

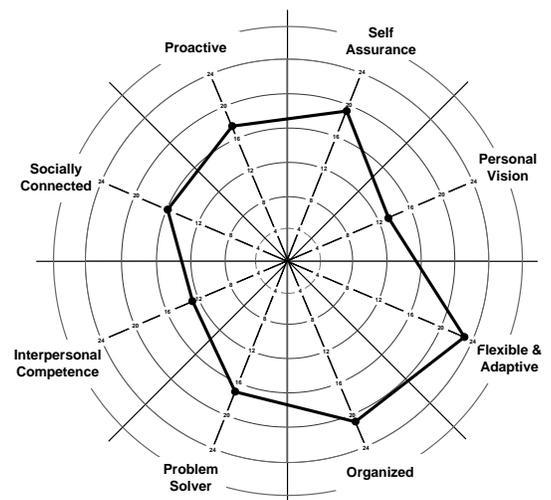
Your Resilience Quotient

- 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

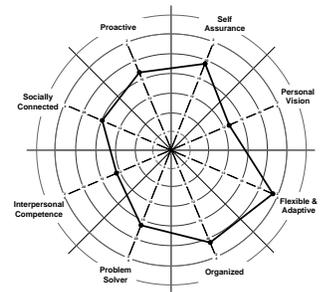
In general . . .

- _____ 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™

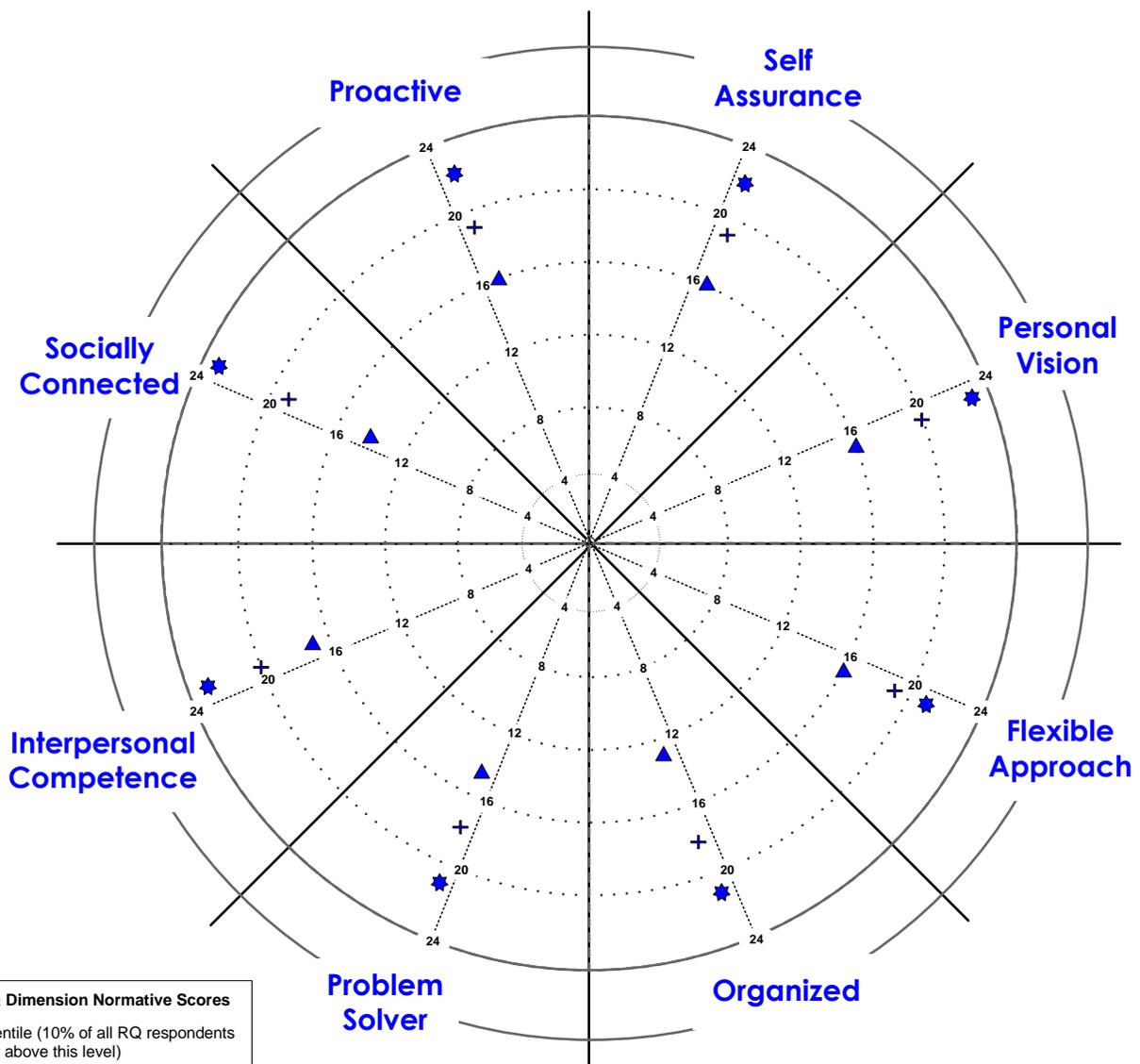
Instructions: Using the example RQ radar chart to the right as a model, transfer the eight RQ dimension scores from the score sheet on Page 5 to the RQ radar chart below. Place a solid “dot” at the approximate location of each RQ dimension score on the numbered line associated with each RQ dimension—and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

Example



Date: _____

Total RQ Score: _____



Legend for RQ Dimension Normative Scores

- ★ = 90th Percentile (10% of all RQ respondents scored at or above this level)
- ⊕ = 50th Percentile (50% of all RQ respondents scored at or above this level)
- ▲ = 10th Percentile (10% of all RQ respondents scored at or below this level)

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.

- 171 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. 10% of all those who have completed the RQ scored within this range.
- 153 to 170 **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. 40% of all RQ respondents scored within this range.
- 132 to 152 **Somewhat Resilient:** Change occasionally knocks you off your best performance. You have some difficulty regaining your footing. While you have a number of 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. 40% of all RQ respondents scored within this range.
- 32 to 131 **Lower Resilience:** 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. 10% of all RQ respondents scored within this range.

Percentile Scores: For all those who have completed the RQ the percentile score norms are:

10% of respondents scored between 171 to 192	50% of respondents scored between 32 and 153
25% of respondents scored 162 or better	25% of respondents scored at or below 142
50% of respondents scored between 153 and 192	10% of respondents scored between 32 and 131

Normative Data Average Score: The average or mean score for all those who have completed the RQ is **152** with a standard deviation of 15.4. The range of all RQ responses is from 82 to 192, the median (or midpoint) is **153**, and the mode (most frequent score) is **156**.

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 your scores indicated low levels of resilience in one or more dimensions as compared to other dimensions. You can still be resilient regardless of the shape of the wheel because, for some people, one or two dimensions may be all it takes to carry them through challenges, crises, or setbacks.

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.

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:					