



WORKING WITH RESILIENCE

SUSTAINING OPTIMAL PERFORMANCE THROUGH RESILIENCE

Adapt | Optimise | Sustain

Resilience at Work® Scale
Confidential Report
Sample

10 March 2020



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WHAT IS WORK RESILIENCE®?

Being resilient at work means:

- Managing the everyday stress of work while staying healthy
- Rebounding and learning from unexpected setbacks
- Preparing for future challenges in a proactive way.

WHAT DO WE KNOW ABOUT WORK RESILIENCE?

Exposing the myths...

- Resilience is not just about learning to cope better in your job – it is also about being adaptable and best positioning yourself for the next inevitable challenge or setback. In essence it is being the best you can be in the environment in which you work
- You can develop your resilience through changing your thoughts and behaviour
- Your level of resilience is not a fixed attribute or personality trait. It changes according to how well you deploy your 'toolkit' of strategies to meet the challenges you are facing. This means that resiliency needs regular review to keep on track
- Attention to resilience is important for us all and is not just for those of us who feel we are struggling or performing below our capabilities
- Resilience is not stoicism. While tough mindedness and persistence are important, continuing to push ahead despite the impact on your health, relationships or performance is highly detrimental.

THE RESILIENCE AT WORK SCALE®

The Resilience at Work (R@W) Scale® measures your personal workplace resilience. It was scientifically researched and developed in 2011 by organisational psychologist Kathryn McEwen and research psychologist, Dr Peter Winwood. The model that underlies the scale has been applied successfully across a very wide range of jobs and professions at all organisational levels– from front line to executive. Its power is in its simplicity.



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S1
 Living Authentically
- 
S2
 Finding Your Calling
- 
S3
 Maintaining Perspective
- 
S4
 Mastering Stress
- 
S5
 Interacting Cooperatively
- 
S6
 Staying Healthy
- 
S7
 Building Networks

R@W® SUSTAIN 7

The R@W Scale comprises seven components to sustain resilience. All seven interrelate and contribute to your overall work resilience. Consider these components as a 'toolkit' of strategies that you need to continually invest in. You may not always be able to invest in them equally however. For example, if your health is poor this may be outside of your influence to change. This means that you need to invest more actively in other components of resilience, such as support, in order to stay on track.



S1 LIVING AUTHENTICALLY MEANS...

You know and hold onto your personal values, deploy your strengths, and have a good level of emotional awareness and regulation.



S2 FINDING YOUR CALLING MEANS...

Your work offers purpose and a sense of belonging. It also aligns with your core values and beliefs.



S3 MAINTAINING PERSPECTIVE MEANS...

You stay optimistic and keep a solution-focus when things go wrong. You reframe setbacks and minimise the impact of any negativity around you.



S4 MASTERING STRESS MEANS...

You have work and life routines that help you manage your everyday stressors. You work to create work-life balance and ensure time for relaxation and recovery.



S5 INTERACTING COOPERATIVELY MEANS...

You seek feedback, advice and support and also provide support readily to others.



S6 STAYING HEALTHY MEANS...

You maintain a good level of physical fitness, have a healthy diet and get adequate sleep.



S7 BUILDING NETWORKS MEANS...

You develop and maintain the personal and professional support networks you need at home and at work in order to perform well in your job.

SUSTAIN R@W® 7 SNAPSHOT

The length of the coloured bars reflects how your score compares to the working population. Your results are reported in 6 ranges - very high (bright green), high (green), average (yellow), below average (orange), low (red) or very low (purple).



YOUR OVERALL RESULTS:

Let's stand out and build scope: Leverage your current resiliency stores.



S1 LIVING AUTHENTICALLY: **Let's dig to find you:**

Discover your strengths and values then align them with those of your workplace.



S2 FINDING YOUR CALLING: **Let's shore up your connections:**

Explore your team, organisation and workplace with new perspective.



S3 MAINTAINING PERSPECTIVE: **Let's reframe:**

Re-interpret setbacks to stay positive.



S4 MASTERING STRESS: **Stress buster:**

You have well-honed skills to manage stress and prevent work from eclipsing your personal life.



S5 INTERACTING COOPERATIVELY: **Let's lean in for feedback and support:**

Challenge yourself to take a more active role in seeking and offering feedback and support.



S6 STAYING HEALTHY: **Health-centric:**

You have well-established routines that you maintain despite work pressures.



S7 BUILDING NETWORKS: **Let's round out your network:**

Relationships are like alliances for success.



Let's stand out and build scope: Leverage your current resiliency stores.

Your overall responses indicate your work resilience is similar to that of most people. You can use the R@W Scale assessment to determine what is working well that you can leverage and stand out among the crowd. You can also use this opportunity to identify strategies for further development.



RESULTS - R@W® SUSTAIN 7

S1 LIVING AUTHENTICALLY

- Knowing and living core values
- Understanding and leveraging personal strengths
- Managing personal emotions.

58



Let's dig to find you:

Discover your strengths and values then align them with those of your workplace.

