

0 = Strongly disagree, 1 = Somewhat disagree, 2 = Somewhat agree, 3 = Strongly agree

1	I approach new situations with enthusiasm.
2	I enjoy achieving the goals I have set.
3	I can apply the organization's values to my work.
4	I express my feelings appropriately.
5	I enjoy learning new things.
6	I take responsibility for my results.
7	I ask for support when I need it.
8	I recognize when I am stressed.
9	I believe I can influence the direction I take in life.
10	I actively maintain contact with others.
11	I eat a well-balanced diet.
12	I take time out for myself when needed.
13	I think challenges offer me some lessons.
14	I know my own strengths & weaknesses.
15	I know how to relax under pressure.
16	I have a positive view of my future.
17	I have a plan for my work tasks.
18	I keep myself physically fit.
19	I am able to retain a positive outlook during change.
20	I know what the purpose of my job is.
21	I build strong networks.
22	I am realistic about what is possible.
23	I show empathy to others' difficulties and concerns.
24	I have a strong set of beliefs that I follow.
25	I am generally optimistic.
26	I bounce back from difficulties.
27	I act when opportunities arise.
28	I act decisively when things are not working.
29	I undertake activities outside work for my own enjoyment.
30	I organize my time and prioritize tasks.

0-20	<p>You struggle with change and uncertainty and might find things feel stressful at times when these are happening. You probably prefer life to be a bit more certain and stable so that you can relax and look forward to things. It is possible you find yourself spending a lot of time feeling as though everything is a struggle. You may feel that things "happen" to you and around you because you have no control or influence. You can definitely help yourself by identifying areas where you want to make improvements. You may find it helpful to develop a plan of action and maybe, even get someone to support you with it as a coach or mentor.</p>
21-45	<p>You have some skills and strategies for handling pressure, tough times, and difficulties. However, they probably tend to come and go, especially if you feel as though things are mounting up. When this happens, you find it harder to think and act positively and may have difficulty coping with the demands you feel are being made of you. Think about where you can take some actions to raise your scores and start increase your personal resilience.</p>
46-70	<p>Many people would probably think that you are quite good at dealing with change, challenge, and pressure because you usually are able to use your resources to do so. On balance, you are more positive in the way you view things and able to handle set-backs without getting too down about life. Being able to do this some of the time does tell you that you could do it even more often and become even more resilient and stronger in the face of pressure or difficulties. Think about specific elements that might need attention and plan to start doing something about them.</p>
70-90	<p>You have a number of skills and personal qualities which help you to cope with pressure from whatever source. In fact, you probably quite enjoy challenge and change and handle yourself confidently. You recognize that you are able to take responsibility for yourself, your thoughts, and your feelings. This helps you maintain a resilient attitude and to stay positive and have a strong sense of purpose and direction.</p>