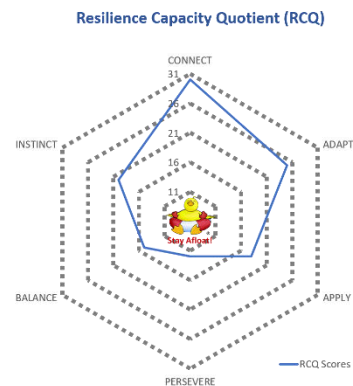




**KEEP
CALM
AND
PADDLE
ON!**

Measuring Your Resilience Capacity

- Identify the level of your personal resilience in the face of change
- Explore six dimensions of your resilience
- Recognize what you can do to enhance your overall resilience
- Discover how to grow your resilience
- Develop a personal plan for strengthening your resilience



Your Resilience Capacity Quotient[©]

Developed by Dr. Maureen Orey of the Workplace Learning & Performance Group, Inc.

Instructions: The statements below list a variety of beliefs that deal with your perceptions of yourself and your interactions with the environment and others. Read each of the following statements and, using the 6-point scale, indicate the extent to which you agree or disagree that each statement accurately describes how you perceive yourself. Once you have responded to all 36 statements, transfer your answers to the score sheet on page 4.

1 = strongly disagree	4 = slightly agree
2 = disagree	5 = agree
3 = slightly disagree	6 = strongly agree

- ___ 1. I have a diverse group of people whom I consider good friends.
- ___ 2. I approach new situations with an open mind as to what needs to be done.
- ___ 3. When faced with a major change, I usually find a way to create systems or structures that give me a degree of control.
- ___ 4. I believe that I have the knowledge, skills, and abilities to deal with almost anything that happens to me.
- ___ 5. I regularly participate in non-work-related activities where I can let off steam, learn, grow, or have fun.
- ___ 6. When faced with something new, I am willing to take a risk even when I, am unsure of the outcome.
- ___ 7. I value the diverse beliefs, approaches, and methods that people bring to their work and their daily interactions with me.
- ___ 8. I easily adjust when plans change unexpectedly.
- ___ 9. When an unwelcome change is forced upon me, I can usually find a way to influence the course of the change or make the change work for me.
- ___ 10. When I have a problem to solve or a decision to make, I usually spend time defining the problem or decision.
- ___ 11. I have friends I can turn to when I am frustrated, confused, angry, or uncertain.
- ___ 12. I view change, even difficult and challenging change. as an opportunity for me to learn and grow.
- ___ 13. I am able to empathize with others' frustrations, hurts, joys, misfortunes, and successes.
- ___ 14. When I face great challenges, I feel like I have the capability to respond to the challenge positively (or to meet them).

1 = strongly disagree	4 = slightly agree
2 = disagree	5 = agree
3 = slightly disagree	6 = strongly agree

- ___ 15. When I face difficult challenges, I can maintain confidence in my ability – one way or another – to overcome the challenge.
- ___ 16. I think and speak positively about myself and my abilities when facing a challenge or stress.
- ___ 17. When I am feeling stressed. I take time to step away from the situation and refocus to calm down.
- ___ 18. I realize that I have missed opportunities in life due to my fear of risk.
- ___ 19. I find it easy to build lasting friendships.
- ___ 20. I am open to trying new places and things
- ___ 21. I am able to prioritize what's important, to help me focus on what I need to work on.
- ___ 22. Even when I am faced with a task that's difficult to do, I am able to stick with the job until it's complete.
- ___ 23. In social interactions at work and in my personal life, I am generally able to laugh at myself when appropriate.
- ___ 24. I have a rather good idea of what I want to accomplish in my work and life.
- ___ 25. In stressful situations I am able to maintain positive relationships with others.
- ___ 26. I usually try to get down to the root cause of a problem before I try to solve it.
- ___ 27. When I set goals. I can stick to them until I complete them.
- ___ 28. I see the problems that I face in life and at work as challenges that I can solve.
- ___ 29. I take time on a regular basis for meditation, prayer or reflection.
- ___ 30. When I am in a toxic environment or situation, I have the courage to leave.
- ___ 31. I am open to seeking forgiveness or forgiving others after a conflict."
- ___ 32. I know what I need to do to achieve my personal and professional goals."
- ___ 33. When I am confused about what I need to do or the choices I need to make, I am able to step back and gain perspective."
- ___ 34. I am able to meet both my needs and the needs of others in a changing environment."
- ___ 35. I look for something to be grateful for every day."
- ___ 36. I am able to remain true to myself while accommodating other's needs.

