

RESILIENCE ASSESSMENT

Instructions

Being resilient is based on five key elements. Self-assess where you are on these five elements and learn where you can grow to help build your resilience.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

- 5=Very much like me
- 4=Like me
- 3=Neutral
- 2=Unlike me
- 1=Very unlike me

1. I am comfortable sharing my weaknesses and asking for help when needed.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

2. I am resourceful and find alternative solutions when faced with obstacles.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

3. I actively listen to others and value their perspectives and ideas.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

4. I regularly express appreciation for the efforts and contributions of my team members.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

5. I embrace change and view it as a chance for growth and innovation.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

6. I am open to receiving feedback, even if it is critical or challenging.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

7. I set realistic goals and take consistent action to achieve them.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

8. I foster a sense of belonging and inclusion within my team.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

9. I find ways to support and contribute to the well-being of others.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

10. I encourage creativity and out-of-the-box thinking within my team.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

11. I am willing to take personal risks in order to foster growth and innovation.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

12. I stay motivated and inspire others to keep pushing forward, even during difficult times.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

13. I encourage open and honest communication among team members.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

14. I recognize and celebrate the achievements and successes of my team.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

15. I inspire others to see opportunities and possibilities in challenging situations.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

16. I embrace uncertainty and view it as an opportunity for learning and growth.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

17. I continuously seek ways to improve and learn from past experiences.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

18. I prioritize building and maintaining a supportive network of colleagues and mentors.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

19. I promote a positive and optimistic work environment.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

20. I maintain a forward-looking growth mindset and encourage a sense of possibility within my team.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

Answer Key

Calculate your total score from the questions above and find the corresponding category.

Score 85-100 Resilient Leader

Despite the adversity and challenges you face at work you consistently demonstrate unwavering determination and an ability to bounce back from setbacks. You are able to maintain a positive outlook and find silver linings in your circumstances. You possess a remarkable capacity to adapt to changing circumstances and find innovative solutions to complex problems. Your resilience is evident in your ability to maintain a calm and composed demeanor even in the face of immense pressure. You have an unwavering resolve and ability to rally your team in the face of challenges. This ability makes you a remarkable leader, inspiring others to persevere and overcome challenges with resilience and strength.

Score 70-84 Strong Foundation

You know and understand what resilience is and how it shows up in your everyday work. You show moderate adaptability to changes and challenges and are able to make progress despite occasional setbacks and hurdles. Sometimes that can lead to increased time required to bounce back from setbacks you and your team may face. You understand that improving resilience will help you and your team to bounce back from adversity and maintain effectiveness in challenging situations. One key tip for enhancing resilience is practicing self-care. By prioritizing your physical, mental, and emotional well-being, you can build a solid foundation of resilience. This can include activities such as regular exercise, mindfulness practices, and seeking support from mentors or therapists. Another valuable tip is cultivating a growth mindset. Embracing a belief that challenges are opportunities for learning and growth enables leaders to view setbacks as temporary and develop the resilience to persevere. By adopting these two tips, you can enhance your resilience, inspire your team, and navigate through obstacles with greater strength and determination. Don't forget to seek support and resources when you are faced with significant obstacles.

Score 1 to 69 Build Resilience

As a leader you can and will often face challenges. You may become overwhelmed by adversity and setbacks. Building resilience will help to improve your leadership skills and help you support your team during challenges you face. To become a more resilient leader, you must cultivate certain skills and adopt effective strategies. Firstly, develop a growth mindset, viewing setbacks as opportunities for learning and growth rather than insurmountable obstacles. This shift in perspective will help you bounce back stronger from adversity. Secondly, focus on building a support network of trusted mentors and colleagues who can offer guidance and encouragement during tough times. Their insights and perspectives will provide you with valuable resources to draw upon. These are individuals you can also turn to for external validation and support during challenging times. Lastly, prioritize self-care and well-being by practicing mindfulness, exercising regularly, and setting boundaries. By taking care of your physical and mental health, you will enhance your ability to navigate challenges and inspire resilience in others.

Answer Key Continued

This assessment measured five attributes that predict the behaviors needed to set clear boundaries with your team.

Vulnerability (Questions 1, 6, 11 & 16): I am comfortable sharing my weaknesses and asking for help when needed. I am open to receiving feedback, even if it is critical or challenging. I am willing to take personal risks in order to foster growth and innovation. I embrace uncertainty and view it as an opportunity for learning and growth.

Productive Perseverance (Questions 2, 7, 12 & 17): I am resourceful and find alternative solutions when faced with obstacles. I set realistic goals and take consistent action to achieve them. I stay motivated and inspire others to keep pushing forward, even during difficult times. I continuously seek ways to improve and learn from past experiences.

Connection (Questions 3, 8, 13 & 18): I actively listen to others and value their perspectives and ideas. I foster a sense of belonging and inclusion within my team. I encourage open and honest communication among team members. I prioritize building and maintaining a supportive network of colleagues and mentors.

Gratitude with Generosity (Questions 4, 9, 14 & 19): I regularly express appreciation for the efforts and contributions of my team members. I find ways to support and contribute to the well-being of others. I recognize and celebrate the achievements and successes of my team. I promote a positive and optimistic work environment.

Possibility (Questions 5, 10, 15, 20): I embrace change and view it as a chance for growth and innovation. I encourage creativity and out-of-the-box thinking within my team. I inspire others to see opportunities and possibilities in challenging situations. I maintain a forward-looking growth mindset and encourage a sense of possibility within my team.