



Right now, how resilient are you?



Kirros Consulting

## Resilience building for professionals

Name: **SAMPLE-2** | Organisation: **Private Sector** | Date: **21.03.2022**

Resilience is the process of managing and adapting positively to significant sources of stress, it's bouncing back from adversity and growing as a person, even after difficult or traumatic experiences.

**The Resilience Quotient Inventory™** provides you with feedback on your resilience and offers practical guidance on how to build even greater resilience.

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# INTRODUCTION

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## What is Resilience?

Resilience is the process of managing and adapting positively to significant sources of stress, it's bouncing back from adversity and growing as a person, even after difficult or traumatic experiences.

## Why is it Important for Personal Development?

In a world of growing demands and increasing uncertainty, personal resilience has never been more important. Many people now believe that resilience is a vital ingredient of success, whether you're a young graduate, an Olympic athlete or a senior executive. Fortunately, resilience is not a fixed characteristic; it's something you can learn and strengthen over time. That's what this report is all about.

## The Six Elements of Resilience

We have developed the Six Elements of Resilience© to capture the key thoughts and behaviours that are proven to enhance resilience:



**The Elements (or composite scales) are further divided into a series of sub-scales. Your scores for each of the Elements and sub-scales are provided in the following sections.**

## Your Report

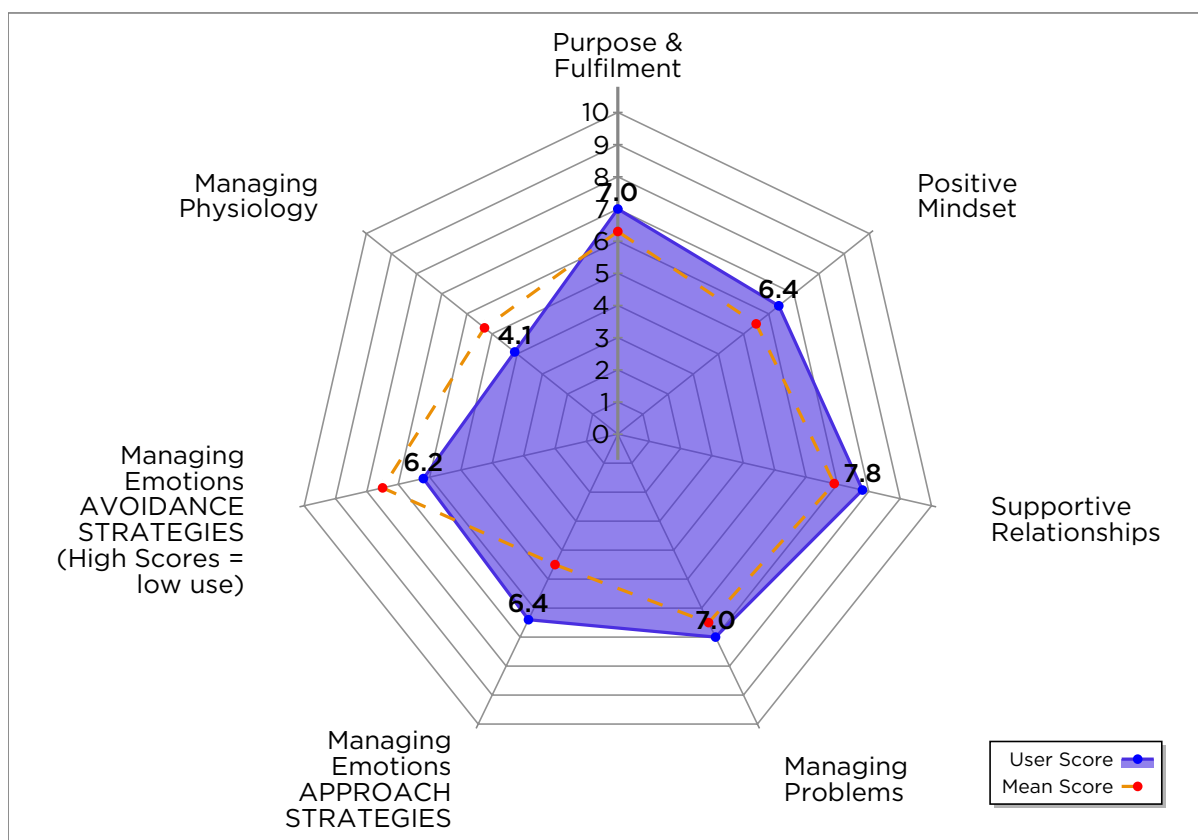
This report also provides commentaries on your scores. These highlight your strengths and potential development areas. (We believe building on strengths is just as important as working on development areas!). Your report also contains recommended resources and activities for ongoing learning. You'll find these and other resources in our e-learning portal: <https://www.myrqi.com/RQi/resilience-resources>. PLEASE NOTE: You'll need an account to access the resources. If you don't have an account, please email [team@kirros.com](mailto:team@kirros.com).



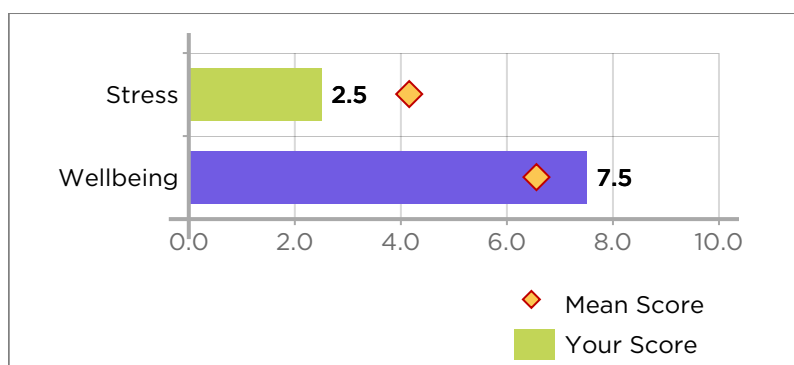
## SIX ELEMENTS OF RESILIENCE

Your scores for the Six Elements (or composite scales) are indicated below. All the scores are adjusted to the same 1-10 scale, where 10 is more strongly associated with resilience. Your scores (blue area) are compared to the mean score (dashed line) from our sample<sup>1</sup>. Please note: Managing Emotions is split into two: Approach and Avoidance Strategies. The difference between these two is explained in more detail below.

Your scores for Stress and Wellbeing are indicated in the bar chart at the bottom of the page. The Stress score reflects how much you perceive your current life circumstances to be stressful. Low scores = low stress. Your Wellbeing score reflects how happy, satisfied, and contented you are with your life at the moment. High scores = high wellbeing.



### WELLBEING INDICATORS



<sup>1</sup>Mean scores are calculated from a sample of working adults in the UK (n = 1,007) who completed the RQi questionnaire between Dec 2015 and Jul 2016. The sample is broadly representative of the working population in terms of age, gender, geographical location and management responsibility. For more information about the sample please email: [team@kirros.com](mailto:team@kirros.com).

