



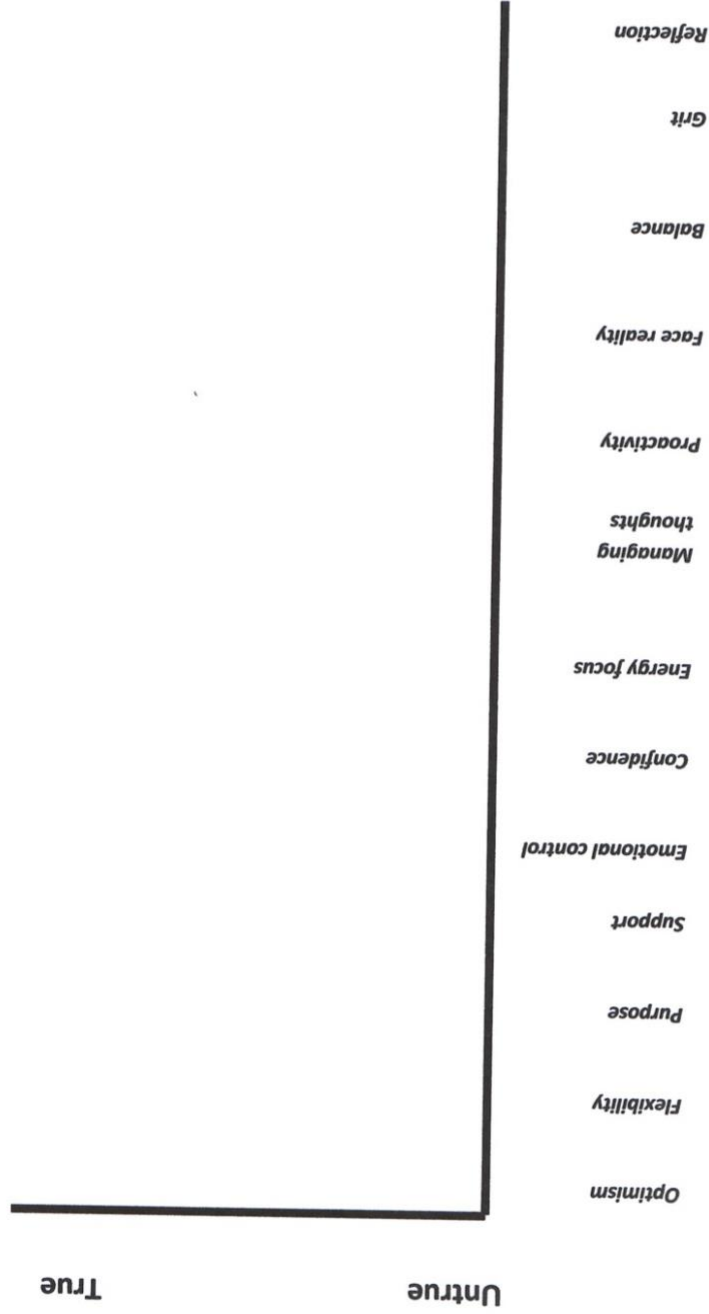
# Fields of Learning

## Resilience Profile Questions

(plot these onto the graph below with a cross and then join together)

1. How true is it for you that you are optimistic about the work you do? (**optimism**)
2. How true is it that you find it easy to change your approach when something isn't working or valued any more?(**flexibility**)
3. How true is it that you know what you want from your work / career and why?(**Purpose**)
4. How true is it that when struggling you talk to people who can help you?(**support**)
5. How true is it that you can regulate your emotions even when under pressure?(**emotional control**)
6. How true is it that your confidence is strong regardless of any difficulties?(**confidence**)
7. How true is it that you can focus your energies even when under pressure?(**energy focus**)
8. How true is it that you manage your negative thoughts when under pressure?(**Managing thoughts**)
9. How true is it for you right now that you are decisive and not procrastinating?(**Proactivity**)
10. Think about yourself right now how well do you face reality even when it is uncomfortable to do so?(**facing reality**)
11. How well do you keep a sense of balance in your life regardless of how demanding life is?(**balance**)
12. How well do you stick at things once you have decided to do them?(**grit**)
13. Are you taking time out to think even when you have no time? (**reflection**)

**Resilience Profile**



## Interpreting your Resilience Profile

The aim of the profile is to enable you to establish the base line of resilience resources that you carry with you on a daily basis. You will probably see that some are more developed than others. You may see that you have a balanced profile in that all are present to a similar degree.

