

## Resilience Characteristics: Highs & Lows

CHARACTERISTIC	LOW SCORES	HIGH SCORES
<b>Positivity</b> Related constructs: <i>Optimism,</i> <i>Optimistic explanatory style</i>	<ul style="list-style-type: none"> <li>● Possess a high degree of caution about opportunities that present themselves.</li> <li>● Tend to focus more on the negative aspects of a situation than the positive.</li> <li>● Tend to spend energy fretting and worrying.</li> </ul>	<ul style="list-style-type: none"> <li>● Can see the value and benefit to be gained from opportunities, even if they are not yet ready to pursue them.</li> <li>● Are able to create positive situations, turn negative ones around, and see lessons that can be learned from negative outcomes.</li> <li>● View the world as an exciting place filled with opportunities—this tends to liberate energy.</li> </ul>
<b>Confidence</b> Related constructs: <i>Self-esteem,</i> <i>Self-efficacy</i>	<ul style="list-style-type: none"> <li>● Sometimes lack faith in their ability to deal with challenges—this may be due to lack of experience or the perception of having failed in the past.</li> <li>● Tend to avoid situations in which success depends heavily on their own capabilities.</li> <li>● Spend a lot of energy worrying and seeking to avoid failure when dealing with challenges.</li> </ul>	<ul style="list-style-type: none"> <li>● Possess a strong belief in their ability to influence the environment and deal with challenges.</li> <li>● Realistically assess their own capabilities.</li> <li>● Tend to seek challenges that allow them to test and strengthen their capabilities.</li> <li>● See setbacks as opportunities for growth.</li> </ul>
<b>Priorities</b> Related constructs: <i>Clarity of values,</i> <i>Clarity of priorities</i>	<ul style="list-style-type: none"> <li>● May lack clarity about their direction—this can result from temporary disorientation due to life changes, a lack of reflection on values and goals, or many competing priorities.</li> <li>● Are often involved in a wide variety of activities with no clear overarching purpose or vision. This can lead to a high use of energy while trying to accomplish everything at once.</li> </ul>	<ul style="list-style-type: none"> <li>● Typically have a clear sense of purpose and direction—have thought through their priorities and know what’s important.</li> <li>● Can make decisions relatively quickly about which activities are most relevant and where to allocate their energy.</li> </ul>

<p><b>Creativity</b></p> <p>Related constructs: <i>Tolerance for ambiguity,</i> <i>Ideational fluency</i></p>	<ul style="list-style-type: none"> <li>● Tend to dislike confusion and ambiguity; are more comfortable with clear-cut problems and solutions.</li> <li>● Often see issues in absolute, black-or-white terms.</li> <li>● Look for quick solutions and may take the most obvious route instead of pursuing new approaches.</li> <li>● Can become locked into a flawed strategy and waste time and resources repeating the same approach.</li> </ul>	<ul style="list-style-type: none"> <li>● Appear to actively enjoy playing with new, unfamiliar, or complex ideas.</li> <li>● Cope well with confusion and ambiguity.</li> <li>● Open up new approaches to complex problems and discover imaginative ways to adapt to unfamiliar circumstances.</li> </ul>
<p><b>Connection</b></p> <p>Related Constructs <i>Extraversion,</i> <i>social comfort</i></p>	<ul style="list-style-type: none"> <li>● Often feel that initiating contact with others takes a lot of energy.</li> <li>● Are less likely to seek assistance from others—this may be due to lack of interpersonal skills, a sense of isolation and loneliness, or a very strong preference for operating independently.</li> <li>● In extreme cases, respond to stress by withdrawing completely from others.</li> </ul>	<ul style="list-style-type: none"> <li>● Generally find engaging others to be easy and natural.</li> <li>● Are prepared to reach out to others for help when needed.</li> <li>● Tend to be aware of their strengths, weaknesses, and limitations and can visualize how others might complement their capabilities.</li> </ul>
<p><b>Structure</b></p> <p>Related constructs: <i>Planfulness,</i> <i>Initiating structure</i></p>	<ul style="list-style-type: none"> <li>● Typically spend very little time analyzing information before taking action.</li> <li>● Spend high amounts of energy locating important information, prioritizing tasks, and coordinating actions with others.</li> <li>● Tend to rely on keeping things in their head and get overwhelmed when challenges reduce the mental energy they have available.</li> </ul>	<ul style="list-style-type: none"> <li>● Often spend a great deal of time analyzing information and thinking things through before taking action.</li> <li>● Appear to enjoy creating, managing, and applying structures that enable systematic movement when dealing with challenges.</li> <li>● Use systems and processes to coordinate activities with others.</li> </ul>
<p><b>Experimenting</b></p> <p>Related constructs: <i>Risk tolerance,</i> <i>Sensation-seeking</i></p>	<ul style="list-style-type: none"> <li>● Tend to avoid taking on unfamiliar challenges, preferring activities that are familiar and comfortable.</li> <li>● May be reluctant to take chances and/or initiate action when outcomes are unclear.</li> <li>● May use too much energy trying make familiar solutions fit new conditions when a new approach would be much more effective.</li> </ul>	<ul style="list-style-type: none"> <li>● Seek out new challenges and have a strong belief that positive results will occur; this often shows up as curiosity and an exploratory approach to the world.</li> <li>● Are likely to enjoy exploring new arenas and taking action “outside the box,” even if there is some possibility of looking foolish or incurring other risks.</li> </ul>