

Right now,
how resilient
are you?



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Resilience building for professionals

Name: SAMPLE | Organisation: FINANCIAL SERVICES | Date: 07.03.2019

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

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

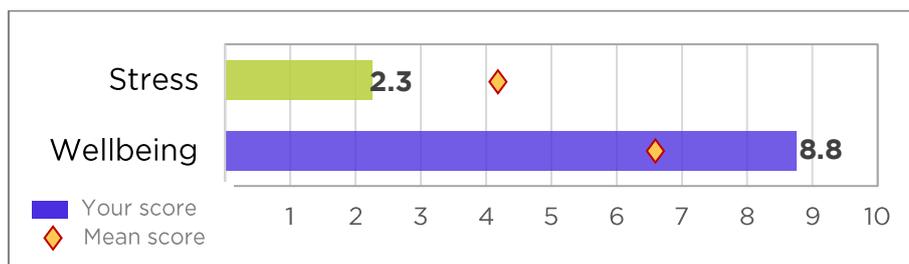
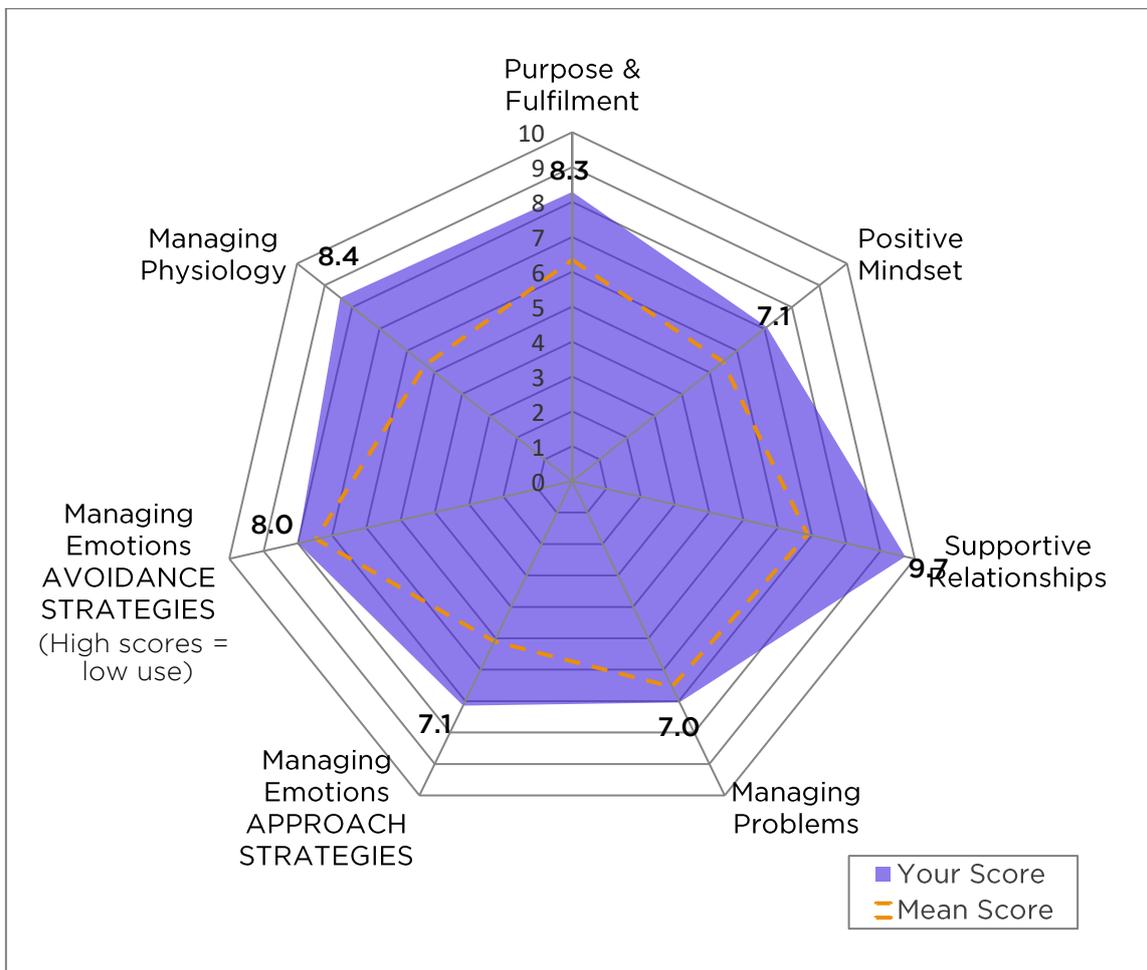
This report also provides commentaries on your scores. These highlight your strengths and potential development areas. (We believe building on strengths is just as important as working on development areas!). Your report also contains recommended resources and activities for ongoing learning. You'll find these and other resources in our e-learning portal:

<https://www.thisisthrive.com/RQi/resilience-resources>. **PLEASE NOTE:** You'll need an account to access the resources. If you don't have an account, please email training@thisisthrive.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 sample¹. 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.