# PURPOSE & FULFILMENT

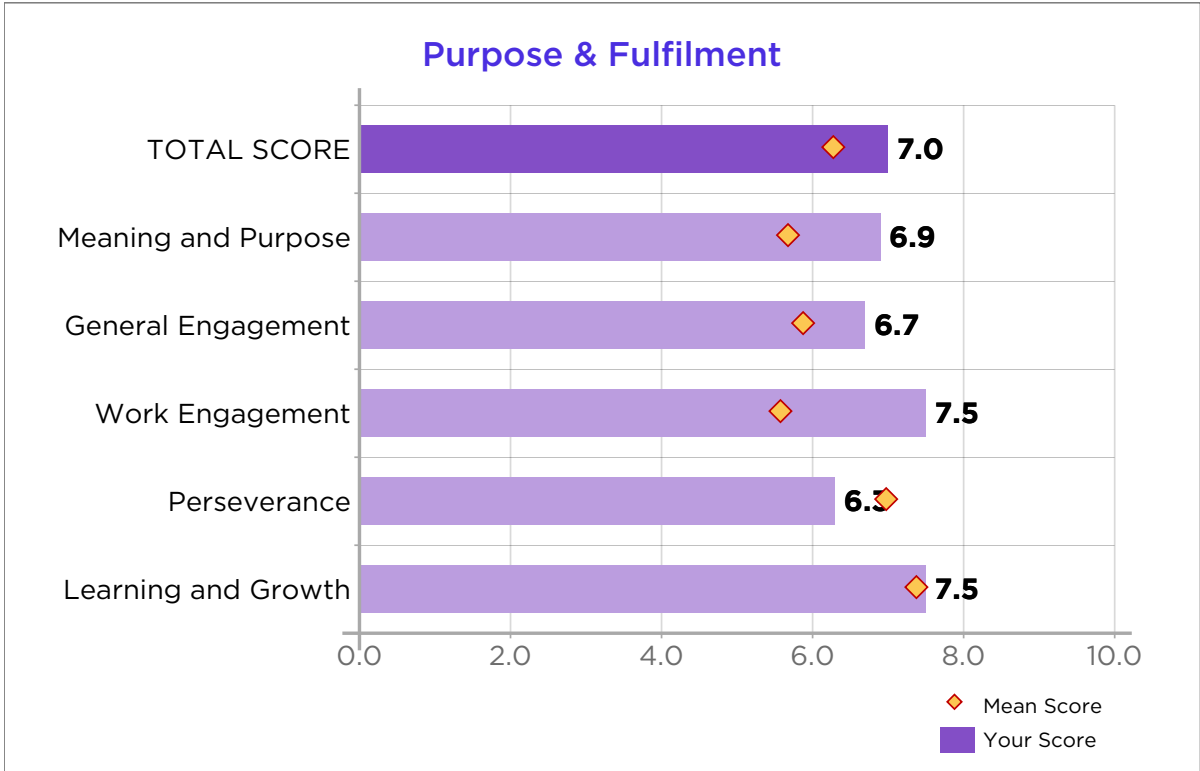
This Element is about being engaged in goals and activities that bring you a sense of satisfaction, meaning and purpose in life. It also reflects how much determination you show in pursuing long-term goals and how much you believe you are growing, developing and realising your potential as a person. This is similar to the concept of Self-Actualisation.

NOTE: The items used to measure Meaning and Purpose are from the Meaning in Life Questionnaire (MLQ)<sup>2</sup> and are provided as a free supplement in this report by Professor Michael F. Steger.

## Explanation of Sub-Scales

- **Meaning and Purpose** is having a sense that your life has meaning and purpose; pursuing goals that you believe are meaningful and worthwhile.
- **General Engagement** is enjoying and gaining satisfaction from what you do in life, especially activities linked to your hobbies and wider interests.
- **Work Engagement** is a measure of how much interest, motivation and enthusiasm you report for your work at the moment.
- **Perseverance** refers to the level of determination you show in pursuing long-term goals, even in the face of obstacles and setbacks.
- **Learning and Growth** is about being open to new experiences; growing in selfknowledge and effectiveness and having a sense that you are realising your potential as a person.

## Your Scores



<sup>2</sup>Steger, M. F., Frazier, P., Oishi, S., & Kaler, M. (2006). The Meaning in Life Questionnaire: Assessing the presence of and search for meaning in life. *Journal of Counseling Psychology*, 53, 80-93.

## Commentary on Your Scores

Your score suggests you're involved in many activities that bring you a great sense of Purpose and Fulfilment in life. This is important from a resilience perspective, as people who really enjoy and believe in what they do are better equipped to deal with setbacks and failure. If you feel you're on the right path, setbacks are less likely to push you off course. You also believe you've developed a lot as a person over the years and are open to further learning, development and growth. This is also important from a resilience perspective as people who are open to new learning are more likely to see change as an opportunity rather than a threat.

The one area in which your score is lower than average is Perseverance. This may reflect that you are quick to stop the things you don't enjoy. It may also indicate that you have an opportunity to review and/or re-define your goals to boost your sense of purpose. The activities in the next section will help you strengthen this Element further.

## Suggested Resources and Activities

- **Identify your strengths and use them more** - One way to strengthen this area is to identify your strengths (or natural talents) and find new and interesting ways to apply them. This may relate to activities in work or in your home life. According to psychologist Donald Clifton, one of the originators of strengths-based development, strengths can be defined as "patterns of behaviour, thoughts and feelings that produce high levels of satisfaction, energy and progress towards excellence". Whilst you may already be clear on what your strengths are, it's also helpful to gather feedback from others or use self-assessment questionnaires as a guide. There are several questionnaires that you can use to identify strengths, including the free Values in Action (VIA) Survey. The VIA Survey identifies so-called "character strengths", such as judgement, leadership and courage. Having identified your strengths, the next step is to explore ways to utilise them further. To learn more, you can download our guide here: <https://tinyurl.com/VIA-FAQs-2022>. If you'd like to complete the survey straight away, go to: <http://kirros.pro.viasurvey.org>. If you'd like a more detailed personalised VIA Report, please send an email to: [team@kirros.com](mailto:team@kirros.com).

- **Set goals and learn from your mistakes** - Recent studies have found that people who set goals, take action and learn from their mistakes show greater Perseverance and greater resilience. Goal setting lies at the heart of personal development and it makes an important contribution to several of the characteristics we measure in the RQi (e.g. Optimism and Self-Confidence). If you haven't done so recently, we recommend taking time-out to define your goals in all the major domains of your life, e.g. work/career, home life (e.g. where you live) and health/wellbeing. Have a look at our guide to goal setting: <https://tinyurl.com/goal-setting-techniques-2022>; this will help you set realistic and motivating goals. The most obvious and direct route to achieving a goal isn't always the best one. Even when you've established the right action plan, you may not succeed first time around. To maintain motivation to pursue your goal, it's important to see setbacks and mistakes as a learning opportunity, rather than as evidence of personal shortcomings. When something goes wrong, it's helpful to ask yourself a series of reframing questions, e.g.: - "What went well?" - "What have I learned from the situation that will help me in the future" - "What will I do differently next time?" - "How will I adjust my goal and action plan?" To learn more, we recommend the following book by John Kay: *Obliquity: Why our goals are best achieved indirectly*. Profile Books; Main edition (2011). [PF34]

