I find it easy to form lasting friendships.
- _____ 16. When an unwelcome change is forced upon me, I can usually find a way to either influence the course of the change or find a way to make the change work for me on my terms.
- _____ 17. When I face difficult challenges I am able to maintain confidence in my ability – one way or another – to overcome the challenge.
- _____ 18. I have a pretty good idea of what I want to accomplish in my work and life.
- _____ 19. I find that, most of the time, I am able to find a way to meet both my needs and the needs of others in a changing environment or during conflict.
- _____ 20. I usually maintain some sort of a “to-do” list to help me focus on what I need to work on.
- _____ 21. I usually try to get down to the root cause of a problem before I try to solve it.
- _____ 22. In stressful or conflict situations I am usually able to maintain effective relationships with others.
- _____ 23. I frequently turn to my circle of friends when I am frustrated, confused, angry, or uncertain – and when I have great news to share.
- _____ 24. Rather than focusing on what others are doing to me, I tend to focus my energy on how I can make the best of a situation.
- _____ 25. When I face great challenges, I look within myself for the answers about what to do and how to respond to the challenge.
- _____ 26. I know what I need to do to achieve my personal and professional goals.
- _____ 27. I can usually accommodate others’ needs (adjust my behaviors) while remaining true to my personal goals.
- _____ 28. When I am confused about what I need to do or the choices I need to make, I usually try to write out my thoughts.
- _____ 29. When I solve problems or make decisions I try to identify the relationships between the problem I am solving or decision I am making with other issues, problems, and challenges.
- _____ 30. I value the diverse beliefs, approaches, and methods that people bring to their work and their daily interactions with me.
- _____ 31. I regularly participate in one or more non-work-related group activities with friends (e.g., church, sports, cultural, etc.) where I can let off steam, learn, grow, and have fun.
- _____ 32. I believe that my own decisions and actions during a change will make the biggest difference in how the change affects me.