You may feel that some are very little represented.

The aim is to understand the place from where you start.

The questionnaire is designed around 8 contributors to resilience and to its loss.

### **Self Belief**

The trust that you have in in your own actions, and your capacity to deal with whatever comes your way.

### **Elasticity**

Your ability to adapt to changing circumstances through being flexible in your thinking and your behaviour.

### **Meaning**

Getting through difficult times is helped by having a sense of purpose, and the creation of meaning. This helps you to know what you are working towards and why. You can use that purpose to help your persistence when times get tough.

### **Solution Building**

Being able to work with what's there and be creative when resources are limited.

### **Support**

What gets individuals get through challenging times is the availability of emotional support, so that you know you are not facing things alone, and you are being listened to. It is equally important to be able to offer support to others.

### **Proactivity**

Change and uncertainty can cause a freezing up, as individuals wait for ambiguity to disappear. When we are proactive we look to take action to improve the situation, rather than hoping things will get better, or someone else will improve things for us.

### **Managing Emotions**

When under pressure emotions become heightened and more volatile, with negative emotions often dominating how we assess our world. Being able to manage our emotions helps us retain a sense of perspective and flexibility in our thinking.

### **Realistic Positivity**

Blind optimism has little value in getting though difficulties as when expectations are not met, there is a collapse of belief and confidence. Realistic positivity comes from facing the reality of the situation, and accessing our strengths against that context.

## An impact on any one of those factors affects us:

**Lack of self-belief** stops individuals from taking actions which could make a difference, or taking necessary risks.

**Lack of elasticity** leads us to keep on doing the same things, because we fear we don't have the ability to deal with what is happening. It leads to rigidity in our thoughts, actions and emotions.

**Lack of meaning** means we lose sight of why we are doing what we do. Our ability to persist at tasks or go the 'extra mile' is impacted when we cannot attach meaning to our actions.

**Lack of solution** building means we miss out on the opportunity to look at things in new ways and to find ways around problems.

**Lack of support** leads us to feel we are alone, and to keep fears, anxieties and concerns hidden from view, as though we alone are feeling this way. The one learning from all studies on resilience is that having emotional support available, and keeping connected to other people at a time of challenge is key.

**Lack of Proactivity** leads us to feel helpless, as though there is nothing in our control, and we are simply victims of what is happening, waiting for certainty to reappear.

**Lack of Managing Emotions** leads to strong emotions becoming accepted as a norm. It impacts on those who are exposed to those behaviours, and can be frightening for the individual who experiences themselves as not in control of themselves, or trapped by only feeling negative emotions.

**Lack of Realistic Positivity** has a profound impact when the dreams are not realised. Setting a date by which you will have achieved something, regardless of present circumstances is a recipe for becoming depressed and giving up hope when that date passes. People who look at their present situation and ask themselves 'how can I make the best of what I have?' are better equipped to stay resilient, even if their situation is not perfect.

## Interpreting

Look at the pattern of your responses.

Remember, there is no right or wrong profile. Equally, no-one is equally strong across all the factors.

We each have developed our own profile in response to our own personality, family patterns and the contexts we have worked with e.g. studies of entrepreneurs have shown they take a more optimistic view of business possibilities than do those who work in corporate environments.

- Are there any resilience factors where your results are noticeably higher? These are factors which you can continue to rely on, even when under pressure.
- Are there any resilience factors which are noticeably lower? How is that lack showing itself in your work and/or life.
- Is your profile flat with little to differentiate between factors. Look at the factor descriptors and consider how you are feeling and behaving in our work/life right now. Use your own judgement to give an extra weighting to factors which you think are most being impacted in your work/life.