

Your Personal Resiliency Quotient (RQ) Assessment

The following assessment allows you to look at your resiliency quotient using the 4 skill categories: Adaptability, Agility, Laugh-ability and Alignment.

After taking the assessment, give it to your peers, managers, direct reports to fill in with their perceptions about you. This gives you yet another “viewing point” that can expand your horizons as well as provide deeper understanding of yourself.

Directions

Circle the number that best describes your behavior. *Numerical Scale: 1. Never 2. Seldom 3. Sometimes 4. Frequently 5. Always:*

Adaptability: Finding multiple ways of thinking about a situation and people

- I seek different points of view. 1 2 3 4 5
- I am generally an optimistic person. 1 2 3 4 5
- I've handled challenges before and I can do it again. 1 2 3 4 5
- I can look at a situation from many angles. 1 2 3 4 5
- I ask for help when I need it. 1 2 3 4 5
- I am willing to challenge “sacred cows.” 1 2 3 4 5

Agility: being able to take action and respond with both speed (when necessary) and wisdom

- I take steps even if I don't know all the answers. 1 2 3 4 5
- I am willing to try new things and take risks. 1 2 3 4 5
- I help myself and others celebrate small wins. 1 2 3 4 5
- I handled challenges in the past and can do it again. 1 2 3 4 5
- I easily express gratitude. 1 2 3 4 5
- I exercise on a regular basis. 1 2 3 4 5

Laugh-ability: being able to find humor in life and taking time to “play”

- I believe in my ability to influence my attitude. 1 2 3 4 5
- People say I have a good sense of humor. 1 2 3 4 5
- I am able to laugh at myself. 1 2 3 4 5
- I take time to play. 1 2 3 4 5
- I am generally a cheerful person. 1 2 3 4 5
- I take time to engage in a “hobby.” 1 2 3 4 5

Alignment: feeling that your work and life has meaning & purpose beyond self.

- I am appreciated for what I do. 1 2 3 4 5
- I make contributions that matter. 1 2 3 4 5
- My core values drive my behavior. 1 2 3 4 5
- People identify me with a greater cause. 1 2 3 4 5
- I have a strong support network. 1 2 3 4 5
- I have a healthy lifestyle that mirrors my values. 1 2 3 4 5

Additional Resiliency Actions to learn and practice—if you so choose:

I understand the value of meditation and mindfulness.

I know how to control the controllable and can let go that over which I have no control.

I choose achievable goals and can accomplish what I set out to do.

I forgive myself and others for not being perfect.

Directions for scoring: Add up your numbers and circle the total in each of the four segments.

Scoring legend

Score:

- 100-120: What a Rock! You're on a hero's journey! Now, can you help others?
- 84-99: Good resilience intentions. See what areas might need improvement.
- 60- 83: Ummm... Time to get some help. In what areas can you get the fastest, most visible results? Build from there. Can you find a resiliency buddy?
- 24-59: Remember the dinosaurs? They did *not* bounce back.

Questions to Ponder

1. In which area did you score the highest?
2. In which area did you score lowest? What actions will you take to improve your skills in this area?
3. Did the results surprise you? How?

Best practices or recommendations for development:

If you haven't already done so, please consider buying [*Your Resiliency GPS - A Guide for Growing Thru Work & Life*](#). In the book, you will find multiple resources and a step-by-step guide for your journey.

For articles and additional resources, go to www.eileenmcdargh.com/Your-Resiliency-GPS

This site is continually being updated with articles and more recommended readings.