

Personal Resilience at Work – Self Assessment

The Resilience at Work (R@W) model resonates with almost all occupations and with every level of seniority within organisations. It provides a high-level roadmap that is simple enough to be easily communicated and understood, yet comprehensive enough to guide and facilitate in-depth reflection. What creates resilience in any one situation will be unique to each of us. The reflection toolkit blends what we know about thriving and occupational stress and provides a systemic framework that considers the complexity of resilience in the work context. The research study behind the toolkit was informed by extensive practitioner experience and considers organisational needs. Resilience can, by its very nature, be complex but a model is a good way to start the conversation. Let us look at a summary of the seven components.

R@W MODEL OF RESILIENCE



Living Authentically

Knowing and holding on to personal values, deploying strengths, and having a good level of emotional awareness and regulation.

Finding your Calling

Having work that offers purpose and a sense of belonging.

Maintaining Perspective

Staying optimistic and keeping a solution-focus when things go wrong. Reframing setbacks and minimising the impact of any negativity.

Mastering Stress

Having work and life routines that help you manage everyday stressors. Working to create life-work balance and ensuring time for relaxation.

Interacting Cooperatively

Seeking feedback, advice and support including providing support readily to others.

Staying Healthy

Maintaining a good level of physical fitness, having a healthy diet and getting adequate sleep.

Building Networks


















Developing and maintaining personal and professional support networks needed at home and at work to perform well in your job.

Guidelines: Using the table overleaf review the seven components and provide a self-rating (√) for each definition using the following scale:

Achieving, no issues or concerns	Could improve or develop further	Not currently fulfilling
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Come to the workshop prepared to share and discuss your reflections using examples for each component. Where applicable, development actions for each area scored **amber** or **red** will be encouraged as part of the overall reflection.

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Living Authentically	Finding Your Calling	Maintaining Perspective	Mastering Stress	Interacting Cooperatively	Staying Healthy	Building Networks
<p>Harnessing Personal Strengths</p> <ul style="list-style-type: none"> Engaging in our strengths at work is both energising and satisfying. 	<p>Having a Purpose</p> <ul style="list-style-type: none"> A belief in what we are doing enhances our resilience at work. 	<p>Being Optimistic</p> <ul style="list-style-type: none"> A sense of optimism is highly connected to resilience - positivity with a plan! 	<p>Managing Time and Workload</p> <ul style="list-style-type: none"> Being on top of work challenges often involves effective time management. 	<p>Supporting Others</p> <ul style="list-style-type: none"> We cannot expect others to support us if we do not reciprocate. Mutual support fosters resilience 	<p>Investing in Exercise</p> <ul style="list-style-type: none"> If you have a busy work and out of work life, investing in your physical energy will assist you manage demands placed on you. 	<p>Having a 'Team You'</p> <ul style="list-style-type: none"> Having a network of people to support us assists resilience as we feel practically and emotionally that we are not alone. 
<p>Aligning your Values</p> <ul style="list-style-type: none"> Our values are our personal preferences representing what is important in our life. 	<p>Feeling Connected</p> <ul style="list-style-type: none"> A sense of belonging can enhance our resilience. We all need to feel part of a team. 	<p>Reframing Setbacks</p> <ul style="list-style-type: none"> When we experience setbacks, it is important to let go of what we cannot control and focus on what we can influence. 	<p>Recovering at Work</p> <ul style="list-style-type: none"> Being able to engage in 'reset' and renewing activities during the working day assists in managing pressure. 	<p>Seeking Feedback</p> <ul style="list-style-type: none"> We cannot be adaptable at work if we are not open to seeking and acting on feedback 	<p>Getting Enough Sleep</p> <ul style="list-style-type: none"> Sleep impacts on both our psychological and physical wellbeing 	
<p>Managing Personal Emotions</p> <ul style="list-style-type: none"> Emotional reactivity can impact on our own sense of resilience, and influence how others perceive us. 			<p>Creating Work-Life Integration</p> <ul style="list-style-type: none"> Resilience can be impacted when we feel work is intruding in important aspects of our life. 	<p>Asking for Help</p> <ul style="list-style-type: none"> Being willing to ask for support when we need it builds resilience 	<p>Eating Well</p> <ul style="list-style-type: none"> Nutrition is highly connected to our energy levels 	
			<p>Recovering at Home</p> <ul style="list-style-type: none"> What we do outside of work can offset the pressure we experience at work 