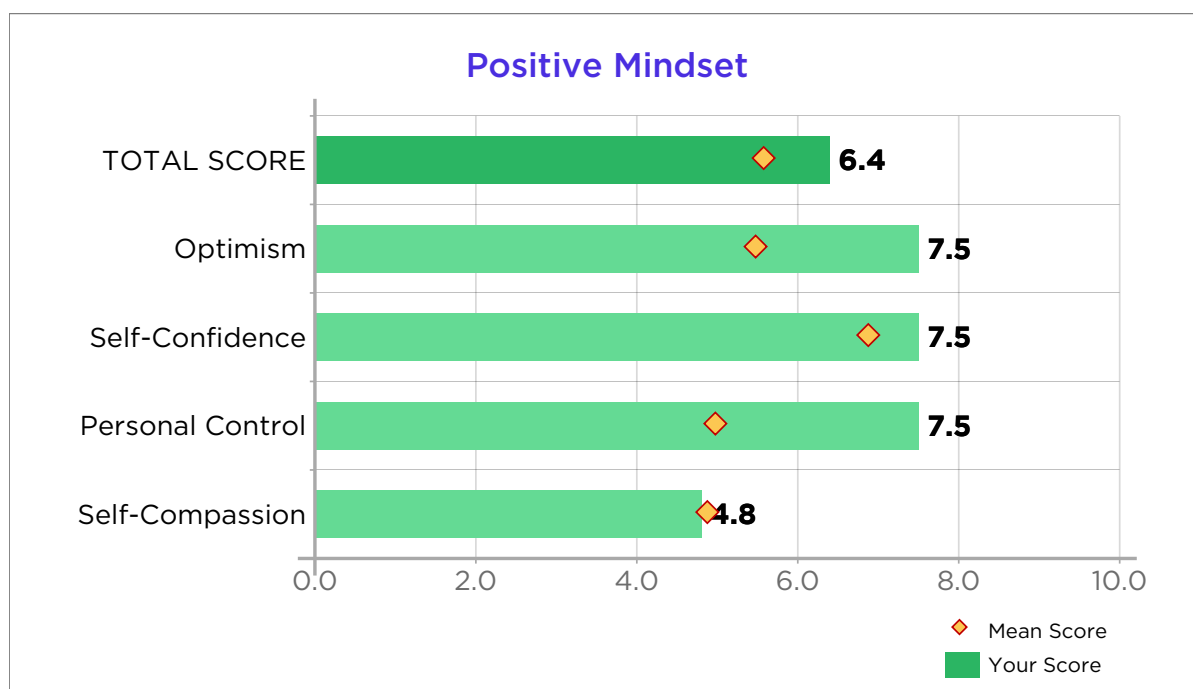
## POSITIVE MINDSET

Positive Mindset refers to the beliefs we hold about ourselves, other people and the world around us. Resilient people tend to hold certain beliefs, including Optimism, Self-Confidence, and Self-Compassion.

### Explanation of Sub-Scales

- **Optimism** is believing that more good things will happen in the future than bad things; it's also a belief that in times of difficulty, events will turn out well in the end. The higher your score on this scale, the more optimistic you tend to be.
- **Self-Confidence** is believing in your ability to solve problems and achieve desired outcomes. This is also described as self-efficacy. Efficacy is the power to have an effect; self-efficacy is the belief that you have the power to have that effect. The higher your score for this sub-scale the more you believe in your ability to solve problems and achieve your goals.
- **Personal Control** is believing that you are largely in control of your circumstances. People with high scores for this sub-scale tend to believe that what happens to them in life is down to them. People with low scores for Personal Control tend to be more fatalistic; they believe their personal circumstances are strongly influenced by fate and/or other people.
- **Self-Compassion** has three elements: (1) taking a kind and non-judgmental attitude towards one's perceived inadequacies and flaws (rather than being harshly self-critical), (2) recognizing that one's own painful experiences are part of the wider human condition (rather than feeling isolated from others) and (3) being mindful (or aware) of one's suffering and maintaining an objective view of it (rather than over-identifying with painful experiences).

### Your Scores



## Commentary on Your Scores

You maintain a strong Positive Mindset, even in the face of adversity and change. You have an optimistic outlook and are confident in your ability to deal with the unexpected and resolve problems as and when they arise. This represents part of the foundations of resilience, as people with a strong Positive Mindset tend to use more effective coping strategies, such as Planning, Taking Action and Positive Reframing. You're likely to be happy with your life at present and if not, you feel confident that you'll be able to change if necessary.

There are also occasions, especially when things don't go to plan, that you blame yourself and become critical of your perceived flaws and inadequacies. In these situations, you may also feel alone and less connected to others. Some people use self-criticism as a motivational strategy, holding themselves accountable to high standards. However, excessive self-criticism can often backfire, as it encourages us to focus on so-called failures and shortcomings instead of our strengths and the small ways we could have improved. As a consequence, low Self-Compassion can erode Self-Confidence. To strengthen this area, we recommend a number of activities in the section below.

## Suggested Resources and Activities

- **Learn more about Self-Compassion** - Self-Compassion is similar to the concept of self-regard, which is a component of Emotional Intelligence. Self-regard is "the ability to appreciate your perceived positive aspects as well as to accept your negative aspects and limitations and still feel good about yourself. It is knowing your strengths and weaknesses and liking yourself warts and all." (The EQ Edge, by S. Stein [2011], p. 103). However, Self-Compassion goes further than self-regard, as it refers to active strategies for giving yourself the kindness and support you need in the face of personal failings. Kristin Neff, one of the world's leading experts in this area, says: "Instead of mercilessly judging and criticizing yourself for various inadequacies or shortcomings, self-compassion means you are kind and understanding when confronted with personal failings." In its simplest form, that involves reminding yourself that all human beings are fallible and it's OK to make mistakes. Self-Compassion is neither self-pity nor self-indulgence. You can learn more at Dr Neff's website: <http://self-compassion.org/>.

- **Get feedback on your strengths** - Seeking others' feedback on your strengths and weaknesses demonstrates a willingness to learn and gives you objective data to confirm whether your self-beliefs are in line with what others see. Identify those at work (a colleague or manager) who you know well enough to comment on your strengths and weaknesses. Ask them to list your strengths and weaknesses with specific observations or examples. Without looking at their list, write what you believe your strengths and weaknesses to be. Then compare lists. Look for differences and similarities between lists. Are there examples of where others didn't agree with your listed weaknesses?

- **Practise positive self-talk** - Notice the words and phrases in your self-talk, especially in times of high pressure or 'failure'. Notice if you tend to speak in absolute terms, with phrases like: "My presentations never go well" and "Why does it always happen to me?" Words such as "never" and "always" are examples of absolute or 'pressure' words. Work on actively changing these phrases to more positive self-talk by replacing them with statements like: "I've delivered many presentations that have gone well," or "things didn't work out that time, but I learned a lot that I can use next time." Accepting that human beings are fallible and that nothing new was ever discovered or invented without mistakes along the way, can be a great source of comfort in difficult times. For more guidance on this technique, you can download our Guide to Positive Self-Talk: <https://tinyurl.com/positive-self-talk-2022>.



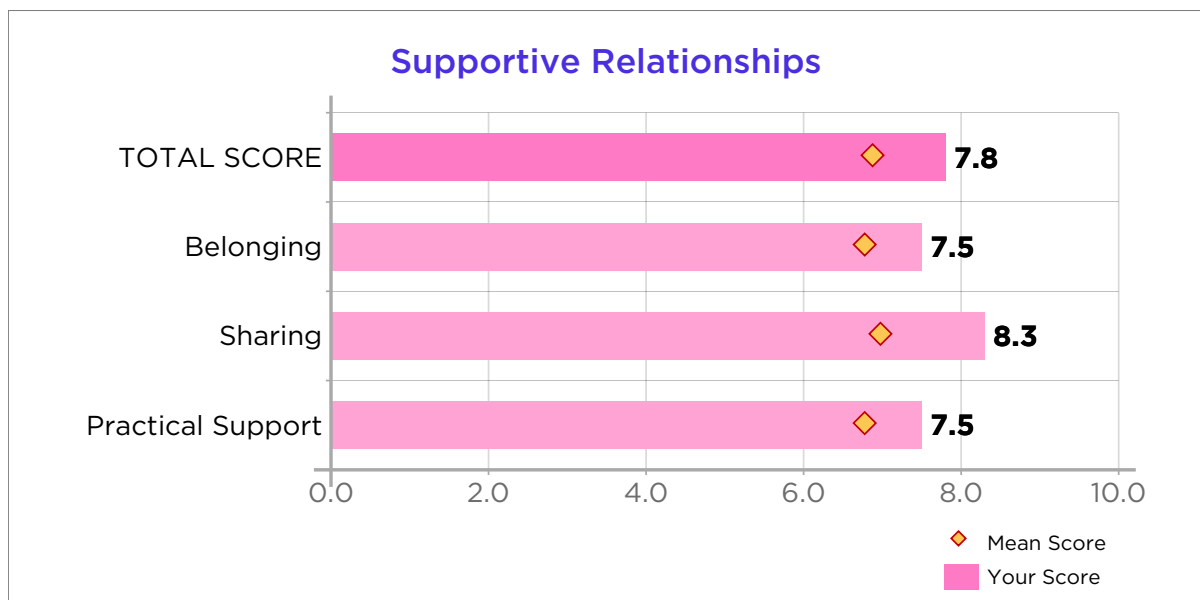
## SUPPORTIVE RELATIONSHIPS

This Element is about the strength of your social network and the benefits it can bring. Gaining support from family, friends and colleagues is a vital part of resilience. This Element is further divided into three sub-scales: Sharing, Belonging and Practical Support.

