QUIZ

Change Resilience Quiz

*About this tool*

**PURPOSE**

To evaluate individual employees’ resilience to change

**AUDIENCE**

Subordinate employees who are evaluating their level of resilience to change

**USE**

* E-mails
* Meetings with subordinate employees
* On an internal website

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Determine your level of resilience to change and develop an action plan to improve your resilience skills!

In the face of change, do you respond quickly and flexibly to new demands? Do you remain positive, focussed, flexible, adaptable, organized and proactive? In other words, are you resilient?

Resilience is at the core of the change cycle and is a key factor in how we respond to change. Resilience isn’t something we are born with. It’s something that each of us can grow and strengthen throughout our lives.

Resilience is the capacity to survive life’s challenges and changes, learning and growing from each experience, and becoming stronger as a result. Stress, trauma, adversity and dramatic change are rarely welcome, but by developing your personal resilience you can find a way to move beyond the challenges and toward a stronger self.

**To find out how resilient you are, take the quiz below.**

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| **RESILIENCE ASSESSMENT** |
| Read each statement below, and check the box that indicates how often the statement applies to you. | **Always****5** | **Often****4** | **Sometimes****3** | **Rarely****2** | **Never****1** |
| I focus on things that I can do something about. | □ | □ | □ | □ | □ |
| I find it easy to ask for and to accept assistance and support from others. | □ | □ | □ | □ | □ |
| I turn negative thoughts into positive ones. | □ | □ | □ | □ | □ |
| I live in the present, appreciate the past and focus on my desired future. | □ | □ | □ | □ | □ |
| I am imaginative and see possibilities. | □ | □ | □ | □ | □ |
| I know my own strengths and weaknesses, and I am realistic about my capabilities and limits. | □ | □ | □ | □ | □ |
| I listen actively and seek to understand. | □ | □ | □ | □ | □ |
| I am taking steps to achieve my life goals. | □ | □ | □ | □ | □ |
| I ask questions because I am curious about how things work, and I am open to experimenting. | □ | □ | □ | □ | □ |
| I am constantly learning from my experiences and from the experiences of others. | □ | □ | □ | □ | □ |
| I adapt quickly to change, and I am good at bouncing back from difficult situations. | □ | □ | □ | □ | □ |
| I respond sensitively to the feeling of others, by acknowledging those feelings and by showing empathy. | □ | □ | □ | □ | □ |
| When I experience intense feelings, I choose my actions and behaviours rationally, rather than being driven by my emotions. | □ | □ | □ | □ | □ |
| When solving problems, I think up creative solutions and use different approaches. | □ | □ | □ | □ | □ |
| I discover the unexpected benefits in challenging and tough situations. | □ | □ | □ | □ | □ |
| In difficult times, I control my own strong feelings. | □ | □ | □ | □ | □ |
| I believe that I can influence the direction of my life. | □ | □ | □ | □ | □ |
| When experiencing challenges and tough times, I create balance in my life by doing things I find enjoyable and relaxing, and by recharging. | □ | □ | □ | □ | □ |
| During tough times, I am sensitive to the feelings, needs and motivations of others. | □ | □ | □ | □ | □ |

# Scoring Results

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| --- | --- |
| **Most of your answers were 5 or 4** | *You are* ***very*** *resilient.*You’re doing a great job at staying resilient during tough times by consistently dealing positively with challenges and change. You have a strong sense of purpose and meaning in your life, and you feel comfortable reaching out to others for support. You know yourself well, and you control and choose your thoughts, feelings and attitudes when facing changes and challenging situations. You are open‑minded, flexible and optimistic but keep perspective in times of unrelenting change. You can sustain your high level of resilience by understanding the principles of resilience and how to apply them in your day-to-day life. Coaching might also help you achieve even higher levels of performance.  |
| **Most of your answers were 3** | *You are* ***somewhat*** *resilient*.You’re still learning and have room for improvement. Most of the time, you are able to deal with tough times, challenges and change in a positive way. You have some good strategies for coping, but to bounce back more quickly and with less difficulty, you should consider working on the areas you rated lower in the quiz.  |
| **Most of your answers were 1 or 2** | *You are* ***not very*** *resilient*Your resilience skills need considerable attention. Change, adversity and tough times often seem to upset your equilibrium, and you struggle to cope with the uncertainty and lack of stability they bring. You will need to change certain behaviours and learn new skills so that you can gain perspective, struggle less and cope better. Start by focusing on the areas you rated lower in the quiz and gradually work to strengthen your resilience skills in those areas. |

# Action Plan

Following an action plan like the one provided below will help you improve your resilience. In the left column, note items in the quiz to which you answered 1 or 2. In the right column, indicate actions or steps you will take to improve in those areas.

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| --- | --- |
| **Areas for Improvement** | **Actions or Steps to Improve** |
| **Example:** I listen actively and seek to understand. | **Example:** Take steps to further my understanding by reaching out to co-workers, seeking online resources and asking my manager for more information. |
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***Source:*** *Adapted from tools developed by the Interdepartmental Organizational Change Network*