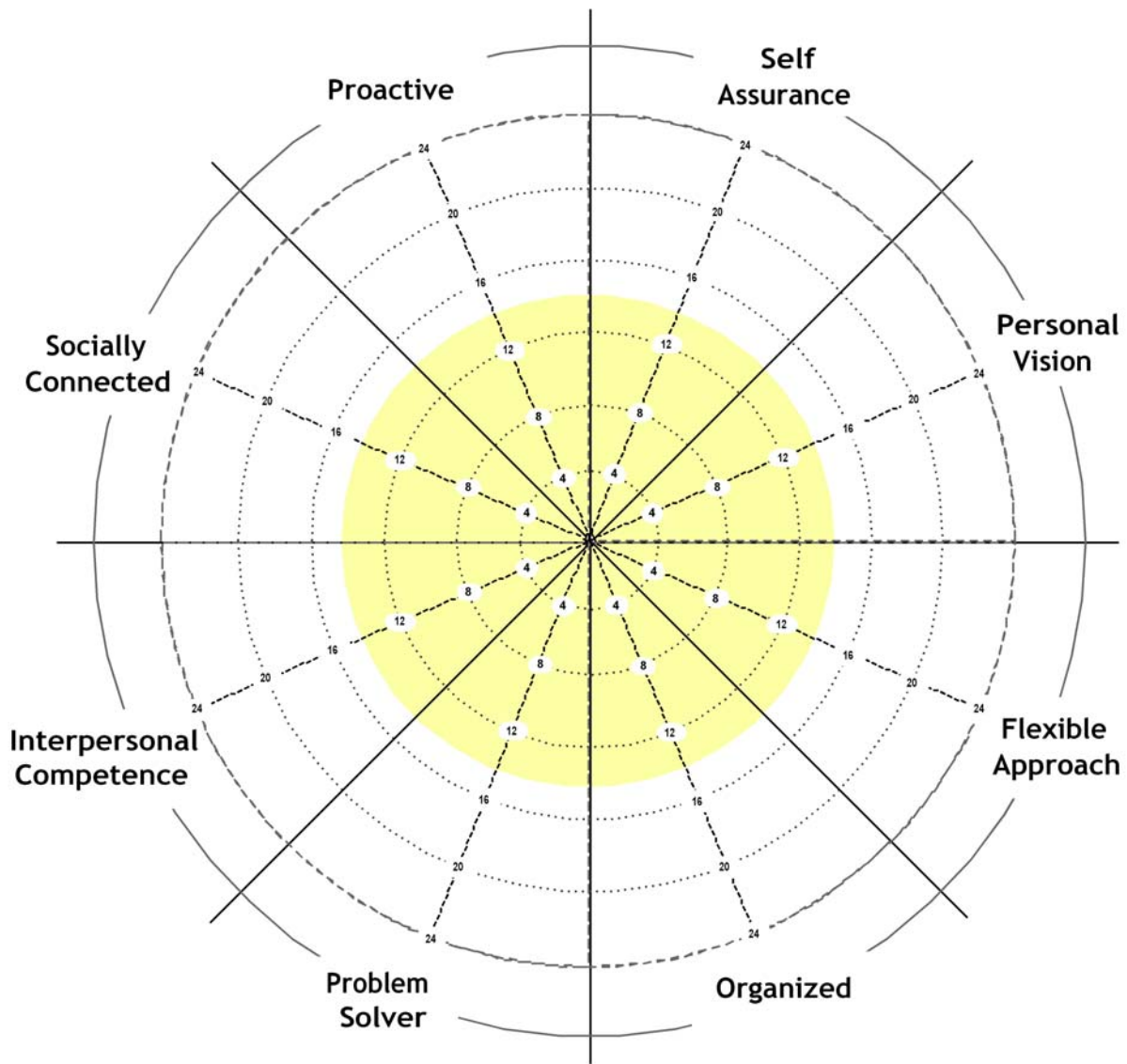
Plotting Your Resilience Quotient™

Instructions: Using the example RQ radar chart to the right as a model, transfer the eight RQ dimension scores from Page 5 score sheet to the RQ radar chart below. Place a "dot" on the approximate location of each RQ dimension score on the numbered line associated with each RQ dimension—and then draw lines to connect the dots.



Date: _____

Total RQ Score: _____



Interpreting Your Resilience Quotient™ Score

The maximum overall RQ Score is 192. The lowest possible overall RQ score is 32. For individual RQ dimensions, the maximum possible score is 24; the lowest possible score is 4.

Instructions: Locate your overall RQ score in the range of RQ values below. Follow the suggestions offered in the explanations of each resilience level to begin developing and strengthening – or preserving – your personal resilience.

- 175 to 192 **Very Resilient:** You are consistently able to deal effectively with and even thrive on change. You have effective mechanisms in place that give you direction, structure, support and self-confidence.
- 128 to 174 **Resilient:** Most of the time you are able to deal with change in a positive manner. You have a number of mechanisms in place that help you deal with the uncertainty of change. You could strengthen your RQ by further developing your skills in your lower scoring RQ dimensions.
- 96 to 127 **Somewhat Resilient:** Change has a tendency to knock you off your best performance. You have some difficulty regaining your footing. While you have some stabilizing mechanisms in place, you could work at developing and exercising more of them. Look to your lowest scoring dimensions as a place to start.
- 32 to 95 **Not Very Resilient:** Change creates major challenges for you. You are frequently unprepared for the uncertainty and lack of stability that change creates. While there are times when you are able to find stability and focus, you need to develop and enrich a broad range of resilience capacities. Look to your lowest scoring dimensions as a place to start and then develop your RQ development plan.

