

## Resilience Capabilities

Capabilities	
Self-Belief	Creativity
Realistic optimism	Tenacity
Sense of purpose	Emotional Control
Agility	Support orientation

### Resilience – questionnaire content

#### Self-Belief

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Adapts behaviour and approach when the situation demands it

- Demonstrates strong self-belief without being arrogant
- Knows their strengths and the strengths of those around them
- Shows quiet confidence and determination in difficult times
- Creates an atmosphere of confidence in the face of adversity

#### Realistic optimism

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Faces the reality of situations with a positive mind-set

- Sees challenges as opportunities to learn and develop
- Has a "can do" attitude when facing obstacles and difficulties
- Is pragmatic and faces issues head-on
- Gets to the heart of the issue quickly in order to find the best solution

#### Sense of purpose

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Finds the meaning in what they do and articulates their purpose clearly

- Reminds people of the vision and end goal during tough times
- Consistently deals with issues from a strong set of values and beliefs
- Creates meaning for others to engage them in achieving difficult tasks
- Stays the course despite setbacks and obstacles

#### Agility

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Adapts approach and behaviour as the situation demands

- Recognises when a change of direction is the best way forward
- Modifies behaviour and approach in difference situations in an authentic way
- Embraces change and is not tied to tried and trusted methods
- Is willing to find alternative ways of achieving goals

## Creativity

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Generates solutions and ideas and inspires creativity in others

- Looks at situations from multiple perspectives
- Encourages others to contribute ideas and share experiences
- Finds creative ways to work with limited resources or options
- Views conflicts or problems as opportunities for creativity and innovation

## Tenacity

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Doesn't give up easily but sees challenges as opportunities for growth and learning

- Takes setbacks in their stride and views them as an inevitable part of the journey
- Encourages others to keep going in tough times
- Takes action to improve situations rather than hoping things will get better
- Regularly reviews the cost benefit of pursuing a difficult path

## Emotional Control

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Regulates their emotions in times of difficulty and projects a sense of calm

- Is a source of strength in uncertain times
- Projects a sense of calm when under fire
- Keeps things in perspective and helps others do the same
- Remains rational and measured in the face of time pressures

## Support Orientation

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Sees value in getting support when needed and offers it freely to others

- Is comfortable in asking others for help when needed
- Encourages team members to support each other
- Willingly offers support and encouragement to others
- Is approachable and listens well to others