**RESILIENCE** REPORT

say hello driven

# Example Participant

Date: 21 Sep 2018

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FOUNDATION

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# Example Participant

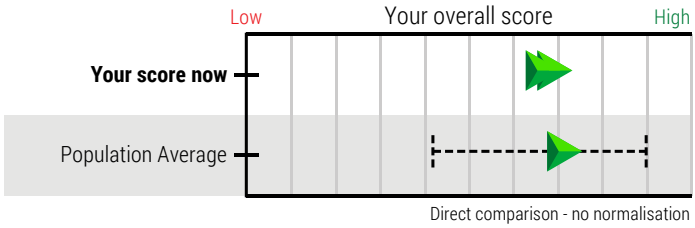
## Personal Resilience Report

Date: 21 Sep 2018

## Report overview

This report:

1. Explains your current level of personal resilience
2. Creates awareness of where you fit across the different aspects of resilience
3. Guides your focus and actions to better support improved resilience and wellbeing



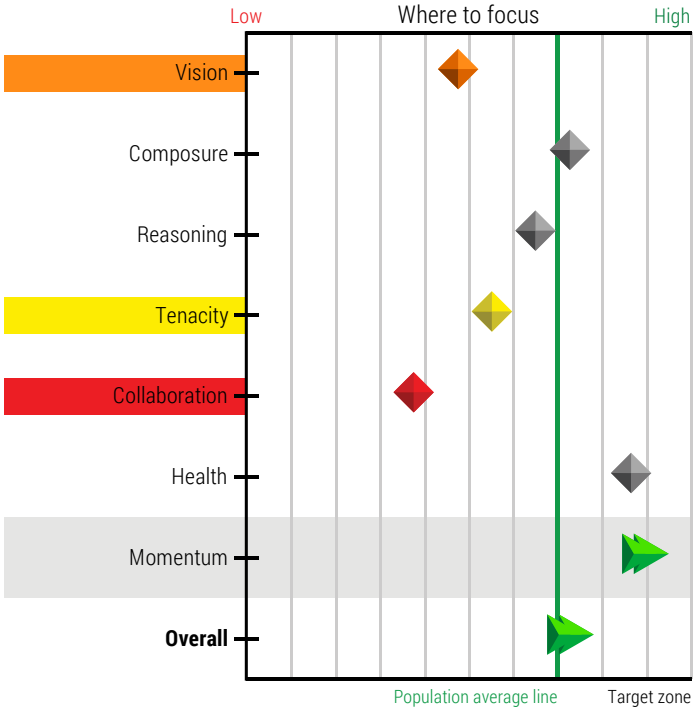

## How did you score?

Your overall resilience score is 65% (benchmark is 70%), with your scores in order of strength as follows: **Health** (87% - High), **Composure** (73% - Medium), **Reasoning** (65% - Medium), **Tenacity** (55% - Medium), **Vision** (48% - Medium), **Collaboration** (38% - Medium).

The section below calls out specific areas for focus.

# Focus areas

Below are key areas to focus on to build resilience and improve wellbeing. The questions included for each focus area can help to uncover the causes of lower scores and identify what you can do to strengthen your own resilience.




## 1. Collaboration Priority: High

**It's about:** Support networks, working in teams, managing perceptions

**How are you going?** Building new relationships may not come naturally to you.
**Consider:** What holds you back from building new relationships?
How may other people be helpful to you to reach your goals?
How can you push yourself out of your comfort zone to meet new people?

## 2. Vision Priority: Medium

**It's about:** Clear goals, goal orientation, control, self-worth, personal values

**How are you going?** A lack of clarity or goals may be affecting your motivation levels.
**Consider:** What might be affecting your motivation levels currently?
How do you see your personal goals fitting in with the goals of the organisation you work in?
How can you use goals to keep you motivated?

## 3. Tenacity Priority: Low

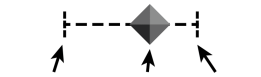
**It's about:** Bouncing back, optimism through adversity

**How are you going?** You usually keep your motivation during adversity, though sometimes it still affects you.
**Consider:** How do you stay motivated when things get tough?
What helps you to stay optimistic in the face of adversity?
How could you further increase your ability to persist towards your goals?

## Chart Guide

### Resilience Plots

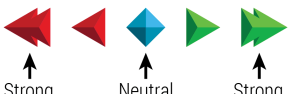
The population average line plots the highest, lowest and average ranges of overall resilience across all domains. Higher scores are better.




On the overall measurement, the icon on the Overall score is replaced with momentum arrows where a change in direction is expected.

### Momentum Indicators

The arrows show an overall direction and strength of expected change in resilience and wellbeing, based on psychological approach / avoid schemas.