Interpreting Your RQ Radar Chart

Interpreting the meaning of your completed RQ radar chart involves examining the overall size of the “wheel” (a wider wheel suggests greater resilience) and the “balance” or proportionality of the wheel. A wheel out of balance, for example, would be evident if the your scores indicated low levels of resilience in one or more dimensions (such as *personal vision* or *interpersonal competence*) as compared to other dimensions. The gray area represents a low to moderate level of resilience.

To maintain or strengthen your resilience, you should focus on both expanding or growing the size of the wheel as well as targeting for special emphasis any RQ dimension that is, in general, lower than the other dimensions – hence creating an imbalance. If one RQ dimension is significantly higher than the others, consider this an important asset that you can build upon as you strive to grow or strengthen the other dimensions.

Scoring Your Resilience Quotient™

Instructions: Transfer the scores you gave to each item on the RQ in the appropriate box below (note the vertical listing of the numbers). Then add the numbers in each row to calculate the score for each RQ dimension and enter it in the column to the right. To determine your *overall* RQ score, add the numbers for all of the eight RQ dimensions and enter your total RQ score in the box at the lower right of the grid. **Please bring a COPY of this page to the Resilience Workshop.**

| RQ Dimension | Tally Box | | | | RQ Scores |
|--------------------------|-----------|-----|-----|-----|-----------|
| Self-Assurance | 1: | 9: | 17: | 25: | = |
| Personal Vision | 2: | 10: | 18: | 26: | = |
| Flexible and Adaptable | 3: | 11: | 19: | 27: | = |
| Organized | 4: | 12: | 20: | 28: | = |
| Problem Solver | 5: | 13: | 21: | 29: | = |
| Interpersonal Competence | 6: | 14: | 22: | 30: | = |
| Socially Connected | 7: | 15: | 23: | 31: | = |
| Proactive | 8: | 16: | 24: | 32: | = |
| Overall RQ Score: | | | | | |

Demographic Information: The following information is requested for RQ research purposes only. Answering these demographic questions will help us develop norms for the RQ and enhance the quality of the measure. Please check the one in each demographic category that best describes you.

Gender: ₁ Female ₂ Male

Age: ₁ 16 years or younger ₃ 21-30 years ₅ 41-50 years ₇ 61 years or older
₂ 17-20 years ₄ 31-40 years ₆ 51-60 years

Race: ₁ American Indian ₅ Hispanic ₉ South Asian (e.g. Indians, Pakistanis, Bangladeshis, etc.)
₂ Arab ₆ Malay ₁₀ Mixed Heritage (other than Hispanic)
₃ Black ₇ Oriental/Asian (e.g. Chinese, Japanese, Korean, Laotian, Vietnamese, etc.)
₄ Caucasian ₈ Polynesian ₁₁ Other: _____

Job Role: ₁ Senior Leadership/Divisional Management ₃ Technical/Production Work/Front Line Employee
₂ Managerial/Supervisory

Occupation: ₁ Administrative Support ₉ Human Resources
₂ Arts ₁₀ Information Technology Services
₃ Business/Entrepreneurial ₁₁ Journalism/Media
₄ Corporate Education/Training/Consulting ₁₂ Marketing
₅ Education (e.g., teaching/instruction) ₁₃ Production/Manufacturing
₆ Financial Services/Insurance Services ₁₄ Research/Academia/Government
₇ Healthcare ₁₅ Retail Sales and Services
₈ Hospitality (e.g., hotel/restaurant) ₁₆ Other: _____

Please forward a copy of this RQ Scoring Worksheet to RCI via FAX (608.274.1927) or
e-mail: RCI@RussellConsultingInc.com

Become a Licensed User of the Resilience Quotient. If you are interested in using the RQ in your work, contact Russell Consulting, Inc. at RCI@RussellConsultingInc.com to discuss becoming a Licensed User. As a Licensed User, you have access to the RQ at wholesale prices, the research supporting the validity and reliability of the RQ, and PowerPoint slides and workshop materials for half- and full-day workshops on developing resilience. Contact RCI today to discuss the possibilities!