

Personal Resilience Questionnaire

This questionnaire will assist you to assess your resilience by:

- Rating your overall level of resilience
- Understanding the seven principles of resilience
- Identifying the areas of resilience which are your strengths and which are potential vulnerabilities
- Identifying the basis for creating a personal action plan to strengthen or maintain your resilience

Directions: Read each statement. Use the scale below to rate how much you agree or disagree and write that number in the rating box.

1 = Strongly disagree	2 = Disagree	3 = Agree and disagree	4 = Agree	5 = Strongly agree
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No	Statements	Rating
1	I feel my life has meaning	
2	I know my personal strengths	
3	I am quickly aware of having unwelcome persistent negative thoughts when I experience them	
4	I am quickly aware of my own intense emotions when they occur	
5	I believe I can influence the direction of my life	
6	When facing tough times, I keep on seeking solutions to problems	
7	I share my feelings and concerns with people whom I trust	
8	I have clear life goals	
9	I know my personal vulnerabilities or weaknesses	
10	When I experience unwelcome recurring negative thoughts I stop them	
11	In stressful times I control my own strong feelings	



12	I believe I can solve the challenges I experience in my life	
13	When problem solving, I use different approaches.	
14	I find it easy to ask for and accept assistance and support from others	
15	There are significant people, causes and faith in my life	
16	I am realistically optimistic about my own capabilities and limits	
17	When I find myself dwelling on negative thoughts, I deliberately change my thinking to positive thoughts	
18	In tense situations I express my own strong emotions in ways that others can understand and accept	
19	In my life I choose to be positive rather than negative	
20	When needing to deal with tough problems I deliberately open myself to different ways of viewing the problem	
21	During tough times, I am sensitive to the feelings, needs and motivations of others	
22	I am taking steps to achieve my life goals	
23	I draw strength from having overcome previous challenges and tough times	
24	I avoid getting into persistent negative thinking patterns	
25	When I experience intense feelings, I rationally choose my actions and behaviours, rather than being driven by my emotions	
26	During stressful and challenging times I choose to persevere rather than give-up	
27	When problem solving, I listen to people with views different to mine	
28	I respond sensitively to the feelings of others, by acknowledging them and showing understanding	
29	I view experiencing tough times in my life as having some higher purpose and meaning	
30	I accept myself for who I am	



31	I consistently maintain a positive point of view in my thinking	
32	When I experience powerful negative emotions, I take action to deal with the issue/s which are causing them	
33	When experiencing challenges and tough times I create balance in my life by doing things that are enjoyable, relaxing and recharging	
34	I take considered risks to solve problems	
35	I easily give assistance and support to others	



Scoring the Resilience Questionnaire

Instructions:

Transfer the scores you gave each item on the Resilience Questionnaire to the appropriate box below. Then add the scores for each row to calculate the scores for each one of the resilience principles, and write this in the box at the end of the row. Then finally add the scores for each of the seven principles to get your overall resilience score.

Building resilience principles	Item no.	Your score	Item no.	Your score	Item no.	Your score	Item no.	Your score	Item no.	Your score	Totals for principles
Connect to your purpose and meaning in life	1		8		15		22		29		
Use your unique strengths	2		9		16		23		30		
Maintain perspective	3		10		17		24		31		
Generate positive feelings	4		11		18		25		32		
Be realistically optimistic	5		12		19		26		33		
Persevere by being open minded and flexible	6		13		20		27		34		
Reach out to others	7		14		21		28		35		
OVERALL RESILIENCE SCORE											



Interpreting the scores:

The maximum resilience score is 175. The lowest possible score is 35. For each of the resilience principles the lowest score is 5 and the highest is 25.

Locate your overall resilience score in the range of values below. Use the suggestions below to draw up a Personal Resilience Plan to develop and strengthen areas of vulnerability, as well as to sustain areas of strength.

Score range 169 to 175: Very resilient: you are consistently able to deal with challenges, tough times and change. You are able to find fun and enjoyment in change. You have meaning in your life and know your self well; are aware of and able to control and choose your thoughts, feelings and attitude, and deal with the change and challenges effectively. You enjoy life and thrive. Sustain your high levels of resilience by being aware of the principles of resilience and how you use them in your life on an every day basis.