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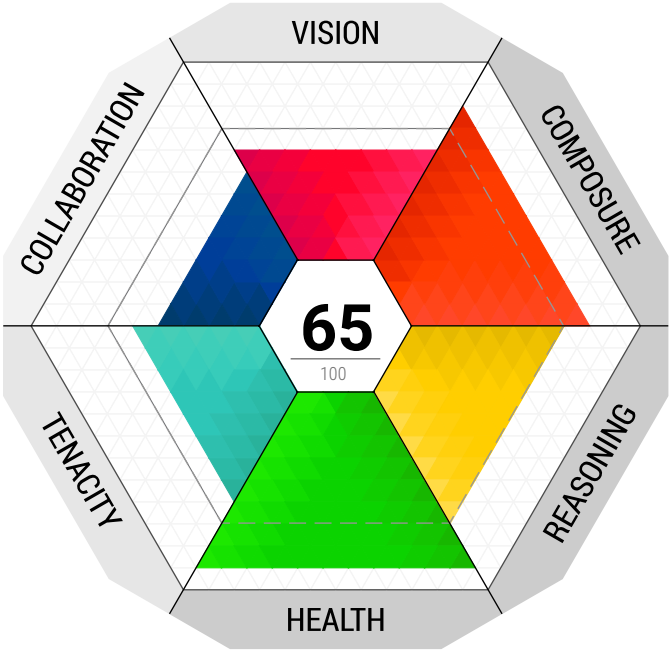
# Detailed Resilience Domain Report - **The PR6 Circle**

Date: 21 Sep 2018




## The PR6 Circle

Your resilience is measured using the Predictive 6 Factor Resilience Scale (PR6). If you are interested in more about the background research, you can read the original research paper here:
https://www.researchgate.net/publication/303365936

- The **PR6 Circle** shows a snapshot of your results. Each colour represents one of the six domains of resilience. The more filled in a domain is, the higher you have scored in that domain. Overall, higher scores are better.
- All the domains of resilience can be improved, and as you improve them, you **increase your ability to be successful** in whatever goals you set for yourself.
- To understand the meaning of the scores, it's important to read through the descriptions of the domains themselves. Each of the following pages show more detail in terms of how you scored in each domain and what the domains mean.
- Keep in mind that the descriptions given are an approximation of your current experience, and is not necessarily exactly relevant to you. Read through those and **look for useful aspects** based on what you see that fits.
- Also note that **you will always have Focus Areas** since resilience is something you need to constantly work on, even if you score high across everything. While these may be marked as 'low priority', always keep working on your own ability to be resilient, even if you're doing well now.

### About Momentum

In the summary page you might have noticed a Momentum score in the form of green or red arrows, or a blue diamond. Momentum measures psychological *approach* and *avoidance* motivation schemas. In a sense, this measures your willingness to take on new challenges and be open to new experiences.

This makes it a forward-looking measurement, indicating your potential future movement in terms of resilience. Building your resilience will naturally help you increase your momentum as well, opening up new possibilities and helping you achieve your goals. Interpretation of the indicators is as follows:

- **Green arrows** - This indicates forward momentum, predicting movement of overall resilience towards higher scores.
- **Blue diamond** - This indicates neutral momentum, predicting movement of overall resilience towards the middles scores (around 50%). Given that the world is constantly changing, neutral momentum counts against us as we get left behind.
- **Red arrows** - This indicates backwards momentum, predicting movement of overall resilience down towards lower scores.

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# Detailed Resilience Domain Report - **Vision & Composure**

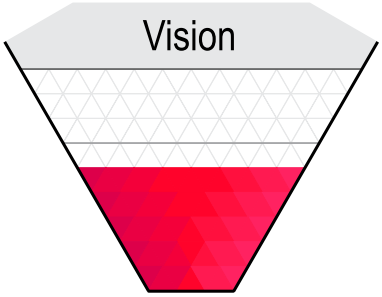
Date: 21 Sep 2018

## Vision

*Vision talks about what drives us - our personal sense of purpose and direction in life. This also includes our vision for what we aspire to be like as individuals, along with a sense of confidence that we can achieve bold goals that we set for ourselves. Flowing from this is a sense of self-worth and personal efficacy, along with our own values and ability to be committed and decisive.*

*These provide a guiding light to help us stay on the right path in the long term. This is particularly important during difficult times, as a clear vision and goals will help you to identify opportunities, determine the right actions and bounce back to be stronger than before.*

## Your score: 48%




### Your current Vision score is in the medium range.

While you might not have total clarity in all areas of your life, you have a general sense of direction and a couple of goals that you'd like to accomplish. You have a sense of control over what you want to accomplish, but may feel there are too many things you are not able to influence. However, overall you feel like there is at least some purpose to the things you do.

Some of your goals may be incongruent and work against each other, but you generally have a direction that you are heading towards. Knowing this makes it easier for you to make decisions when you are facing tough choices, however because you may have competing priorities it can sometimes still be difficult to make a choice and stick with it. While you may not see goal-orientation as a high priority, you do have a reasonable amount of confidence in your ability to aim for something and achieve it.