### Explanation of Sub-Scales

- **Belonging** refers to the availability of people around you with whom you can socialise.
- **Sharing** refers to the availability of others with whom you can speak about your problems and fears.
- **Practical Support** is about having people around you who can provide practical help and support when needed, e.g. with domestic tasks.

### Your Scores



### Commentary on Your Scores

Your score suggests you have a very strong social network from which you gain the benefits of companionship and support. Drawing on this support will act as an important buffer against stress when the going gets tough. People with high scores for Supportive Relationships are also likely to have good Emotional Intelligence (EI). EI is the ability to identify and manage your emotions and to use emotional information to guide thinking and behaviour. Another important element of EI is social competence. It seems you're good at understanding other people's moods, behaviours and motives and you use this information to help build and maintain good quality relationships with many people.

## Suggested Resources and Activities

• **Learn more about performance coaching** - Given your high score for Supportive Relationships, you may be in a good position to offer support to your colleagues. Depending on your level of experience in your current role, we recommend learning more about becoming a coach or mentor. If you're in a leadership position, these skills will help you inspire, support, and develop others. You can learn more about coaching and mentoring in our downloadable guide: <https://www.myrqi.com/sites/default/files/Guide-to-Coaching-and-Mentoring-2022.pdf>. If you'd like to learn more about how to apply EI for success in the workplace, we recommend the following book: The EQ Edge: Emotional Intelligence and Your Success 3rd Edition. By Steven J. Stein and Howard E. Book. Publisher: Jossey-Bass; 3rd ed. edition (15 Mar. 2013).

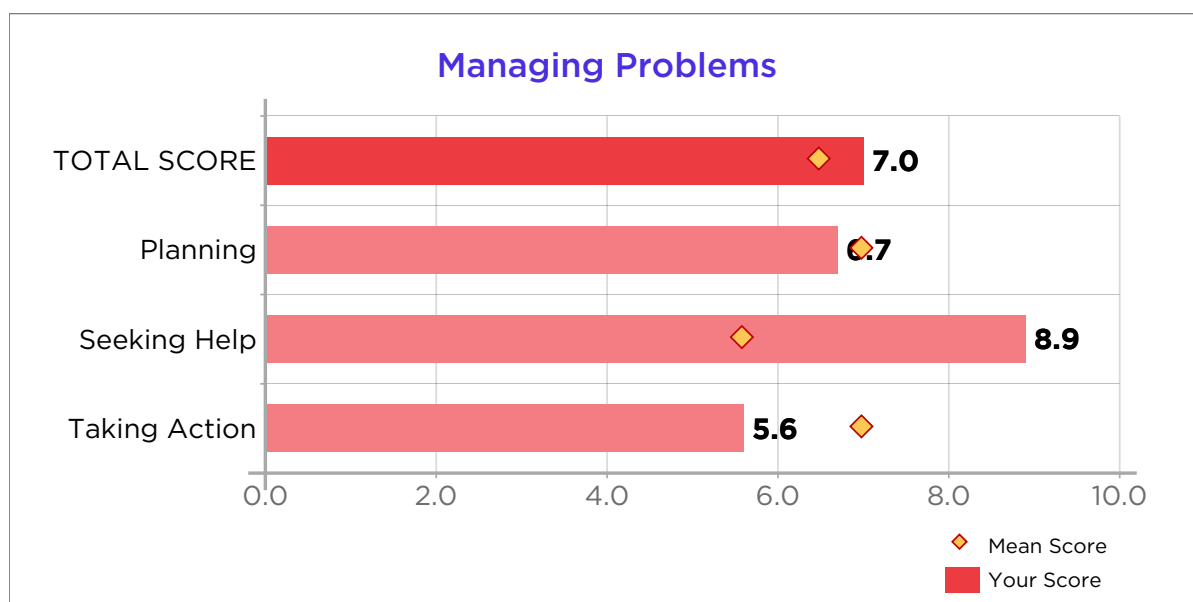
## MANAGING PROBLEMS

Managing Problems refers to the practical things we do to deal with life's challenges. This is also described as solution-focused coping. This Element is divided into three sub-scales: Planning, Seeking Help and Taking Action.

### Explanation of Sub-Scales

- **Planning** means looking objectively at your problems and then developing a plan to deal with them.
- **Seeking Help** is about seeking advice and gaining practical support from others. It's about talking through your problems with friends, colleagues or a line manager specifically to get help with finding a solution.
- **Taking Action** means taking practical steps to deal with a problem; it's when you put your plans into action.

### Your Scores



### Commentary on Your Scores

You look at problems objectively and develop clear plans to tackle the issues you face. You also show a strong preference for talking to friends and colleagues in search of help and advice. Whilst you generally put your plans into action without delay, there are occasions when you spend longer than necessary pondering on the best course of action and sometimes delay Taking Action. People in this situation sometimes find other, more enjoyable activities to do instead of tackling the problem at hand. If this sounds familiar, have a look at the exercises in the next sections for ways of minimising procrastination.

## Suggested Resources and Activities

Planning and problem-solving are essential for dealing with the unexpected problems in life. The planning process is also important as a preventative strategy too. A recent study in the US (with over 3,000 people), concluded that prevention is by far the most helpful strategy when it comes to managing stress\*. Doing things such as planning your day or year ("to avoid stressors before they affect you") were the strategies most strongly linked to low stress and high levels of wellbeing and success in the workplace. The strategies that were highlighted most often by people with positive outcomes in this study were:

- I keep an up-to-date list of things I'm supposed to do
- I spend a few minutes each morning planning my day
- I have a clear picture of how I'd like my life to proceed over the next few years

In fact, these strategies were more effective in reducing the risk of stress than practising structured relaxation techniques and managing negative thoughts (although these approaches are still helpful).

You'll find more resources at:

<https://www.myrqi.com/RQi/resilience-resources>.

