

# Resiliency Worksheet

Each area below describes the ends of a continuum. Check the box that most closely matches your assessment of yourself in each of the resiliency areas. What does your list tell you about your degree of resiliency? What resiliency strengths can you rely on during times of change? What areas should you develop to become more resilient?

Resiliency Strength <i>(Indicates a skill you can rely on in times of change)</i>	Resiliency Development Need <i>(Indicates a skill you should develop to increase your resiliency)</i>
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## Acceptance of Change

I am comfortable with change. I see it as an opportunity to grow as a leader.

Change makes me uneasy. I don't like facing new challenges without having some kind of control over the situation.

                                        

## Continuous Learning

Change provides a chance for me to learn new skills and test new ideas. I like to build on the lessons of the past – my successes and my disappointments.

I want to stick with what I know best and with the skills that got me to this point in my career. Other people expect that – it's part of who I am.

                                        

## Strengths Assessment and Empowerment

I regularly address my strengths. I keep my eye out for work assignments that will let me build new skills and develop as a leader.

I have enough on my hands guiding the work of my team. If the organization wants me to develop, it has to give me some kind of plan.

                                        

## Sense of Purpose

I like to think that my work reflects my personal values. I try to make decisions based on what's important to me and balance that with the institution's mission.

I tend to follow the organization's needs and the requirements of my role. I can't just change it around to make it into something else that I might prefer.

                                        

## Personal Identity

I really like my job, but it doesn't define who I am. I have other pursuits outside of work that are just as important to me as my job.

I live for my work. Why not? What's the first question a person usually asks you? It's "What do you do?" not "How would you describe yourself?"

                                        

## Personal and Professional Networks

I really appreciate my family, my friends, and my colleagues. There have been many times that those relationships have helped me out of a jam. I like to stay connected to those people who are close to me and take a personal interest in their lives.

Networking is really helpful in case there's a downturn and my organization downsizes me. I wish I could stay more current with what my friends and colleagues are doing outside of work, but there never seems to be enough time.

### Reflection

I make some room in each day to reflect on my decision and actions. I like to look back to see if there was another choice I could have made.

There are always so many things to do. It's like running ahead of an avalanche. I don't have time to sit back and daydream about where I am going and how I am getting there.

### Skill Shifting

My skills could prove useful to this organization in another role. I can translate my experience outside of work into development opportunities.

Every position calls for a distinct set of skills. It takes a long time to develop those skills. It's inefficient to take somebody out of a familiar role and ask them to perform some other function.

### Optimism

I am able to see the positive side of any challenge. I feel good about what the future holds.

I am frustrated by my current situation and can't imagine any choices that would arrive at a good outcome.

### Emotional Regulation

I manage my stress well so that I don't take my frustrations out on other people.

When I am stressed, everyone around me knows it.

### Exercise

Exercise is a vital part of any routine. I prioritize it above other things.

I find it difficult to find time for any form of exercise. There are too many demands on my time.

### Energy Management

I recognize my limits and take time to rest. I tackle the most important tasks when I am at my best.

I give a lot of time to work and home. I am not very good at setting boundaries for myself.

### Problem Solver

I really enjoy exploring the causes of problems and finding solutions.

There are so many problems that I often feel paralyzed. I sometimes don't know where to start.

### Planner/Organizer

I know what I want to get out of each day. I like to maximize my time, stay energized, and plan for the weeks ahead.

Constant change and the needs of others tend to make plans irrelevant. I find planning and organizing a waste of time.

### Interpretation of Events

I like to stay focused on the present and not worry about what could happen. I generate choices for planning purposes.

I have a tendency to focus on the negative possibilities when thinking of a future event.