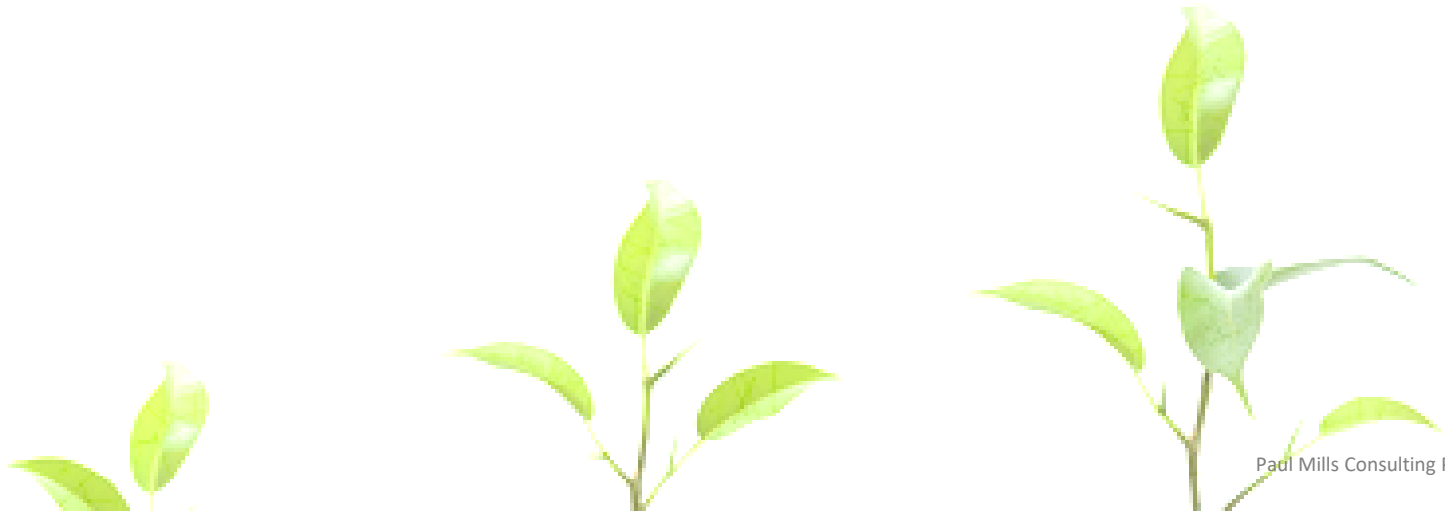


The Resiliency Survey

By

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Personal Resiliency and Change

- Increased levels of change and ambiguity are challenges for personal resiliency
- Resiliency is defined as **‘an individual’s ability to deal with challenging life experiences quickly and effectively, towards developing a flexible and positive mindset on how to deal with future challenges and problems’**
- Resiliency thinking draws both the psychological and physiological worlds’ together

Resiliency Report

- The Paul Mills Consulting Pty Ltd Resiliency Report has been created in 2016/7, based on leading research and experience in working with thousands of executive leaders undergoing transition in their lives and careers
- It features 60 items across 7 Resiliency Pillars, some positively and others negatively framed using a five point scale
- The report highlights responses in the opportunity for development category, and produces an overall Resiliency score with relevant implications and an opportunity to produce a development plan



RESILENCY REPORT

PAT SAMPLE

20 February 2017

Paul Mills Consultancy Pty Ltd ©

RESILENCY REPORT

PAT SAMPLE

INTRODUCTION:

Resiliency is an individual's ability to deal with challenging life experiences quickly and effectively, towards developing a flexible and positive mindset on how to deal with future challenges and problems. This survey has been designed to focus on 7 key aspects of resiliency, based on recent neuroscientific research and contributions from the psychological community. These are:



"The greatest glory in living lies not in never falling, but in rising every time we fall."