Scoring Your Resilience Capacity Quotient

Instructions:

1. Transfer the scores you gave to each question on the RCQ in the appropriate box below (note the vertical listing of the question numbers).
2. Then add the numbers in each row to calculate the score for each RCQ dimension and enter the total number in the box at the end of the row..
3. To determine your *overall* RQ score, add the numbers for all six RCQ dimensions and enter your total RCQ score in the box at the lower right of the grid.

RCQ Dimension	Scoring Grid						RCQ Scores
CONNECT	1:	7:	13:	19:	25:	31:	=
ADAPT	2:	8:	14:	20:	26:	32:	=
APPLY	3:	9:	15:	21:	27:	33:	=
PERSEVERE	4:	10:	16:	22:	28:	34:	=
BALANCE	5:	11:	17:	23:	29:	35:	=
INSTINCT	6:	12:	18:	24:	30:	36:	=
Overall RCQ Score							

The maximum overall RQ Score is 216. The lowest possible overall RQ score is 36. For individual RCQ dimensions, the maximum possible score is 36; the lowest possible score is 6. Identify your overall RCQ score in the range of RCQ values below.

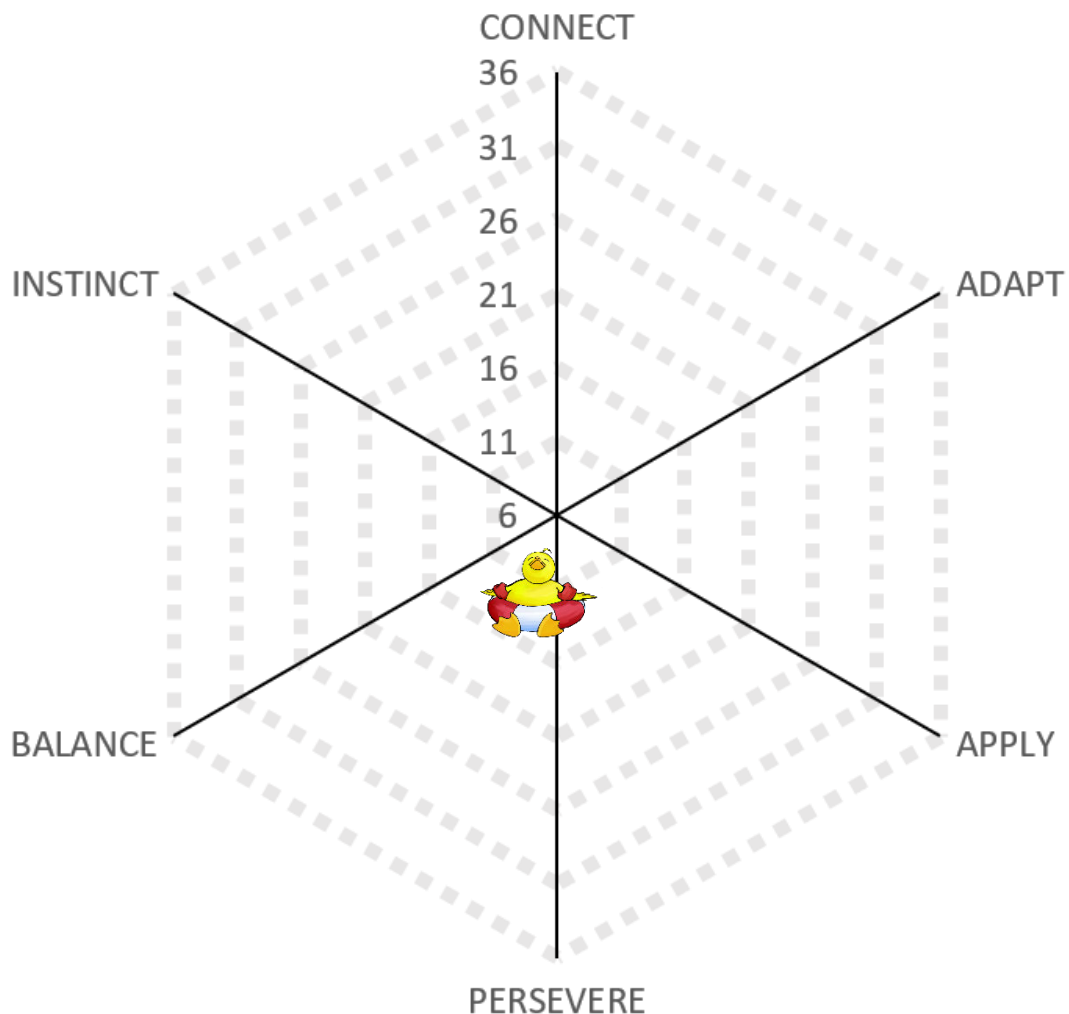
- 172 to 216** ***Very Resilient:*** You are consistently able to deal effectively with and even thrive on change. You have effective mechanisms in place that give you direction, structure, support, and self-confidence.
- 126 to 171** ***Resilient:*** Most of the time you can deal with change in a positive manner. You have several 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.
- 80 to 125** ***Somewhat Resilient:*** Change tends 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.
- 36 to 79** ***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 StayAfloat! resilience development plan.

