

Scoring Sheet: How Resilient Are You?

- The grid below is divided into 4 sections. Each section lists the statement numbers from the questionnaire you filled in.
- For each statement number, note down the score you gave as follows:
1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree

<p>Confidence</p> <p>1 3 9 16</p> <p>Total score _____</p>	<p>Adaptability</p> <p>2 7 12 15</p> <p>Total score _____</p>
<p>Social Support</p> <p>4 8 11 14</p> <p>Total score _____</p>	<p>Purposefulness</p> <p>5 6 10 13</p> <p>Total score _____</p>

Total for all 4 quadrants _____

Interpretation of your total score for all 4 quadrants

16-37

You have lower resilience in the workplace, and this may affect your ability to do your job. However, don't let this get the better of you! It's important to identify the causes of this, so that you can take specific action. Perhaps your confidence is shaky, or you have a negative outlook. Maybe you don't have effective strategies to cope with stress, or you're trying to deal with issues that are beyond your control. Don't give up - there are lots of tools that you can use to unlock resilience and become a positive, productive team member.

38-59

You're not easily defeated, but there's still plenty of room for improvement. Perhaps you need strong goals to focus your efforts, or it could help to reframe your problems as challenges. Maybe you need to address the strength of your working relationships. Have a look through your answers, and try to pinpoint where you need to focus your efforts. You may need to build your skills in just one or two areas, or make small changes in several.

60-80

Well done, you're a resilient team member and you're prepared to keep trying until you succeed! You most likely have a solid network of colleagues who you can rely on for support, you deal effectively with stress, and you're flexible in your approach. You're goal orientated, you have a positive disposition and strong values, and you're willing to take on challenges and help people out. However, there's always room for improvement. Check out our suggested strategies in the Bouncing Back handout to see how you can become even more resilient.