

# Resilience Attributes

5 = Always 4 = Most of the time 3 = Some of the time 2 = Hardly Ever 1 = Never

Using the scale above, indicate the extent to which you...

\_\_\_\_1. Believe change is manageable

\_\_\_\_2. Consolidate what appear to be several unrelated change projects into a single effort with a central theme

\_\_\_\_3. Identify the underlying themes embedded in confusing situations

\_\_\_\_4. Manage many simultaneous tasks and demands successfully.

\_\_\_\_5. Determine when a change is inevitable, necessary, or advantageous.

\_\_\_\_6. See life as filled with more paradoxes than contradictions

\_\_\_\_7. View disruption as the natural result of a changing world

\_\_\_\_8. Challenge and, when necessary, modify your own assumptions or frames of reference

\_\_\_\_9. Maintain a strong vision that serves both as a source of purpose and as a guidance system to re-establish perspectives following significant disruption

\_\_\_\_10. Have a high tolerance for ambiguity

\_\_\_\_11. Believe there are usually important lessons to be learned from challenges.

\_\_\_\_12. See life as generally rewarding

\_\_\_\_13. Respond to disruption by investing energy in problem-solving and teamwork

\_\_\_\_14. Use resources to creatively reframe a changing situation and improvise new approaches

\_\_\_\_15. Interpret the world as multifaceted and overlapping

\_\_\_\_16. Take risks despite potentially negative consequences

\_\_\_\_17. Engage major action only after careful planning

\_\_\_\_18. See major change as uncomfortable, but believe that hidden opportunities usually exist.

\_\_\_\_19. Expect the future to be filled with constantly shifting variables

\_\_\_\_20. Influence others and resolve conflicts

\_\_\_\_21. Compartmentalize stress in one area so that it does not carry over to other projects or parts of your life

\_\_\_\_22. Draw important learnings from change-related experiences that are then applied to similar situations

\_\_\_\_23. Display patience, understanding, and humor when dealing with change

\_\_\_\_24. Rely on nurturing relationships for support

\_\_\_\_25. Feel empowered during change

\_\_\_\_26. Recognize your own strengths and weaknesses and know when to accept internal or external limits

\_\_\_\_27. Set and, when necessary, renegotiate priorities during change

\_\_\_\_28. Recognize when to ask others for help

\_\_\_\_29. Need only a short time to recover from adversity or disappointment.

\_\_\_\_30. See change as an opportunity to enhance your life and career