

Personal Resilience Questionnaire: Reflection Questions

CONSIDERING THE RESULTS OF THE QUESTIONNAIRE. TAKE SOME TIME TO REFLECT ON THE FOLLOWING:

1. What are your true strengths – as shown by your highest scores? How do you leverage these when things get tough?
2. What are your biggest blind spots/challenges? What is the impact of this on your ability to be resilient through time?
3. Do you have any 'potentials' that if you put some development focus on them, would build your resilience repertoire? If you did this what up-side and benefit might you see yourself gaining?
4. Where is your energy for further development of your resilience fundamentals? Why is that?
5. How happy or unhappy are you with your results? Why?

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1) DO I OPERATE FROM THE INSIDE OUT?

Many people see life as something that happens to them. They feel like events and circumstances outside of themselves control them. One of the significant things that sets highly resilient people apart from the rest is that they have a strong internal locus of control. In other words, they take the most effective action on their behalf because they believe they are primarily in control of their lives. Having a higher internal locus of control, enables higher levels of confidence and calm in the face of change, through knowing you have the choice to change or influence your circumstances, even if it is slightly.

2) DO I CHOOSE TO WONDER OVER WORRY?

Most people worry when they face a challenging situation in work or life. (The average person has 60,000 thoughts per day. Of those, 95% of those thoughts repeat each day and, on average, 80% of repeated ideas are negative).

Psychologists call this negativity bias. Highly resilient people challenge this bias by choosing “wonder over worry” when adversity hits. They take a moment to pause, step back, and be curious rather than let their thoughts affect emotions and behaviours. This practice enables a core resilience skill of “cognitive agility” to kick in. Cognitive agility is the knowing of mind that enables choose whether to operate in default mode or adjust to make better choices through thinking differently.

3) DO I EMBRACE FAILURE?

Highly resilient people treat problems as a learning process and “fail” means “first attempt in learning.” Embracing this word empowers the stepping outside of the comfort zone, because even if there is “failure” its and opportunity to learn. which ultimately brings you closer to your desired outcome. Turning failure from a regret into a resource sees challenges as opportunities to acquire or master skills.

4) AM I COMFORTABLE WITH THE UNCOMFORTABLE?

In our comfort-crazed culture, people go to great lengths to avoid discomfort. Anyone who has tried yoga can likely relate to the feeling of being twisted in a pose that is, at first, very uncomfortable. But stopping the resistance enables a sense of stillness to emerge. The same is true in stressful situations. If you embrace stress as a positive thing, there are significant upsides.

Stress is destructive, until the moment you believe it isn't. Changing the way you think about stress changes the effect stress has on the body. Stanford psychologist Kelly McGonigal's has found that the best way to manage stress isn't to try reduce or avoid it, but rather to rethink it, even embrace it. Viewing all stress as harmful, can lead unhelpful even destructive coping mechanisms

Feeling stressed? Play an active role: Instead of asking, “Why is this happening to me?” ask yourself, “What for?” or “What next?”



5) DO I HAVE A CLEAR SENSE OF MEANING?

Research shows that on average, employees say their work is about half as meaningful as it could be. As the renowned psychiatrist Viktor Frankl so powerfully communicated in his best-selling book [Man's Search for Meaning](#), meaning is a primary intrinsic motivation of human beings. Resilient people possess a clear sense of meaning and purpose that enables them to stay the course even when things get tough. It's much harder to feel defeated when you have a deep sense of meaning for what you're working toward.

6) DO I HAVE A PLAN?

It takes time to learn any new skill, whether it be a new language, playing the guitar, or being more resilient. And looking at the questionnaire results – identifying the gaps, prioritising them and assessing against the Building Blocks will point out the direction and focus for working on building the range of skills, mindsets and capacities to strengthen resilience.