

## Resilience questionnaire

The Care Management Group developed this questionnaire to explore how resilient staff are. You can use this questionnaire in your organisation and/or team. You could complete it about staff, or you can ask them to do it themselves, and use the answers to identify what you need to do and/or change to build staff resilience.

Read each statement and rate yourself, or the person you're assessing, on a scale of one to 10. One is the lowest score and means that you/they don't do the statement, and 10 is the highest score which means that you/they do the statement.

This questionnaire is taken from Skills for Care's 'Developing resilience in practice' guide: [www.skillsforcare.org.uk/ResiliencePractice](http://www.skillsforcare.org.uk/ResiliencePractice).

Section	Statement	Points
<b>Coping with pressure</b>		
P1	Focuses attention on what's happening now, not what might have been	
P2	Looks forward, not back	
P3	Deals with pressure in a positive way so that it does not become stress	
P4	Understands themselves well enough to know what causes them stress	
P5	Sets achievable goals	
P6	Understands failure is an opportunity to learn and be creative.	
<b>Realistic optimism (i.e. a positive approach)</b>		
O1	Is realistically optimistic	
O2	Takes into account all of the facts to come to a balanced view	
O3	Focuses on what's happening now rather than thinking about the past	
O4	Knows their own strengths	
O5	Recognises the strengths of other people	
O6	Sees change as an opportunity rather than a problem	
<b>Focusing on solutions</b>		
S1	Enjoys solving challenging situations	
S2	Involves others in finding and implementing the solution	
S3	Gets on and sorts out difficult situations	
S4	Is a proactive planner and organiser	
S5	Takes decisions as soon as sufficient facts are known	
S6	Always wants to find out more	

Taking responsibility for yourself		
R1	Takes responsibility for those issues and people within their control	
R2	Influences situations and people that affect their work	
R3	Changes the things that they can and accepts the things that they cannot change	
R4	Knows when a piece of work is good enough	
R5	Recognises their own strengths	
R6	Enjoys resolving challenges and challenging situations	
Open and flexible		
F1	Thrives on uncertainty	
F2	Can see the benefits of change objectively	
F3	Listens and learns	
F4	Empathises with others whilst maintaining detachment	
F5	Changes their mind if they find a better way	
F6	Has close friends that they talk to about their feelings	
		<b>Total</b>

Look at the statements that scored low and think about how you can improve them. You could discuss the answers in supervision or team meetings, and use them to develop a learning and development action plan.