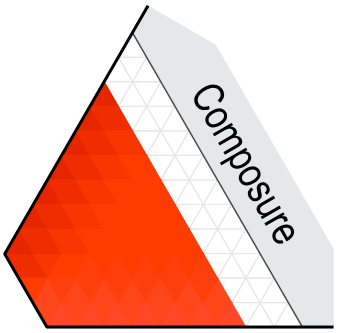
You are likely no stranger to setting goals, though it is not always your first priority when deciding what to focus on. The key for you is to not be afraid to set a bold vision and goals for yourself. Strengthening these will bring you more clarity on what options will best help you achieve your goals. This will also boost your ability to be decisive and stay true to a course of actions, while also allowing you to better align your goals to those of others so that you can build mutually beneficial relationships.

## Composure

*Composure is about how effectively we can regulate our emotions during difficult or stressful situations. It is at these times that we need to have enough self-awareness to notice how we are responding, and to apply techniques to keep us in a constructive mindset.*

*Also critical here is our view of stress and ability to manage both acute and everyday stress. Being able to maintain our composure during tough situations helps us to more effectively identify opportunities so that we can keep working towards goals and stay focused on what is important.*

## Your score: 73%




### Your Composure score is in the medium range.

While it may take a bit of conscious effort, you are generally able to maintain a constructive mindset even in difficult situations. During these times, you might still notice your brain's "fight or flight" response affect your actions. You might have noticed some physical effects when this happens such as a racing heart, faster breathing, perspiration, chest pains, numbness, voice changes, and so on. Nevertheless, you can usually calm yourself with a bit of effort. While thoughts sometimes jump to worst-case scenarios, you try to also consider more likely and positive scenarios. Your interpretation bias of situations varies, sometimes seeing problems where this might not be the case while at other times being able to see opportunities where others see problems.

By now you have probably learned that stressful situations are not necessarily bad, and, especially at work, these are often exactly the kinds of situations you need to be in to be able to push for changes that you want to make. Sometimes it may still get to you, and the effects of ongoing stress may spill over into other areas of your life.

Emotional reactions during these situations are ruled by impulsive areas in your brain and thus are not always conducive to what you want to achieve in the long term. You are already partway down the path to regulate these emotions, so the key for you is to keep practising and build constructive thinking patterns so you can activate 'smarter' areas of your brain to stay calm and in control.

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# Detailed Resilience Domain Report - **Reasoning & Tenacity**

Date: 21 Sep 2018

## Reasoning

*Reasoning plays a major role in how much confidence we have in our ability to solve unexpected problems and adapt to sudden change. This includes our ability to be resourceful, think critically, identify opportunities and take an action-oriented approach to best work towards our own and shared goals.*

*This also extends into proactively identifying opportunities so we can instigate change and innovate to create an environment where we can thrive together with others. Here the ability to be creative in a stressful situation can be a powerful and highly regarded personal attribute.*

## Your score: 65%

### Your Reasoning score is currently in the medium range.

Whether at work or in your personal life, changing circumstances sometimes concern you, but mostly you do not see them as too much of a threat. Your thoughts often focus on the opportunities that the situation may bring, but you are also keenly aware of ways that it might go wrong.

You may be reluctant to take on major challenges at work, be it a difficult task or project because you worry about what might go wrong. Often you'd rather stay focused on what you know and are comfortable doing, although you also recognise that there are opportunities in taking on a big challenge. When under a lot of pressure, you sometimes find that you can't use your critical reasoning skills as effectively or be as creative as usual, but you usually are able to get yourself back on track.

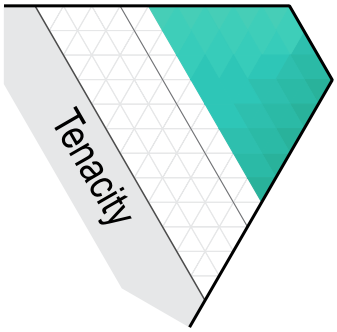
The ability to be creative and resourceful under pressure involves activating your 'smart' brain (frontal cortex) and deactivating your 'impulsive' brain (limbic system). Sometimes your impulsive brain gets in the way as it tries to protect you from threats. This doesn't always make it that easy to stay focused and creative during a stressful situation. The key for you is to challenge your beliefs and expectations about during these situations to help you stay more focused on long-term priorities, and to expand your knowledge and resources to help you achieve better outcomes during difficult situations.