\*Epstein, R. (2011). How to Fight a Frazzled Mind. Scientific American Mind. September/October 2011. [MP11]

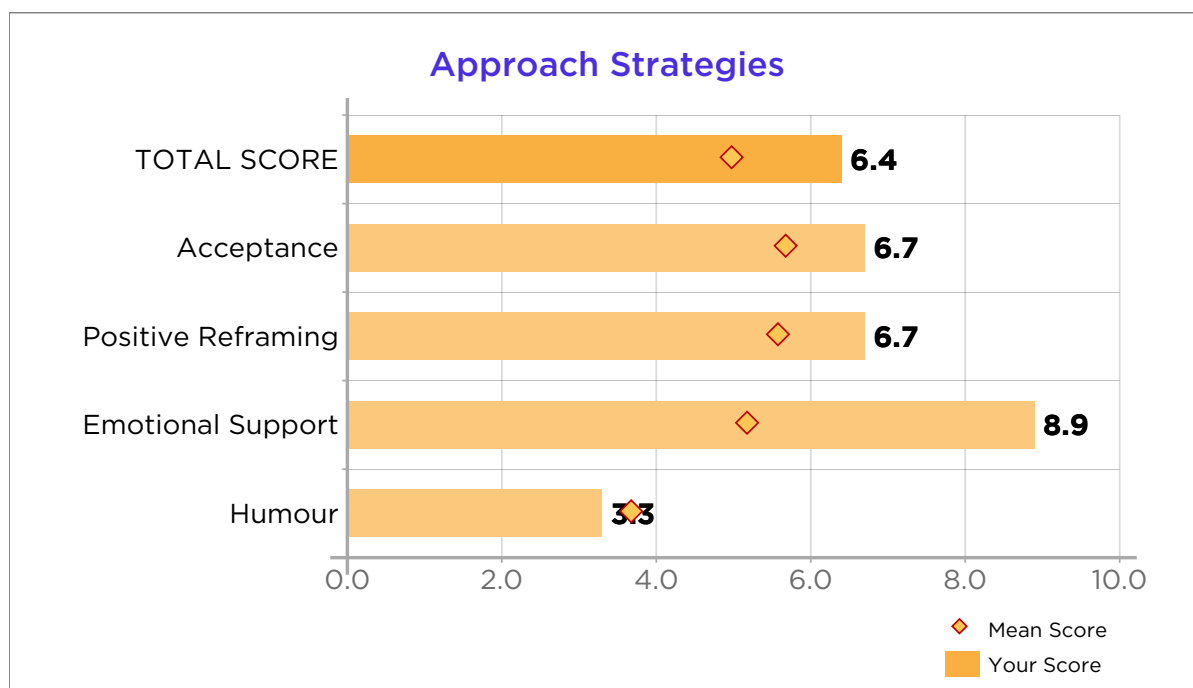
## MANAGING EMOTIONS - APPROACH STRATEGIES

This Element refers to the strategies that people use to help minimise negative emotions in the midst of stressful situations. 'Approach' means actively engaging with emotions. Approach Strategies are generally effective in managing stress as they help alleviate negative emotions without preventing us from tackling the problem at hand. This Element is divided into four sub-scales as described below.

### Explanation of Sub-Scales

- **Acceptance** is the opposite of Denial (see next section). It's accepting the reality of your situation. This is generally believed to be an effective coping response, in that a person who accepts the reality of a stressor is more likely to look for a way of dealing with it.
- **Positive Reframing** is seeing a stressful event in a more positive light; it's about looking for the good or the learning that can come from a stressful situation.
- **Emotional Support** is sharing your emotions with others. It involves talking about your feelings and getting moral support and understanding from those around you.
- **Use of Humour** is making jokes or laughing in the face of adversity.

### Your Scores





## Commentary on Your Scores

You use several effective strategies for managing stress. This is indicative of a flexible style, which means you use different strategies depending on the situation. Your score also shows that Emotional Support is particularly important to you. In many situations, this is indeed an effective way of coping. There is now good evidence to support the adage that "a problem shared is a problem halved." One recent study found that people who shared how they felt about a forthcoming stressful event (in this case making a speech) reported less stress and had lower levels of cortisol (a stress hormone) compared to those who didn't share. The greatest benefit came when feelings were shared with someone in a similar situation\*. You're also good at looking at difficult situations from different perspectives. This will help you manage and minimise difficult emotions and see multiple solutions to the problems you face.

\*Townsend et. al. (2014). Are You Feeling What I'm Feeling? Emotional Similarity Buffers Stress. *Social Psychological and Personality Science*, Vol. 5(5) 526-533.

## Suggested Resources and Activities

If you'd like to strengthen this Element further, here's a technique that's proven to help people in stressful jobs:

- **Gratitude Journaling** - This technique involves writing about recent events for which you are thankful. Besides people, gratitude can be felt towards objects or things, such as the physical environment or mother nature. In experimental studies, gratitude journaling has been shown to increase positive emotions, and reduce stress, anger, and depressive symptoms. In one study, participants were simply asked to write about "minor or important events for which you feel thankful ... For example, you may feel thankful that a colleague swapped work schedules with you or helped you in some way that made your job easier." Participants were asked to write about at least two such events per week for four consecutive weeks. There were two control groups in this study: one group wrote about their daily hassles and the other didn't write a journal. At the end of the study, participants in the gratitude group reported significantly less stress and fewer depressive symptoms than people in either of the control groups. There are several other studies that support these benefits.

In gratitude journaling, keeping a physical record is important—don't just do the exercise in your head. The things you list can be relatively small ("I got a free coffee in Pret.") or more significant ("My niece gave birth to a healthy baby girl."). Some studies suggest that writing in a gratitude journal three times per week might have a greater impact on happiness than journaling every day.

You'll find more resources at: <https://www.myrqi.com/RQi/resilience-resources>. [APS04]

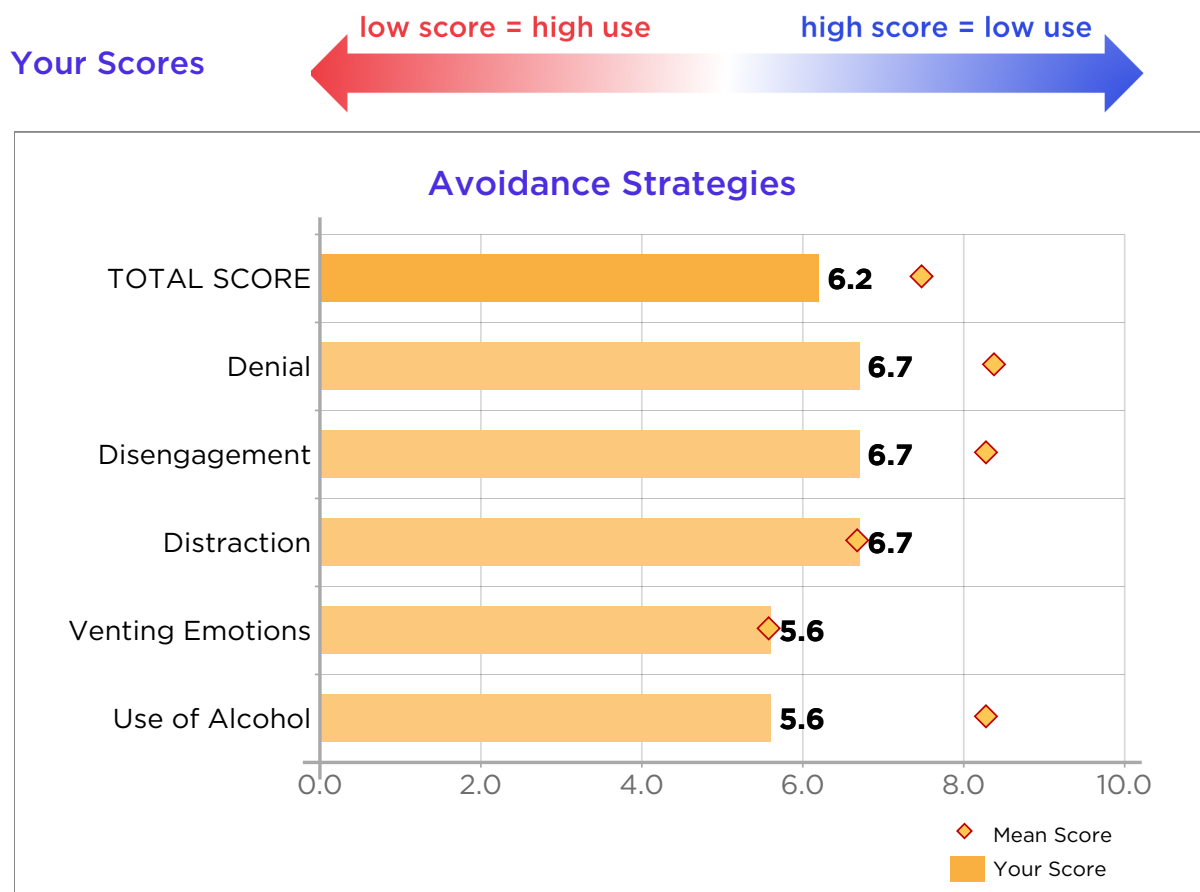
## MANAGING EMOTIONS - AVOIDANCE STRATEGIES

This Element refers to the so-called Avoidance Strategies that people use to alleviate unpleasant emotions. Whilst Avoidance Strategies can be effective in the short-term, they're generally less effective in the longer-term as they can prevent us from finding solutions to the problems we face. There are five sub-scales in this Element.

