

Resilience+

What is Resilience+?

Resilience+ describes the mind-set that every person adopts in everything they do. It is closely related to qualities such as character, resilience, grit, etc. It is defined as:

“A personality trait which determines, in large part, how people respond to challenge, stress and pressure, irrespective of their circumstances”.

Published research and case studies from around the world show that Resilience+ is a major factor in:

- Performance – explaining up to 25% of the variation in performance in individuals
- Positive Behaviour – more engaged, more positive, more “can do”
- Wellbeing – more contentment, better stress management, less prone to bullying
- Aspirations - more ambitious, prepared to manage more risk

It is important in almost all work applications. For instance, studies show a close link between Resilience+ and managerial level.

Research carried out under the direction of Professor Peter Clough of Manchester Metropolitan University has identified the four key components of Resilience+. These are called the 4 Cs. This research has now been independently validated through studies in Canada, Italy as well as the UK.

Resilience+ Scale	What this means...What does MTQ48 assess
<i>CONTROL</i>	<i>Life Control</i> – I really believe I can do it
	<i>Emotional Control</i> – I can manage my emotions and the emotions of others
<i>COMMITMENT</i>	<i>Goal Setting</i> – I promise to do it – I like working to goals
	<i>Achieving</i> – I’ll do what it takes to keep my promises and achieve my goals
<i>CHALLENGE</i>	<i>Risk Taking</i> – I will push myself – I am driven to succeed
	<i>Learning from Experience</i> – even setbacks are opportunities for learning
<i>CONFIDENCE</i>	<i>In Abilities</i> – I believe I have the ability to do it – or can acquire the ability
	<i>Interpersonal Confidence</i> – I can influence others – I can stand my ground if needed.

It should be noted that Resilience is traditionally regarded as the combination of Commitment and Challenge, Resilience+ is therefore an extension of this concept adding Control and Confidence to our understanding of the individual.

How can we assess Resilience+?

We are also able to assess Resilience+ in terms of these components in individuals and groups through a unique 48 item high quality psychometric measure. It is normative which enables users to assess Resilience+ before and after an event such as a training & development or coaching programme.

Can we develop Resilience+?

We can. We can either help someone change their Resilience+ or we can show someone how to adopt the behaviours that a resilient person would adopt. Either way many of the benefits of developing Resilience+ can be achieved. The Business Portfolio has a programme of interventions which suits all applications.

In Summary

The MTQ48 psychometric means that we now have:

- The ability to define and describe an important aspect of our personality - Resilience+
- A concept which is accessible to everyone and which helps to explain performance, wellbeing and behaviour
- The first psychometric measure which measures an individual's Resilience+ – it is valid & reliable.
- As a normative test it can be used to compare individuals and so is perfect for recruitment and assessment purposes.
- A Resilience+ Development programme which delivers measurable results.

The result is a complete package which has valuable applications in the social, health, educational and occupational worlds. It applies to every aspect of developing and maintaining human capital.

Licensed User Training

This programme is designed to enable trainers, coaches and managers to understand the model of Resilience+, how to measure it, and how to use the model and the measure in their work.

Attendance is a requirement before purchasing and using the metric, however it is also possible for us to provide an interpretation service (this is known as Bureau Service).

The programme includes a comprehensive workbook which as well as providing useful reference material and contains exercises and guidance on the use of the measure, feedback and potential interventions. All participants will complete the metric as part of the preparation for the programme.

Training is available for individuals (on Open Courses), groups or on-line (where possible).