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Instructions: Using the example RQ radar chart to the right as a model, transfer the eight RQ dimension scores from Page 3 of your RQ Statements and 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.
What is Resilience?

Resilience — the capacity of a body to “spring back” to its original shape in the face of adversity or stress — is a key factor contributing to an individual’s effectiveness in life and at work.

The Dimensions of Human Resilience

1. **Self Assurance.** This dimension involves a high level of self-confidence and a belief that one can meet any challenge with hope and realistic optimism. Self-assurance also includes the understanding that, while the world is complex and challenging, one has the ability to find the opportunity and to succeed despite these challenges.

2. **Personal Vision.** Resilient people know what they believe in and have a clear idea of what they want to accomplish or create in their life. With a larger life-purpose pulling them forward, resilient people approach adversity and stress with a sense of opportunity and hope.

3. **Flexible and Adaptable.** The most resilient people are those who are keenly aware of and sensitive to the changes occurring in the world around them. With the help of this awareness, they are able to shift gears and direction if necessary to accommodate the new reality while remaining true to their life purpose/vision. Resilient people adapt to the environment as both a survival mechanism but also as a vehicle for enabling them to continue the pursuit of their personal goals.

4. **Organized.** In the face of chaos and uncertainty, resilient people find ways to create a level of order and structure that provides them the focus and stability they need. This can involve setting short-term goals, thinking through their actions before taking action, putting together “to-do” lists, and so forth.

5. **Problem Solver.** Resilient people have the ability to analyze problems, discover the root causes, and create lasting solutions. They are also effective at seeing the relationship of a problem to other problems within a larger system or network of deeply interdependent issues. This awareness of the bigger picture enables them to recognize the limits of their own influence and to expect (and not be blindsided by) the unexpected.
6. **Interpersonal Competence.** A key dimension of resilience is an individual’s ability to understand and empathize with others. Resilient people demonstrate the competencies of emotional intelligence: a high level of self and social awareness and the ability to use this awareness to effectively manage themselves and their relationships with others.

7. **Socially Connected.** Closely related to interpersonal competence, this resilience dimension involves the quality of a person’s personal and professional network of relationships. Resilient people tend to have a strong relationship network within which they share ideas, problems, solutions, frustrations, hopes, and so forth. In the face of adversity and stress, resilient people call upon this network for support, affirmation, and problem solving.

8. **Proactive.** Resilient people, rather than simply reacting to a change, actively engage it. They tend to have an internal locus of control where they believe that they have the capacity and the responsibility to determine their own destiny vs. feeling powerless in a given situation. Resilient people, as a result, focus on expanding their influence over a change through assertive behaviors and actions. This proactivity enables them to preserve their self-efficacy in the face of any change — even a traumatic one.

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**Action Planning in Developing Your Resilience**

Based upon the overall RQ value and the individual RQ dimension scores and an examination of the size and shape of the RQ “wheel,” you should now be able to identify areas in your life where you can target to strengthen or enhance your resilience capacities. If the overall RQ value is strong, but individual RQ dimensions suggest potential resilience vulnerabilities, the dimension scores and radar chart can help point you toward the potential growth areas.