NOTE: Because Avoidance Strategies are generally less effective, the scoring in this section is reversed. Therefore, if your scores are high it means you tend not to use these strategies. If your scores are low, it suggests you do use these strategies.

### Explanation of Sub-Scales

- **Denial** is about pretending or acting as if the problem doesn't exist. Some people argue that Denial is helpful in minimising distress, thereby facilitating coping. Others believe that Denial is only useful in the early stages of a stressful event as it can be a block to coping later on.
- **Disengagement** is about reducing one's effort to deal with a stressor, even to the point of giving up. In many cases, disengagement occurs when we believe we can't cope with the challenges that arise when tackling a problem or pursuing a goal, so we give up.
- **Distraction** is when you get involved in other activities to try and take your mind off problems; e.g. watching television, reading, sleeping or shopping.
- **Venting Emotions** refers to the tendency to focus on whatever distress or upset one is experiencing and to express or vent those feelings to others.
- **Use of Alcohol** is a strategy that many people use to alleviate stress, but whilst drinking can make some people feel better in the short-term, it actually makes stress worse in the long run.



## Commentary on Your Scores

There are times when you use Avoidance Strategies to manage stress, which is likely to include Distraction, Denial and/or Venting. Whilst Avoidance Strategies can be effective in alleviating negative emotions (e.g. frustration or anger) in the short-term, they mainly provide symptomatic relief and don't tackle the root cause of the stress. Therefore, they tend to be less effective in the long-term.

There are also times when you use alcohol as a stress reliever. Many people drink alcohol as a form of Distraction. Some Distraction activities can be largely positive, like exercise. Other activities, like alcohol and 'retail therapy' are best used sparingly. The other issue with alcohol is that it can become a habit, in which case it becomes difficult to change and may be pursued for its own sake. In January 2016, the Department of Health released new guidance on alcohol consumption, advising men and women who drink regularly not to drink more than 14 units of alcohol per week. You can read more about the government's advice on alcohol here: <https://tinyurl.com/drinkaware-guidance>. To help manage or minimise use of these strategies, there are several activities recommended below.

## Suggested Resources and Activities

- **Talk to a confidante or coach** - Take time out to talk about your feelings, especially at the start of a challenging project or when you first feel frustrated. Identify a trusted friend, colleague, or a coach with whom you can share your feelings in confidence. (Many organisations have coaching and mentoring programmes. This is something to ask your line manager or HR Department about). If you want to complain about something, find a good listener who might offer you a different perspective on the situation, rather than someone who will take your side and agree with your complaints. It can be helpful to express your feelings; it's also good to move on to a discussion about solutions and the way forward. Repeatedly talking about a negative event can bring the negative feelings back.

- **Identify a goal and write it down** - The power of goal setting cannot be overstated. It has been referred to as the "most significant tool you can use for your successes" by Brian Tracy, a thought-leader in self-management and high performance. Take time out to reflect on what you want to achieve, or what you want to change in your life. Once you've decided on your goal(s), write them down. You can use our goal-setting sheet on SMARTER goals to help you:

<https://tinyurl.com/goal-setting-techniques-2022>.

One important tip is to write your goal in the positive - i.e. towards something you desire rather than away from something you wish to avoid. It's also good to capture the key benefits that your goal will bring. You can identify these by asking questions like: "what's important to me about this goal?" and "What will this goal bring me?" Your goals will be more motivating if they are consistent with your core values (such as honesty, fairness and contributing to society) and so-called intrinsic motivators, which include:

- (1) developing and strengthening skills ("competence")
- (2) strengthening social bonds ("belonging")
- (3) pursuing goals that are chosen by you, i.e. goals that are self-authored ("autonomy")
- (4) achievement or "success"

When you've defined your goal, write down the resources you have available and the actions you will take to achieve your goal. Once that part is done, think about the barriers you might face. Ask yourself: "how do I overcome these barriers?", "Who can give me support?" The section on 'Making Changes' at the end of this report will help you shape a goal and stay on track.

[AVS96]

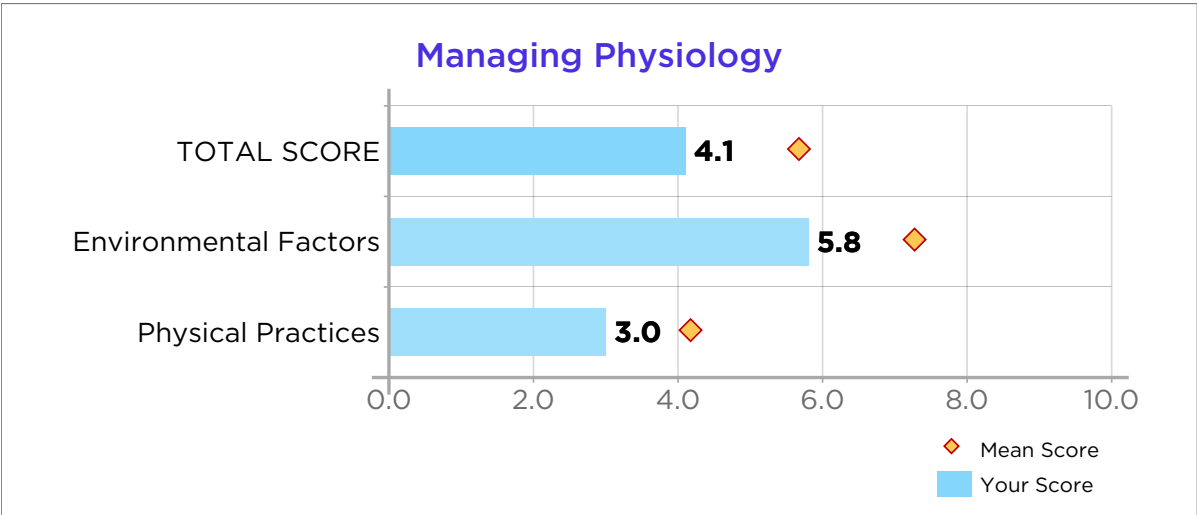
# MANAGING PHYSIOLOGY

This Element reflects how much your environment and lifestyle are likely to reduce your risk of physiological stress. Many aspects of our physical environment (e.g. access to daylight) and lifestyle (e.g. participation in structured relaxation exercises) have a direct impact on stress. This Element is divided into two sub- scales: Environmental Factors and Physical Practices. There is also an appendix related to Cardio Exercise which is not included in the overall score.

## Explanation of Sub-Scales

- **Environmental Factors** refers to factors like exposure to daylight and access to the natural environment. These are proven to help reduce risk of physiological stress.
- **Physical Practices** refers to activities like yoga, mindfulness\*, maintaining good posture, and sleeping well, all of which are known to act as protective factors against stress.

