Why does Resilience matter?

Research has shown that high levels of resilience can deliver valuable occupational outcomes for individuals, helping people to make speedy recoveries from problems, reduce stress, improve job performance, develop positive attitudes, and sustain high levels of wellbeing and happiness at work.

Resilience has commercial implications for businesses too, especially during times of change. To some degree, the downside of change is inevitable, even in highly successful organisations. Whenever human communities are forced to adjust to shifting conditions, pain is present. Therefore, having employees who are resilient under duress, and who can adapt quickly to changing circumstances, can benefit not only individuals but also the organisation as a whole.

What is The Resilience Questionnaire™?

The Resilience Questionnaire focuses on the aspects of an individual's patterns of thinking, preferences and behaviour that affect their ability to respond positively to setbacks and challenges. The tool has a developmental focus, providing information about how each component of an individual's 'resilience profile' can be developed, as opposed to assessing whether an individual is resilient or not.

The online questionnaire covers eight components of resilience, which have been identified through extensive research:

- Self belief
- Optimism
- Purposeful direction
- Adaptability
- Ingenuity
- Challenge orientation
- Emotion regulation
- Support seeking

The feedback report provides participants with a summary of their results for the eight components of resilience, together with options for developing each one. Individuals' responses to the questionnaire are compared to those of a norm group, allowing respondents to understand how their levels of resilience compare with other people who have completed the test previously.

The Resilience Questionnaire can be integrated into a range of talent management activities including:

- Coaching
- Self-development workshops
- Blended learning
- Team development
- Development centres
- Development of high potentials
- Redeployment, restructure and downsizing
- Graduate development and onboarding
- Organisational change
- Management and leadership development
The Resilience Questionnaire™ in Action

Hosted on a&dc’s Apollo™ online platform, respondents simply require internet access in order to participate. On average, it only takes 10-15 minutes to complete the questionnaire.

The questionnaire is suitable for any type of role and specific norm groups are also available for sales/customer support staff, first line/middle managers, executives/senior managers and non-management staff.

Using The Resilience Questionnaire

- Our simple registration process allows in-house practitioners to set up Resilience Questionnaire projects and invite participants to complete the questionnaire.
- For maximum benefit, one-to-one report feedback should be offered to each participant by a suitably qualified practitioner within your organisation. Alternatively, we can provide this feedback for you, either face-to-face or by phone.
- Practitioners who intend to use the questionnaire independently of a&dc support will need to declare their qualifications on registration and may be required to attend a training course.
- a&dc can provide a managed service on your behalf and provide you with reports according to the deadlines you set.
- To reflect your organisation’s brand, participant and administrator sites and feedback reports can also be customised.

The Resilience Workshop™ and The Resilience Workbook™

To give delegates further understanding of their resilience profile, so that they can develop their ability to deal with challenges, setbacks and change at work, the questionnaire can be supported by:

The Resilience Workbook™, Thriving in Challenging Times. Focused on assisting a person to learn and embed key strategies so that they can effectively deal with challenges, setbacks and change at work. If one-to-one feedback is not feasible, the Resilience Questionnaire and Workbook can be used as a low touch and inexpensive alternative solution.

The Resilience Workshop™. Consists of practical and interactive sessions, providing delegates an in-depth

The Engagement Questionnaire™

a&dc’s Engagement Questionnaire has been designed to precisely measure employee engagement and identify solutions to enhance engagement within your organisation. Developed using leading edge research, the questionnaire provides an insight into the current state of employee engagement, what is driving and potentially hindering that engagement and whether employees are demonstrating positive engaged behaviours.

Contact Us

For further information on The Resilience Questionnaire and its wider use in supporting personal effectiveness, learning and development, employee engagement and coaching, please contact us:

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