Your responses indicate that you may not have a clear sense of your strengths and values, or you are well aware of your values but there is an inconsistency between your values and those of your workplace.

You may be working in an environment where your personal values are compromised and you feel integrity is lost.

You also report working outside of your strengths. This clear mismatch is strongly associated with job dissatisfaction.

Do you find yourself on an emotional roller coaster or reacting more strongly than you would prefer? Do you catch yourself perceiving life like the glass is half empty more often than half full? If this describes you, then working on techniques to manage over-reactivity and mood would be of real benefit.



RESULTS - R@W@ SUSTAIN 7

S2 FINDING YOUR CALLING

- Creating a job-person match in purpose and values
- Having a sense of belonging with your workplace
- Feeling connected.

67



Let's shore up your connections:

Explore your team, organisation and workplace with new perspective.

Your responses suggest that your current role may not be the best fit for you, resulting in job dissatisfaction.

While you may believe that your work does not offer a purpose or meaning for you, your responses suggest that finding your path may be advanced by improving your alignment to the workplace in the following areas:

- Explore common ground of your beliefs and values with those of others in the workplace
- Develop a stronger connection with your team or organisation.



RESULTS - R@W@ SUSTAIN 7

S3 MAINTAINING PERSPECTIVE

- Staying optimistic
- Focussing on the solution to setbacks and problems
- Buffering the negative energy of others.

50



Let's reframe:

Re-interpret setbacks to stay positive.

Your responses suggest maintaining a consistent positive approach during current work challenges can be difficult.

There may be ways to improve how you interpret and think about problems and setbacks at work. Reframing how difficult situations are viewed, maintaining an optimistic outlook and focussing more on what to do about problems rather than getting 'stuck' in them may also be helpful.



RESULTS - R@W@ SUSTAIN 7

S4 MASTERING STRESS

- Having good self-care routines
- Managing your workload effectively
- Creating a sense of work-life balance.

75



Stress buster:

You have well-honed skills to manage stress and prevent work from eclipsing your personal life.

Congratulations your responses suggest you have good stress management routines at work.

You likely take breaks, have effective ways to relax when under pressure and have strategies to deal with everyday workload demands.

You also have a variety of well-honed skills to prevent work from dominating your personal life.



RESULTS - R@W® SUSTAIN 7

S5 INTERACTING COOPERATIVELY

- Openly seeking feedback on your performance
- Being willing to ask for support when you need it
- Readily providing support to others.

72



Let's lean in for feedback and support:

Challenge yourself to take a more active role in seeking and offering feedback and support.

Your responses suggest that you and those you work with may benefit from more feedback and support.

You may wish to challenge yourself to take a more active role in seeking feedback to maximize your performance. You may also benefit from readily offering support or asking for it when needed.

It may be that you responded very low in one area or similar to that of most people across all the areas queried.



RESULTS - R@W® SUSTAIN 7

S6 STAYING HEALTHY

- Keeping physically fit
- Having a healthy diet.

100

Health-centric:

You have well-established routines that you maintain despite work pressures.

Congratulations, your responses indicate you are very pleased with your current level of physical fitness, and are careful to eat healthy food.

It is likely that you have well-established routines that you maintain despite work pressures. These habits are very helpful in maintaining the energy levels you need to perform at work and thrive in life.



RESULTS - R@W@ SUSTAIN 7

S7 BUILDING NETWORKS

- Developing and maintaining personal and professional support networks.

61



Let's round out your network:

Relationships are like alliances for success.

Your responses indicate you feel your current network of support for your work is more sparse than you would like it.

If you are feeling isolated it may be helpful to identify who you want to add to round out your network and build a working relationship with them.

If you have not built networks because you prefer to be self-sufficient this could be a limiting factor for you over time.

MAKING SENSE OF YOUR RESULTS

In making sense of your results remember that:

- It was you who completed the assessment and so it is your perception, not that of others, that is reflected in the results
- Your actual scores are not as important as what you make of them. It is your personal reflection and interpretation of the results that is of most benefit
- Resilience is a state not a fixed trait – It can change if your circumstances change significantly without a corresponding adjustment of your 'toolkit'. For example a period of high workload with no support may result in poorer scores for 'mastering stress' and 'interacting cooperatively' if you have not adapted your strategies to manage this change
- While the R@W Scale focuses on work, your out of work life is very likely to have an impact on your scores
- The results are not fixed – You can further develop your resilience. If it is high you also need to continue to work on maintaining it.

PREPARING FOR YOUR FEEDBACK AND COACHING SESSION

If you have received this report in advance of your feedback session with your coach, the following reflective questions may help you to prepare for the meeting:

- In what areas have I rated myself high?
- What am I doing that is working well for me and how can I build on this?
- What areas are outside of my capacity to be of influence at the moment because of current circumstances?
- What is my 'maintenance plan'? How do I ensure I continue doing what I am doing well in busy or challenging times?
- Where is there scope to improve my resilience?
- What interesting interrelationships are there in my scores?