Resilience Capacity Quotient(RCQ)

Instructions:

Using the example RCQ radar chart to the right as a model, transfer the six resilience dimension scores from score sheet on p.4 to the RCQ radar chart below.

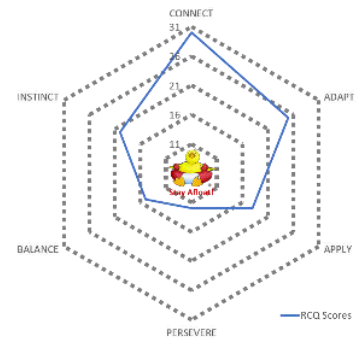
Place a “dot” on the approximate location of each RCQ dimension score on the numbered line associated with each RQ dimension—and then draw lines to connect the dots.



Interpreting Your RCQ Radar Chart

Interpreting the meaning of your completed RCQ 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 your scores indicated low levels of resilience in one or more dimensions (such as the *CONNECT* or *ADAPT* competence) as compared to other dimensions. The center area represents a low to moderate level of resilience.



Reflection:

What category received the highest score? _____

What category received your highest score? _____

Summary Insights:

Stay Afloat Resilience Components

1. **CONNECT:** The art and science of true connection.
2. **ADAPT:** The importance of developing new skills & resources.
3. **APPLY:** Getting behavioral change to make your growth stick.
4. **PERSEVERE:** Building your tenacity is a cornerstone of resilience.
5. **BALANCE:** Embrace and explore the multiple methods to achieve balance.
6. **INSTINCT:** Discover your inner voice and learn to listen to your intuition.



THINGS YOU CAN LEARN FROM A DUCK - ABOUT HOW TO **STAY AFLOAT**



CONNECT

Ducks aren't hatched waterproof, ducklings need to get oil from their mother to stay afloat - people need a strong network to build career resilience. 85% of new jobs are found through a personal network.



DEVELOP

When ducks mature they develop a preening gland that holds their lifesaving oil - people need to develop new skills, resources and even a new mindset to be resilient. Life-long learning and development is a key to success!



APPLY

Ducks apply oil to their feathers every day so that they remain buoyant in water - so must we apply our skills, resources and positive mindset daily. 65.8% of employers ranked initiative as a key attribute.



WORK

Ducks are known for looking calm above the water, as they paddle their feet furiously. People need to use grit, tenacity and self-control as a strategy to build resilience and buoyancy. Gritty people achieve more!



RISK

Ducks fly south when the weather gets too cold, and they know where they are headed. People need to know when to leave a bad situation, or follow their heart when it's time to pursue a new career opportunity.




BALANCE

Even an adult duck can drown if they are sick or if they don't have access to clean water. People must also take time to have balance - eat well, rest, exercise and play!

Stay Afloat® – BINGO

Build Your Resilience!

CONNECT	DEVELOP	WORK	BALANCE	PIVOT
Reach out to a friend	Identify a new skill to develop	Push through to get a job done	Take a day off away from the computer	Accept the fact that life has changed
Attend an event to network with others	Take a class or watch a video to learn the skill	Reward yourself for completing a project	Go for a walk or run to get your steps in	Prepare yourself for a new journey
Send a thank you note to someone who helped you	Practice the skill a little (or a lot) daily	 Stay Afloat!	Reflect or meditate to be mindful today	Choose to be positive amidst change
Join a club or organization that aligns with your passion	Teach someone else some aspect of the skill	Ask for help if you need additional resources	Write down 5 things you are grateful for	Listen to your inner voice for guidance
Offer to help a friend or colleague with something	Write a blog post or article about your learning experience	Leverage your inner strength	Purge old items you no longer need	Go with the flow