



New Resilience Scale

Report for:

Sample

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The New Resilience Scale

In difficult working environments, excessive job demands and unforeseen difficulties can severely compromise both the performance and safety of personnel. Thus it is essential that people adjust quickly to their given situation and fully recover from negative events in order to make the best possible judgments. This process is indicative of resilience and that resilience may not necessarily resemble a trait characteristic. By understanding resilience as a process it enables us to develop an appropriate resilience measuring tool and provides an impetus for screening of resilience in selection procedures and personal development.

The New Resilience Scale (NRS) was developed to provide an understanding of the resilience concept, to enable it to be measured and to provide a basis for resilience training.

Definition of Resilience

Many people have encountered an adverse experience at some point in their lives. Yet, some bounce back quickly while others endure the negativity for a longer duration. The distinguishing factor is the level of resilience. Resilience has been widely defined as the ability to adapt to the changing environment and bounce back from adversity and personal setbacks. In clinical and psychiatric contexts, resilience has also been recognised as a measure of stress coping ability. Resilience has also been expressed as competence as it embodies the personal qualities of an individual that enables them to thrive in difficult circumstances. It is a different construct to Personality, but our research suggests that resilient people adapt more successfully in response to major life events and traumatic experiences. Research also shows that Resilience is not necessarily related to cognition, or intelligence. The five Dimensions of Resilience measured by the NRS are:

- Threat Perception
- Adjustment
- Decision Making
- Coping
- Recovery

which all contribute to Overall Resilience (the ability to continue to succeed in difficult situations)

Your NRS Scores

Overall Resilience

The capacity to fully recover from negative events in order to make the best possible judgments.

Score 347, Above Average.

(Above average range: 346 - 359)

This level of resilience indicates that you may find it easier than others to succeed when faced with challenges and problems and to cope in stressful situations.

Resilience Dimensions

Threat Perception – perceptive ability or situational awareness, awareness of potential or actual problem or threat and formulating a plan to continue (*being aware of the situation and noticing problems when they arise*).

Score 68, High.

(High Range: 67-72)

Individuals with this level of threat perception may be much more aware of their environment than others and notice problems before they arise and will quickly plan their way forward.

Adjustment – able to adjust when unexpected events cause disruption, assessment of recovery options, flexibility and openness to new circumstances (*being flexible and open to new circumstances, recognising when a new approach to a problem is needed*)

Score 73, Average.

(Average Range: 65-73)

This level of adjustment capacity indicates an average level of ability to continue in the face of difficult circumstances and an average level of ability to assess recovery options, with a degree of flexibility and openness to new circumstances.

Decision Making - decision making of recovery action, able to make clear decisions when in stressful situations (*making good decisions under pressure, assessing the available options and choosing the one that is most conducive to recovering from the problem*)

Score 69, High. (Decision Making Range: 69-74)

Individuals at this level of decision making may make very good decisions under pressure; quickly assessing many available options and choosing the one that will best help recover from the problem.

Coping - the capacity to deal with difficult issues as they arise, put stressful events into perspective, operation of one's recovery coping mechanisms and accepting that a change in approach or strategy is required, so that stressful events are less likely to have a negative impact (*enacting the option chosen, applying the chosen actions to the problem at hand*)

Score: 70, Average.

(Average Range: 66-74)

At this level of coping, individuals have an average capacity to deal with difficult issues as they arise, put stressful events into perspective, operate recovery coping mechanisms and accepting that a change in approach or strategy is required, so that stressful events are less likely to have a negative impact. They can often apply the chosen solution to the problem at hand.

Recovery - -- planning effectively and returning to normal activity quickly after hardship or negative situations(*regaining strength and resilience after the problem is dealt with*)

Score 67, Average.

(Average Range: 67-75)

Individuals at this level of recovery may find that they regain strength and resilience soon after their problems are dealt with. They have an average ability to plan effectively and return to normal activity after hardship or negative situations.

Further support

The test results and report provide an accurate measure of your resilience and indicate the areas of your resilience which might be improved. However, if you would like to speak more about the results or investigate further you may wish to utilise the one to one counselling service on this site.