Resilience Assessment Questionnaire (RAQ)8

Below is our Personal Resilience Questionnaire (RAQ8) which is the short version of our full Personal Resilience Assessment Questionnaire (RAQ40).

Our full Personal Resilience Assessment Questionnaire (RAQ 40) is available for use under licence – please email info@mas.org.uk for further information.

Our Personal Resilience Assessment Questionnaire is also included in our Guide to Personal Resilience along with other exercises and information on Strengthening Personal Resilience.


Short Resilience Assessment Questionnaire

Please answer the following questions by circling the relevant number. 1 = Never to 5 = Yes, always

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</thead>
<tbody>
<tr>
<td>1</td>
<td>I usually know how others perceive me</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>2</td>
<td>I am determined to achieve my lifetime ambitions</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>I can see my future clearly</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>4</td>
<td>I normally feel comfortable in new situations</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>I plan my next day in advance</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>6</td>
<td>I enjoy the challenge of unravelling puzzles and solving problems</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>7</td>
<td>In general, I like people</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>8</td>
<td>My most important relationships are my strongest</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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Scores for Resilience Questionnaire:

<table>
<thead>
<tr>
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<th>Score</th>
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<tbody>
<tr>
<td>1</td>
<td>Self awareness</td>
</tr>
<tr>
<td>2</td>
<td>Determination</td>
</tr>
<tr>
<td>3</td>
<td>Vision</td>
</tr>
<tr>
<td>4</td>
<td>Self confidence</td>
</tr>
<tr>
<td>5</td>
<td>Organisation</td>
</tr>
<tr>
<td>6</td>
<td>Problem solving</td>
</tr>
<tr>
<td>7</td>
<td>Interaction</td>
</tr>
<tr>
<td>8</td>
<td>Relationships</td>
</tr>
</tbody>
</table>

Any score of 3 and below indicates a need to strengthen this element of personal resilience.
The Mowbray Personal Resilience Development Framework provides a combination of inputs to boosting resilience based on the three aspects of control – control over oneself, control over others and control over events.

The model is based on the influences that prevent individual psychological distress, and the approach is based on helping participants to strengthen attitudes towards preventing distress in themselves.

**Self awareness**  
If you are aware of your own strengths and weaknesses, and know you have the inner capacity to overcome many types of challenge, you will be more resilient than someone who doesn't know themselves.

**Determination**  
If you know what drives you to take the decisions you take, you will have the tools to remain determined to see things through to a conclusion.

**Vision**  
If you have a reasonably good idea of what you want out of life, and what you want to do, you will be more resilient than those who don't know what they want to do. Having an idea about what you wish to achieve tends to smooth out the peaks and troughs of everyday events, as you have in mind a longer term aspiration that drives you forward and over the bumps of everyday life.

**Self confidence**  
If you can boost your self confidence by controlling your own anxiety in different situations you will be more resilient that those who can't.

**Organisation**  
If you can organise yourself in a chaotic environment, you will be more resilient than those who cannot organise themselves effectively.

**Problem solving**  
If you can solve different types of problems, you will be more resilient that those who can't.

**Interaction**  
If you know how to persuade others to do what you want them to do without causing them any distress, you will be more resilient that those who don't know how to do this.

**Relationships**  
If you have strong relationships with others who are important to your success and happiness, you will be more resilient than those who don't.
Professor Derek Mowbray BA., MSc., MSc(Econ),, PhD., DipPsych., CPsychol., CSci., AFBPsS., FIHM., FISMA

Derek Mowbray is a Chartered Psychologist and Chartered Scientist with experience as a Chief Executive in the public, private and voluntary sectors, and top management experience in the education sector.

Derek Mowbray is responsible for the idea of The WellBeing and Performance Agenda, and is behind the Manager’s Code for the NHS based on wellbeing and performance, which was launched in January 2012 by Dame Carol Black. He is, also, the researcher and author of The Management Standards for a Healthy Organisation, published in September 2011, and The Charter for WellBeing and Performance launched in 2012, and now adopted by The International Stress Management Association.

His specialties are building organisation-wide Positive Work Cultures, adaptive leaders, effective managers together with performance related behaviour of leaders in relation to their employees. He is a specialist in personal resilience and developed a programme that has been delivered throughout the UK, Ireland, USA and mainland Europe. He has a unique combination of management and academic credentials with a special interest in organisation health psychology which aims to harmonise the relationship between organisations and their workforce.

He is visiting Professor of Psychology at Northumbria University and Vice President of The International Stress Management Association (UK).

About MAS

Our purpose is to help organisations achieve peak performance and productivity; to strengthen corporate and personal resilience and to prevent stress from occurring in the first place;

Our approach is to help organisations establish psychologically healthy workplaces by facilitating the implementation of our WellBeing and Performance Agenda framework.

Our services include consultancy; applied organisation health psychology; facilitation; assessments; cultural change; leadership and team development, tailored interventions.

Our programmes include topics such as:
Manager’s Role in Resilience,
Personal Resilience,
Adaptive Leadership and the WellBeing and Performance Agenda.

Our products – The Resilience Assessment Questionnaire (RAQ40); Adaptive Leadership Questionnaire (ALQ); The Cultural Assessment Questionnaire and many others, and ....

Derek Mowbray’s Guides - innovative, practical resources

The Guide to The Manager’s Role in Resilience - ISBN 978-09573835-4-8

Guides can be purchased from our website - http://www.mas.org.uk/publications.html

Call us now on +44 (0)1242 241882 for more information about any of our products or services or email Barbara Leigh at info@mas.org.uk.