Score range 145 to 168: Resilient: Most of the time you are able to cope and deal with tough times, challenge and change positively. You have strategies to cope which also enable you to experience joy and fulfilment in your life from time to time. In order to be able to bounce back from adversity quicker and with less difficulty, and also to live your life filled with more joy and fulfilment, you should consider developing your resilience in the lower rated principles of resilience.

Score range 101 to 144: Somewhat resilient: You do have some strategies which you use to deal tough times, change and challenges. These strategies however do not enable you to consistently and effectively cope and thrive in demanding circumstances. You would therefore benefit from working on the Principles of Resilience to develop your own personal resilience plan. The place to start is the lowest scoring Principles of Resilience.

Score range 35 to 100: Not very resilient: Change, adversity and tough times often seem to upset your equilibrium, and you struggle to cope with the uncertainty and the lack of stability they bring. At times like this you do not experience much joy and vigour in your life, as you often just struggle to get through the day. In order to cope and bring perspective, fun and enjoyment back in your life, start by developing resilience through a personal resilience plan. Begin this by reviewing your lowest scoring Principles of Resilience and work from there as to what would be most effective for you.

Information about resilience:

Resilience at work is the ability to remain task focussed and productive whilst experiencing tough times. Resilient individuals are best able to resist stressful experiences impacting on their job productivity, remain focussed, deal with multiple demands, and stay calm and healthy.



Resilience enables “bouncing back” after stressful organisational and life events such as significant change, stress, adversity and hardship, and incorporates the concept of emerging from the adversity stronger and more resourceful.

No-one wants to experience tough times and adversity, but for personal growth and development to occur, it is necessary for one’s status quo to be disrupted – adversity achieves this and initiates change. Horace is reputed to have said “Adversity has the effect of eliciting talents which in prosperous circumstances would have lain dormant.” After a life-disrupting change, one cannot go back to how things were – you will become stronger or weaker; better or bitter.

We live in turbulent times. Employees at all levels need to have inner strength and resourcefulness to cope with large scale organizational change, such as new priorities, major change initiatives, new technologies, mergers and downsizing. Outside of work, the same individuals have to cope with the “normal” stresses of daily life such as troubled relationships, financial pressures, security concerns, serious illness and death of loved ones.

We all have experience of people reacting differently to adversity and even we ourselves react differently to adversity: sometimes dealing with real hardship, difficulties and great pressure with ease, and other times struggling to just make it through the day.

The question thus arises: why do some people succumb to or become disabled by adversity, whilst others overcome similar circumstances, heal and are able to thrive? Or on a more personal level: why do we sometimes cope well and have joy in our lives, whilst other times not?

The answer seems to lie with personal resilience. To understand resilience better, using in-depth critical incident and focus group interviews South Africans at work were recently asked how they deal with adversity. The outcome was exciting. It was found that resilience in an organizational setting enables one to remain task focused and productive whilst experiencing tough times. Resilient individuals are best able to resist stressful experiences impacting on their job productivity, remain focussed, deal with multiple demands, and stay calm and healthy. Resilience enables “bouncing back” after stressful organisational and life events and incorporates the intriguing concept of emerging from the adversity stronger and more resourceful.

From the research seven principles for building personal resilience were extrapolated, upon which this questionnaire is based. These principles are useful guides for anyone who wants to build their resilience, live a more joyful and fulfilling life and ultimately flourish.



Building Resilience Principles

1. Connect to your purpose and meaning in life
2. Use your unique strengths
3. Maintain perspective
4. Generate positive feelings
5. Be realistically optimistic
6. Persevere by being open minded and flexible
7. Reach out to others

Fortunately personal resilience can be enhanced and improved. Each of the principles and the five elements associated with it, which were represented in the questionnaire as a statement, are amenable to be changed and developed.

Research showed that after just 2 days training in building resilience, people reported maintaining an improvement in their resilience in a follow up after 3 months. This enhanced resilience was shown to be statistically significant.

The implication is that there is as much benefit for the organisation for which you work to have people that are resilient, as there is personal benefit for the people to enhance their resilience themselves. Good news indeed for both organisations and individuals!

For more information:

Visit www.buildingresilience.co.za or write to info@buildingresilience.co.za

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