

Resiliency Self Assessment

Activities and Behaviors of Leaders	How well do you currently perform these?					Priority for development
	Outstanding	Pretty good	OK, not great	Need some help	Never done it	
Positive						
1. Believes setbacks and failures are temporary, limited to given situations and not solely their fault.						
2. Speaks positively about changes to others. Looks for the beneficial aspects in each situation including opportunities for learning and growth.						
3. Celebrates accomplishments and progress.						
Flexible						
4. Demonstrates ability to surface, test, and if necessary, change deeply held beliefs and assumptions about issues.						
5. When new opportunities present themselves or current approaches need to be adjusted, can make a decision even if it is counter to previous thoughts.						
6. Sees alternative ways to view or define problems; is not constrained by the thoughts or approaches of others.						
7. Changes and adapts perspective by looking at things with different lens. Does not get stuck in doing things the same way.						
8. Taps the best existing ideas and information, while also generating novel, untested ideas.						
9. Works to understand change in tasks or activities, situations, and environment as well as the logic for the change.						
10. Thinks expansively. Combines ideas in unique ways or makes connections between disparate ideas; explores different lines of thought; views situations from multiple perspectives; brainstorms multiple approaches and solutions.						
Organized						
11. Formulates clear decision criteria; evaluates options by considering implications and consequences; chooses an effective option.						
12. Has processes or systems that work for him/her to get things done in a timely manner.						
13. Is clear on what needs to get done by when.						

Activities and Behaviors of Leaders	How well do you currently perform these?					Priority for development
	Outstanding	Pretty good	OK, not great	Need some help	Never done it	
14. Can find things quickly/in a timely manner.						
15. Thinks through steps and actions necessary before jumping in.						
16. Monitors results by using a follow-up system and checks in with others.						
Proactive						
17. Ensures commitment and understanding of resulting decisions.						
18. Seeks information about new work situations.						
19. Poses questions of others before decisions are final.						
20. Develops alternate plans or back up scenarios for important activities.						
21. Demonstrates decisiveness by taking timely actions to address an issue, prevent a problem from arising, or solve a problem.						
22. Makes explicit the key operating and financial performance measures and goals; holds the organization and individuals accountable for achieving these results.						
23. Takes action that goes beyond job requirements in order to achieve objectives.						
24. Targets important areas for innovation and develops solutions that address meaningful work issues and opportunities.						
Focused						
25. Gets others interested through engaging imaginations and generating intrigue in the subject. Ask questions that stimulate new thoughts.						
26. Stays focused. Gets the right things done without constantly pursuing other options that may or may not align to the objectives.						
27. Delivers on commitments. Follows through on commitments made to deliver, produce, etc. or keeps others informed when promises can not be made.						
28. Holds self accountable. Participates actively in establishing individual and team goals and does whatever it takes to accomplish the agreed upon goals.						
29. Able to sort through large amounts of information and opposing points of view to settle on a decision.						

What do you need to work on first? What is most important to drive your success/the success of your team/your organization? How will you hold yourself accountable to progress?

Determine your comfort zones. What can stay the same to bring you some sense of comfort as change continues?

A few quick tips (in addition to those covered in the webinar):

- Pause periodically & breath more deeply than typical
- Get as much natural light as you can
 - Open your blinds
 - Go outside
- Be kind to yourself!
 - Treat yourself with the same compassion you would a trusted and respected friend
 - Empathize & have patience
- Set yourself up for success
 - Engage others constantly
 - Stay connected
 - Keep the right things on your radar

We help organizations and leaders be **even more successful.**

Services include consulting, facilitation, training, processes & tools to thrive in a hyper paced world

Creating strategic agility

- » Strategic planning | Exploration to execution & engagement

Driving operational excellence

- » Project Planning & management
- » Integration, M&A, and growth support
- » Change management, communication, & resilience building

Leadership & management development

- » For leaders | Using Your Brain to Lead & How to *Inform, Inspire & Engage*™ your organization
- » For managers



Elite Manager | develop your capabilities to be awesome

Become the manager you always wanted to be & wish you had

- Interactive online classrooms monthly
- Tools, templates, techniques, peer learning laboratories & more

www.ManagementDevelopmentInstitute.org

Innovation | Idea generation & evaluation to idea execution

- » Consulting & Training
- » Tools & process development

Keynote, conference & learning sessions include

- » Using Your Brain to Achieve Greater Success | How to Win Instead of Working Hard to Just Not Lose
- » Thinking Differently | Rewire Your Brain to Innovate Every Day
- » Just Getting it Done | Execute with Excellence
- » Oh, the Things You Can Think! | A Dr. Seuss Inspired remedy for the Ways your Brain Can Hold You Back
- » Peak Performance | Create the Habits Elite Players Use to Achieve Your Goals
- » Expose Yourself (legally & appropriately!) to Communicate More Effectively
- » Thriving at the Pace of Change | Stay on Track, Reach your Destination, and Enjoy the Ride

Hire Holly today to ensure your success!

Holly@TheHumanFactor.biz www.TheHumanFactor.biz