## Your Scores



## Commentary on Your Scores

Whilst there are some aspects of your environment and lifestyle that contribute towards your sense of wellbeing, there is more you could do in this area. Have a look at the activities in the next section. When practised regularly, these activities are proven to help minimise stress and boost wellbeing.

## Suggested Resources and Activities

• **Manage your environment** - Many aspects of our environment have been shown to have a direct impact on our physiology and wellbeing. Simple things like getting out into the countryside (or 'green space') and getting regular exposure to daylight have been shown to improve mood, sleep, energy levels and performance at work. A recent study in the US found that people with access to natural daylight in the workspace tended to sleep for longer and reported better sleep quality, more physical activity and better quality of life than those without access to natural light. If you do work in a windowless office or workspace, finding time to get out into daylight during your lunch break can make a real difference in the long run. If you want to read more about these effects, have a look at the following articles:

• **Natural Light in the Office Boosts Health:**

<http://www.northwestern.edu/newscenter/stories/2014/08/natural-light-in-the-office-boosts-health.html>

• **Wipe Out Winter Tiredness:**

<https://www.nhs.uk/Livewell/tiredness-and-fatigue/Pages/winter-tiredness.aspx>

• **Green Spaces Have Lasting Effect on Wellbeing:**

<http://www.bbc.co.uk/news/science-environment-25682368>

• **Try these tips for better sleep** - There are several recommended practices that are proven to help promote good sleep. These relate to environment, diet and routine. The UK's Sleep Council recommends the four R's:

• **Routine** - Adopt a relaxing routine before bed, including avoidance of electronic and intellectual stimulation. Some people benefit from practising structured relaxation techniques such as progressive muscular relaxation and guided imagery

• **Regularity** - Try to maintain a regular sleep pattern which means avoiding long lie-ins on your day off or at the weekend

• **Restful bedroom** - Keep it dark, clear the clutter and gadgets, and drown-out noise

• **Right bed** - There are many options. Find the bed that suits you best

You can download the Sleep Council's more comprehensive guide to good sleep here:

<https://thesleepcharity.org.uk/information-support/adults/>. Here are some more tips related to diet and lifestyle:

• **Avoid stimulants** (e.g. caffeine) - Six cups of coffee a day or ten cups of tea (or six mugs) are enough to leave you feeling wound-up and tired and can upset your sleep. When you drink alcohol before bed you may fall into deep sleep more quickly, but as the night goes on, sleep quality deteriorates. Alcohol consumption can lead to longer wake periods and/or lighter (stage 1) sleep in the second half of the sleep period. The more you drink before bed, the more likely it is to disrupt your sleep. One to two standard drinks seem to have minimal effects on sleep, but greater amounts cause sleep disturbance.

• **Do some exercise** - Many studies show that exercise aids good sleep. One study found that 150 minutes of moderate to vigorous physical activity a week provided a 65 percent improvement in sleep quality. People also said they felt less sleepy during the day compared to those with less physical activity. Some studies suggest that the benefits of exercise are realised several weeks down the line.

Lastly, if you've suffered from insomnia or disturbed sleep for an extended period with no obvious cause (e.g. nursing a young one), you should consult your GP.



## Appendix: Cardio Exercise

Cardio exercise makes an important contribution to resilience. People with good cardiovascular fitness tend to cope better with psychological stressors. Whilst the RQI includes a question about physical activity, we don't provide quantitative feedback in this area; instead we offer general information and qualitative feedback (based on how you answered the questionnaire).

### How much exercise is good?

For optimal health, the Department of Health in the UK recommends at least 30 minutes of 'moderate intensity' physical activity on five or more days of the week. Moderate intensity is when your breathing rate, heart rate and body temperature all increase. Examples include gardening, brisk walking, and cycling. This can be built up in bouts of 10 minutes or more.

This is similar to U.S. recommendations. The U.S. Department of Health and Human Services recommends that adults should do at least 150 minutes (2 hours and 30 minutes) to 300 minutes (5 hours) a week of moderate-intensity aerobic physical activity.

### What about me?



Your questionnaire suggests you're close to achieving the recommended level of cardio exercise for optimal health.

Cardio exercise has multiple benefits that go beyond physical health. People who engage in regular cardio exercise benefit from greater resilience and higher levels of wellbeing. Finding forms of exercise with a social element (e.g. team sport or exercise classes) can bring benefits in other areas of your life too.

### Suggested Resources and Activities

If you'd like to move further up the activity ladder, have a look at the NHS Choices Fitness area: <http://www.nhs.uk/livewell/fitness/Pages/Fitnesshome.aspx> and/or the British Heart Foundation site: <https://www.bhf.org.uk/heart-health/preventing-heart-disease/staying-active>

To help you make changes, have a look at the Making Changes section at the end of this report. This section provides a series of tips and techniques for creating goals and building motivation to stay on track.

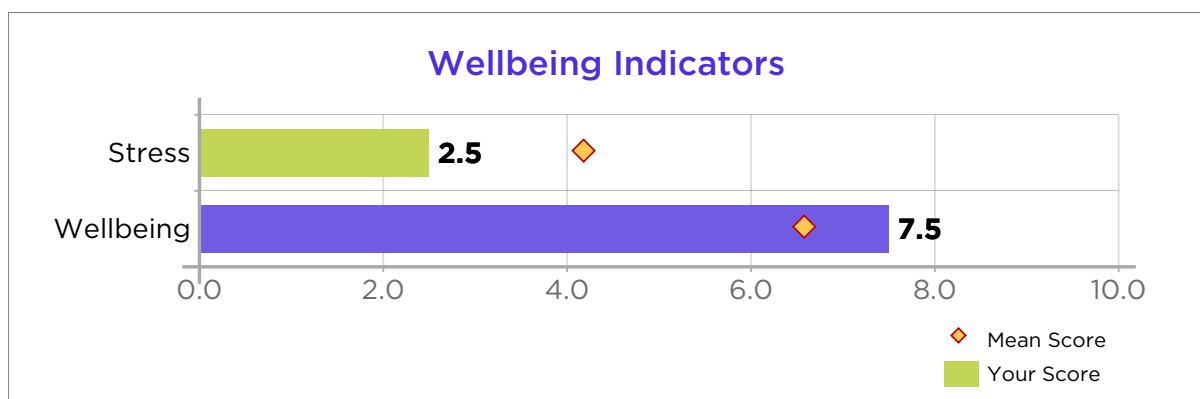
# WELLBEING INDICATORS

There are two Wellbeing Indicators in the RQi: Perceived Stress and Subjective Wellbeing. These are explained in more detail below.

## Explanation of Sub-Scales

- **Stress** reflects how much you perceive your current life circumstances to be unpredictable, uncontrollable and unmanageable and what impact this is having on your stress levels. High scores indicate high stress and vice versa.
- **Wellbeing** is a measure of Subjective Wellbeing, which is how happy, contented and satisfied you are with your life at the moment. High scores indicate high levels of wellbeing and vice versa.

## Your Scores



## Explanation of Scores

Scores for Stress and Wellbeing are closely related to the other Elements and sub-scales in this report.

### Wellbeing

is particularly strongly linked to the following Elements: Purpose and Fulfilment; Supportive Relationships and Positive Mindset (especially Optimism and Self-Compassion). In other words, if you have a strong sense of purpose, a strong social network and high levels of Optimism and Self-Compassion, you're also likely to report high levels of Wellbeing. If this is an area you want to work on further, have a look at the Suggested Resources and Activities in the corresponding sections above.