Nelson Mandela

YOUR RESPONSE

Inner Energy

I often work more than 10 hours a day with few breaks

To a very little extent

I often sleep less than 6 hours per night

To some extent

I travel a lot for work, often taking me away from family and friends

To a very little extent

I eat junk food when I feel I need a treat or boost

To a very little extent

I feel guilty that I have not been spending sufficient time with family and friends recently

To some extent

I sometimes feel stressed when I look ahead to my work calendar

To some extent

I drink caffeinated drinks throughout the day

To some extent

I have a strong and regular exercise routine

To a very little extent

I make sure when travelling that I maintain a healthy diet

To a little extent

I still manage time for myself even during busy times at work

To a great extent

In period of back to back meetings, I make sure I find time for a walk outside of the office

To a very little extent

I take regular holidays and don't let leave build up

To some extent

OVERALL SCORE:

235

INTERPRETATION SUMMARY:

Score Ranges:

- 241 - 300 Very high resiliency and ability to bounce back from set backs
- 181 - 240 Moderate to high resiliency with some opportunities to strengthen
- 121 - 180 Moderate to low resiliency with a number of opportunities to strengthen
- 60 - 120 Very low resiliency with significant opportunities to strengthen ability to deal with adversity

241 – 300 Very high resiliency and ability to bounce back from set backs

Scores in this range indicate a very high level of resiliency, achieved across all pillars. If you have scored in this range, consider validating your results with someone close to you who knows you well. As this score is achieved by combining high scores for positive items, and high scores for low responses to negative items, the suggestion is that you have a range of coping mechanisms to deal with life's challenges. Continue to leverage your positive thinking processes and relationships when adversity happens, using these experiences for growth.

181 – 240 Moderate to High resiliency with some opportunities to strengthen

Scores in this range indicate a moderate to high level of resiliency, but with some targeted opportunities for improvement. Review your responses in the questionnaire to identify any positively framed questions where you scored 'to some extent' or lower. Also review the negatively framed questions to identify where you responded 'to some extent' or higher. Use the development plan at the back of this report to consider what you want to do to develop further in these areas. Insights achieved are important but action statements are more likely to be achieved. What specifically are you going to do to address these issues? Who can assist in the process? How will you know when you are successful in your efforts? Continue to exercise your strengths as you come to terms with these limited opportunities for improvement.

121 – 180 Moderate to Low resiliency with a number of opportunities to strengthen

Scores in this range indicate a moderate to low level of resiliency, with a larger number of opportunities for development. Review your responses in the questionnaire across all pillars to identify positively framed questions where you scored 'to some extent' or lower. Also review the negatively framed questions to identify where you responded 'to some extent' or higher. Use the development plan at the back of this report to consider what you want to do to develop further in these areas.

People with moderate to low levels of resiliency usually operate through a sense of nervous energy, worrying about things that might go wrong and fearing the worst. Having a clear set of goals, working on diet and exercise, reaching out to trusted relationships and channeling positive self-talk are some of the strategies that should be considered.

60 – 120 Very Low resiliency with significant opportunities to strengthen ability to deal with adversity

Scores in this range potentially indicate a very low level of resiliency, with a significant number of opportunities for development. Scores at this level demonstrate resiliency needs across all pillars and most items. First, identify the scores which were positive. In what pillars/areas were these? Next, drill down to scores where you responded 'to a little or very little extent' (for positively framed items), and 'to a great or very great extent' (for negatively framed items). What themes or patterns do you see emerging? Use the action plan to develop a clear sense of what you want to work on first. Use action orientated language. For example, if you want to work on negative thinking processes, what specifically might you want to do towards that goal? There are a raft of resources on resiliency to get you going, or perhaps consider getting an Executive Coach to help you work through your specific issues and needs.

Resiliency Resources

Pillar	Resources:
Inner Energy	The Resilience Factor – 7 Keys to Finding your Inner Strength - Andrew Shatté and Karen Reivich
Future Orientation	The Art of Possibility – Rosalind and Benjamin Zander Change your Thinking – Sarah Edelman
Goal Focus	Seven Habits of Highly Effective People – Stephen Covey Goals and Gratitude Journal – Amanda-Jean Deering
Adaptive Thinking	Adaptive Thinking – Rationality in the Real World = Gerd Gigerenzer
Good Relationships	How to Talk to Anyone – Leil Lowndes
Growth Mindset	Learned Optimism – Martin Seligman How to Deal with Adversity – Christopher Hamilton
Learning Agility	Learning about Learning Agility – Center for Creative Leadership Korn Ferry International (Various Resources) For Your Improvement – Michael M Lombardo