## Tenacity

*Tenacity is about the ability to persevere through difficulty and quickly getting back on track. Whether it is an illness or a setback at work, this indicates a measure of hardiness that helps us to keep going, keep trying and to bounce back quickly.*

*During these situations, it is important to have a realistic sense of the limits of control and maintain accurate expectations of what we can achieve. This helps us to not expect too much of ourselves, but still know ourselves well enough to recognise the strength to be able to push forward and endure.*

## Your score: 55%




### Your current Tenacity score is in the medium range.

This indicates that setbacks, illnesses, and work stress have a noticeable and sometimes lasting effect on you. Often it might feel as if you need a while to recover, and this may affect other areas of your life for a brief period. While life might feel like a constant stream of challenges, you generally manage to get through regardless. When facing a change in your life, you can usually stay optimistic while still recognising that there will be difficult times here and there. This gives you an ability to remain hopeful when things get tough, though sometimes when it gets too much you can still feel somewhat dragged down and it might take a little while for you to gather yourself and continue.

You have a reasonable amount of confidence in your ability to manage difficult situations which usually motivates you not to give up too soon when things get tough though sometimes you'd prefer to just move on to something else. You know you've made it through a lot in the past, but sometimes you forget past successes and all the difficulties you've already conquered.

The key for you is to build confidence in your ability to make it through anything by drawing more heavily on past successes and strengthening your belief that you have the ability to be persistent and succeed, regardless of what challenges may arise.

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# Detailed Resilience Domain Report - **Collaboration & Health**

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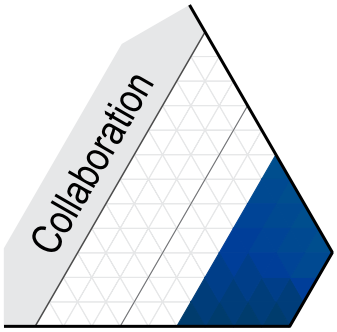
## Collaboration

*Collaboration is about the critical need of the human brain to have close and secure connections with others. This includes having support networks within friends, partners, family, colleagues, even pets can have a profound effect.*

*This connection we have with others is not just about our need for support, but also our ability to relate to others and be able to support them in turn. Collaboration includes being able to manage the perception of others along with our own perspectives so that we stay in a space where we can effectively work with those around us and have meaningful relationships.*

## Your score: 38%




### Your current Collaboration score is in the medium range.

Between home and work life, you have a support network that can help you in some areas of your life, but you may sometimes feel that there are gaps where you need more help. You are not afraid to ask for support where you need it, though it might not always be your first action. Sometimes you may prefer to work alone and get things done yourself rather than to ask for assistance.

Where you can find the time, you're willing to put your work aside and help others with what they are trying to achieve. You are generally able to relate to the goals of others and understand their position so you can provide the right kind of support. When it comes to friends and wider support network, you have some people who are supportive and help you to stay in a constructive space, while others may be just the opposite.

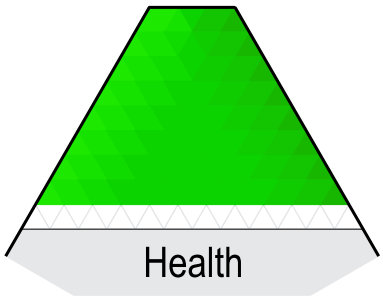
Sometimes you might feel like Atlas holding up the world, but you know you have enough support to be able to share the burden during tough times and this helps you to be resilient. The key for you is to expand your support network and be open to experience the rewards of supporting others as well. Remember to be willing to ask for help when you need it - this is a hallmark of resilience. This can also help clear the path so that you can build meaningful and mutually beneficial relationships where you support others as well as them supporting you.

## Health

*Health is a foundational domain of resilience. Various studies have shown how much an impact your own physical health can have on your wellbeing, simply because it has such a strong effect on your experience of life when everything is not working as it should.*

*Chronic health issues can be the most difficult to deal with as it has an ongoing effect on our lives. We have some amount of control over this through the lifestyle we choose to lead and how proactively we invest in the health of both the body and brain.*

## Your score: 87%




### Your current Health score is high.

You are actively investing in your health and likely have a high level of awareness of what your body needs to function at its best. While your health might not be 100% where you'd like it to be, you are willing to take the time to consistently invest in your health.

There are many aspects to a healthy lifestyle that are well supported by research. These include regularly eating healthy foods (plenty of vegetables, minimal sugars and processed foods), exercising at least four times a week, and getting around seven to eight hours of quality sleep each night. It is important to moderate alcohol use, minimise the use of tobacco and so on. You likely know all this and have a good understanding of the peculiarities of your body so you can keep it functioning well.

The investment you're making is helping not just keep your body healthy, but is also helping to maintain mental sharpness and improve brain plasticity so that you can more easily adapt to changing circumstances. This is a barely noticeable effect, but you might find yourself dealing with difficult situations more effectively than other people.

To maintain your high level of health, focus on keeping up your healthy lifestyle, even when things get tough. This will help you stay in top condition so you can best pursue your goals and get more out of life.

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