

Rate yourself on the following items: (1 = very little; 5 = very strong)

_____ In a crisis or chaotic situation, I calm myself and focus on taking useful actions.

_____ I'm usually optimistic and see difficulties as temporary, expect to overcome them, and believe things will turn out well.

_____ I can tolerate high levels of uncertainty and ambiguity.

_____ I adapt quickly to new developments. I'm good at bouncing back from difficulties.

_____ I'm playful. I find the humor in rough situations, laugh at myself, and am easily amused.

_____ I'm able to recover emotionally from losses and setbacks. I have friends I can talk with. I can express my feelings to others and can ask for help.

_____ I feel self-confident, appreciate myself, and have a healthy concept of who I am.

_____ I'm curious, ask questions, like to know how things work, and like to try new ways of doing things.

_____ I learn valuable lessons from my experiences and from the experiences of others.

_____ I'm good at solving problems. I can think in analytical, creative, or practical ways.

_____ I'm good at making things work well. I'm often asked to lead groups and projects.

_____ I'm very flexible. I feel comfortable with my paradoxical complexity. I'm optimistic and pessimistic, trusting and cautious, unselfish and selfish, and so forth.

_____ I'm always myself, but I've noticed that I'm different with different people in different situations.

_____ I prefer to work without a written job description. I'm more effective when I'm free to do what I think is best in each situation.

_____ I "read" people well and trust my intuition.

_____ I'm a good listener and have good empathy skills.

_____ I'm non-judgmental about others and am comfortable with many kinds of people.

_____ I'm very durable. I hold up well during tough times. I have an independent spirit underneath my cooperative way of working with others.

_____ I've been made stronger and better by difficult experiences.

_____ I've converted misfortune into good luck and found benefits in bad experiences.

Scoring:

Low score: A self-rating score under 50 indicates that life is probably a struggle for you and you know it. You may not handle pressure well. You don't learn anything useful from bad experiences. You feel hurt when people criticize you. You may sometimes feel helpless and without hope. Turn to those who are more resilient as role models, mentors, and coaches to support you in developing your resiliency skills.

High score: If you rated yourself high on most of these statements, you have a score over 90. This means you know you're already good at bouncing "through" life's setbacks. You can be a real life role model – tell your story to others and make yourself available to people who are trying to cope with adversities.

Middle scores:

a) If you agreed with many of the statements and scored in the 70-89 range, that's good! You can become even more self-confident and resilient than before and better at bouncing through adversities.

b) If you scored in the 50-69 range, you are in the adequate range, but may be underestimating yourself. A much larger percentage of people underrate themselves than overrate themselves.

You can always ask others how they would rate you on this important leadership skill!

Adapted from The Resiliency Advantage, Al Siebert, PhD

katnesbit.com ❖ Office: (912) 634-2389 ❖ Direct: (912) 996-8386 ❖ E-mail ❖ Skype: thriveConsulting

[LinkedIn](#) ❖ [Zoom Meeting Room](#)

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