### Stress

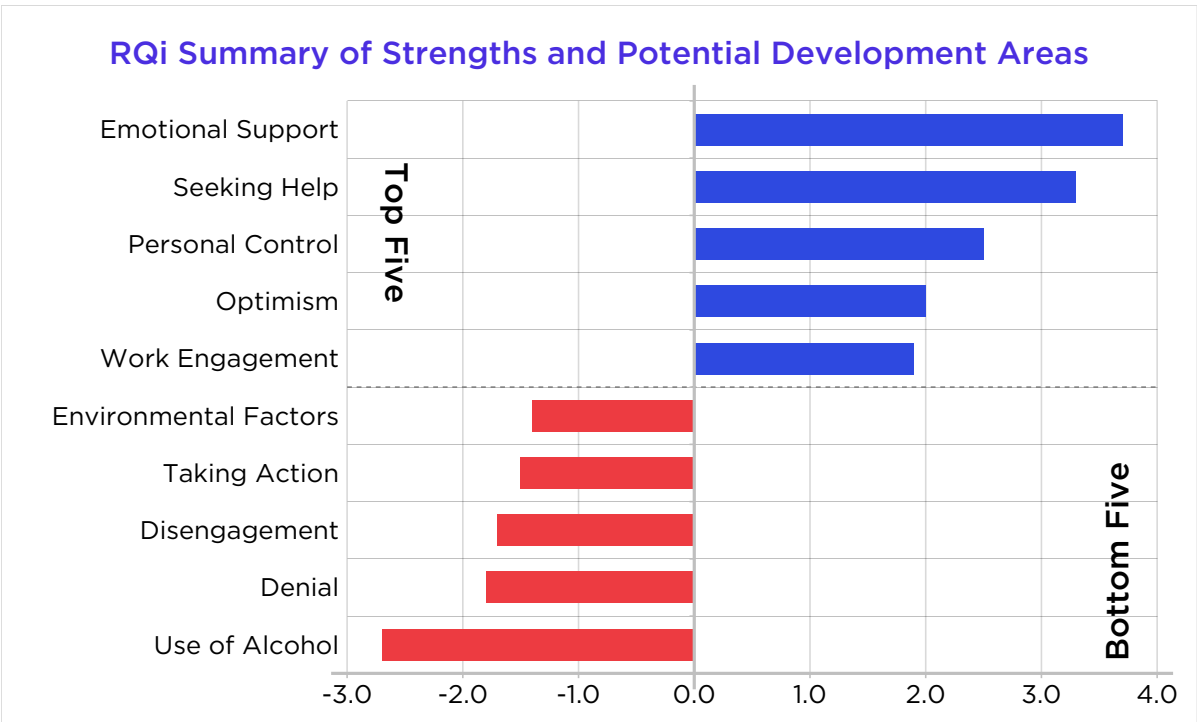
is particularly strongly linked to Positive Mindset and how you manage emotions. People with low scores for Stress tend to have high scores for Positive Mindset and tend not to use Avoidance Strategies. If this is an area you'd like to work on, have a look at the recommended activities in the corresponding sections above.

This section provides you with a total RQ score and a list of relative strengths and possible areas for development.

65

This is your overall **Resilience Quotient (RQ)**. Your RQ is calculated using all sub-scales in the report, apart from Cardio Exercise. The highest possible score is 100. The mean score from our sample<sup>[1]</sup> is 61.

Your relative strengths and possible areas for development are displayed in the chart below. This lists your top five and bottom five sub-scale scores compared to the mean from our sample.



Strengths

Your strengths (blue bars) represent the beliefs and behaviours that make the biggest contribution to your resilience. Using and building on these strengths will help you maintain strong foundations for resilience. It's also worth noting that strengths can sometimes go in to overdrive, in which case they can appear as weaknesses. For example, people with high Self-Confidence may come across as stubborn, inflexible and 'headstrong' when their Self-Confidence goes in to overdrive (e.g. in times of stress). Greater self-awareness and flexibility in these situations can help mitigate the downsides of high Self-Confidence.

Development areas

Your potential development areas (red bars) represent the beliefs and behaviours that provide the least contribution to your resilience. The Suggested Resources and Activities in the corresponding sections above provide practical tips and ideas for strengthening these areas. You'll find more information about how to strengthen different aspects of resilience at: <https://www.myrq.com/RQi/resilience-resources>.

## MAKING CHANGES – BOOSTING RESILIENCE

We hope this report has given you some inspiration and/or some reminders about how to maintain your resilience and boost your wellbeing. If you want to make changes, use this step-by-step activity plan to help you. We recommend using the SMART goal setting criteria for your goals.

Here's our five-step approach for making changes

### STEP 1 – Write down your goal

For example:

- Get fitter/do more exercise
- Take time out to relax and recuperate
- Practise mindfulness

**S**pecific  
**M**easurable  
**A**ction-orientated  
**R**ealistic  
**T**imebound

### STEP 2 – List the benefits

For example, if doing more exercise is your goal, the benefits might be: having more energy at work, losing weight, or simply feeling better about yourself. Ask questions like: "What's important to me about this goal?" or "What will this goal give me?"

### STEP 3 – Work through the SMART acronym

Check that your goal meets the SMART criteria (see the example below).

### STEP 4 – Identify actions

Write a list of the actions that will help you achieve your goal within the timescales you've set.

### STEP 5 – List ...

- a) the barriers that might get in the way and how you will overcome these
- b) the resources that will help you achieve your goal

There's a table you can use to complete the steps on the next page.

## Goal Setting Template

SMART Goal	Benefits	Action Plan	Barriers/Resources
Start a regular (weekly) practise of meditation at my local yoga centre for the next three months	<ul style="list-style-type: none"> <li>• Cope better with periods of high pressure</li> <li>• Feel calmer at work</li> <li>• Stop blaming myself when things go wrong</li> </ul>	<ul style="list-style-type: none"> <li>• Book the meditation classes</li> <li>• Find a buddy to join me at the classes</li> </ul>	<p>Barriers:</p> <ul style="list-style-type: none"> <li>• Time - I'll leave early from work at least once per week and allocate time</li> </ul> <p>Resources:</p> <ul style="list-style-type: none"> <li>• Local yoga centre</li> <li>• My partner (who I'll get to encourage me to practise)</li> <li>• Meditation buddy</li> </ul>



## BEHAVIOUR CHANGE TIPS

The pursuit of any worthwhile goal is likely to involve setbacks along the path to success. We also face distractions and competing demands. Here are some simple tips that will boost your motivation and increase your chances of success.

- **Write down your goals** (as described above) – This will help structure your thoughts. Once you've written your goal down, you can look at it more objectively and modify or edit it if necessary.
- **Make a public commitment** – Motivation is an interpersonal process. When you talk about your goals with someone, and describe the benefits they'll bring, you can literally talk yourself into it.
- **Send a progress report to someone** – People who send a progress report to someone are more likely to maintain motivation and stay on track. Sending someone a regular update provides a natural drive to put your plans into action.
- **Start small** – Small changes are always easier to make. A brisk 10 minutes' walk once per week is easier to fit into your routine than 45 minutes in the gym every day. Start with a realistic, achievable goal and build-up from there.
- **Check and evaluate your results** – At the end of every week, see how much of your plan you have carried out. Think about how near you are to reaching your goal. You should see a little progress each week. If not, it might be time for a new tactic.
- **Make changes or revise** – The most obvious and direct route to achieving a goal isn't always the best one. Only by putting your plans into action and seeing what results you get will you identify the best strategy. A setback is not a failure; it just means it's time to look for an alternative approach.
- **Give yourself rewards** – Not everyone is motivated by the idea of a reward, but for some it will be an important motivator. The key thing here is to choose an appropriate reward for the goal you have set.

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