Look over the items in this checklist (see following pages) and mark those that most closely match your assessment of yourself in each of nine 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?

Use what you learn to create a development plan to help you strengthen your resilience. Meet with your manager for ideas about how you can develop this valuable leadership skill.
Resilience: An Assessment

Look over the items in this checklist and darken the circle that most closely matches your assessment of yourself in each of the nine 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?

<table>
<thead>
<tr>
<th>Resilience Strength</th>
<th>Resilience Development Need</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Acceptance of Change</strong></td>
<td>Change makes me uneasy. I don’t like facing new challenges without having some kind of control over the situation.</td>
</tr>
<tr>
<td>I am comfortable with change. I see it as an opportunity to grow as a leader.</td>
<td>Change makes me uneasy. I don’t like facing new challenges without having some kind of control over the situation.</td>
</tr>
<tr>
<td>□ □ □</td>
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<tr>
<td><strong>Continuous Learning</strong></td>
<td>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.</td>
</tr>
<tr>
<td>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.</td>
<td>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.</td>
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<tr>
<td>□ □ □</td>
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<tr>
<td><strong>Self Empowerment</strong></td>
<td>I have enough on my hands guiding the work of my direct reports. If this organization wants me to develop, it has to give me some kind of plan.</td>
</tr>
<tr>
<td>I regularly assess my strengths. I keep my eye out for work assignments that will let me build new managerial skills and develop as a leader.</td>
<td>I have enough on my hands guiding the work of my direct reports. If this organization wants me to develop, it has to give me some kind of plan.</td>
</tr>
<tr>
<td>□ □ □</td>
<td>□ □ □</td>
</tr>
<tr>
<td><strong>Sense of Purpose</strong></td>
<td>If the organization demands a certain way of working, who am I to say if it’s right? My work isn’t designed to follow a value system. It’s my life the way it is – I can’t just change it around to make it into something else.</td>
</tr>
<tr>
<td>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 organization’s mission.</td>
<td>If the organization demands a certain way of working, who am I to say if it’s right? My work isn’t designed to follow a value system. It’s my life the way it is – I can’t just change it around to make it into something else.</td>
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</tbody>
</table>
### Resilience: An Assessment

#### 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?”

- [ ]
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- [ ]
- [ ]

#### 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 company 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 decisions 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 experiences outside of work into developmental 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.

- [ ]
- [ ]
- [ ]

#### Relationship to Money
I like things. Doesn’t everybody? But I don’t want to get caught in the trap of working long hours and taking on extra assignments in order to pay for things that don’t really reflect my interests and values. I make my money work for me. I think about my purchases before I make them.

- [ ]
- [ ]

I have responsibilities. They cost money. There’s no way around that. Besides, there’s a certain expectation that when you reach my position you can afford a certain kind of lifestyle. You just have to work hard if you want the good things in life.

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