¹Mean 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: training@thisisthrive.com.

PURPOSE & FULFILMENT

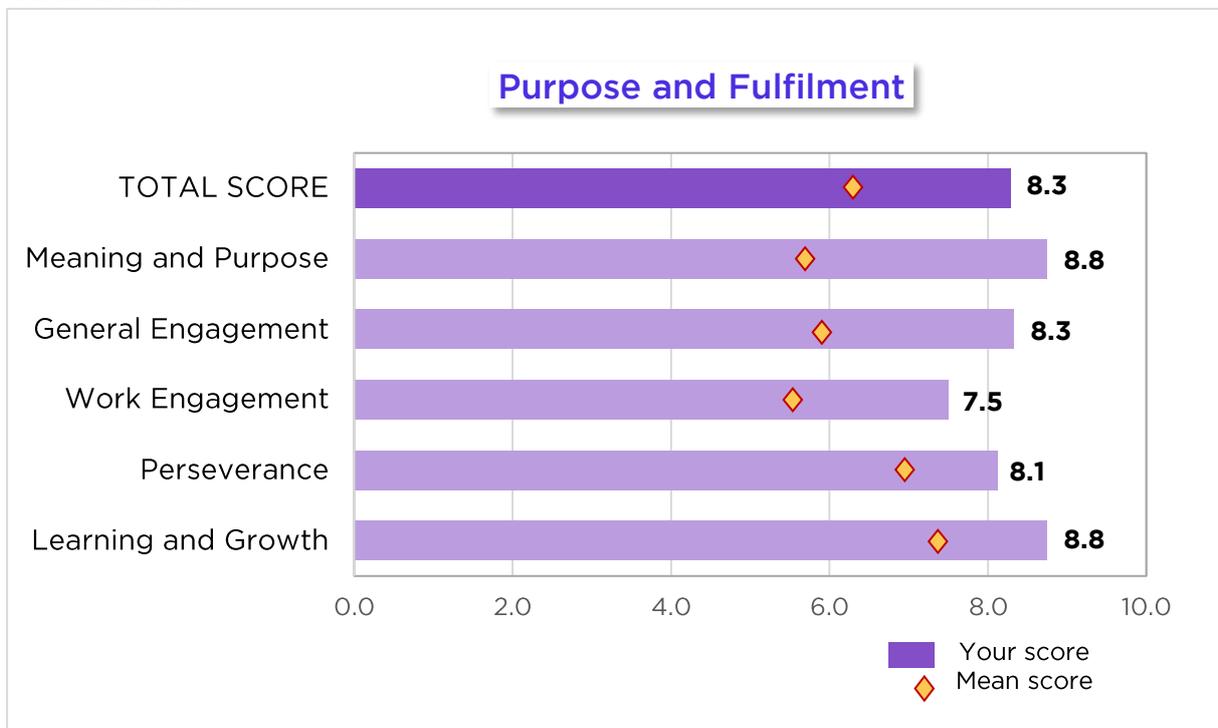
This Element is about being engaged in goals and activities that bring you a sense of satisfaction, meaning and purpose in life. It also reflects how much determination you show in pursuing long-term goals and how much you believe you are growing, developing and realising your potential as a person. 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)² 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 self-knowledge and effectiveness and having a sense that you are realising your potential as a person.

Your Scores



²Steger, 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

You are 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 failures. If you feel you're on the right path, setbacks are less likely to push you off course. This also links to the high levels of determination you show in pursuing and achieving your long-term goals. Greater Perseverance comes from a firm belief that the goals you're pursuing are right for you.

You also report very high levels of Meaning and Purpose, which is likely to make a strong contribution to the high levels of wellbeing you report. Of all the sub-scales in the RQi, Meaning and Purpose shows the strongest correlation with wellbeing (as it is measured in this report).

The challenge for people in your high scoring range (7 or higher) is to take the time to rest and recover. One of the risks for people with very high levels of engagement is that they are prone to over work. Therefore, it's important to schedule 'me time' to help you rest and recover after periods of intense work.

The next section has some ideas for developing this Element further.

Suggested Resources and Activities

- **Identify your personal values** - One way to explore Meaning and Purpose is to identify your most important personal values. Values include things like honesty, loyalty and achievement. Our values often determine how we feel about other people and situations. Values influence what we move towards and what we move away from. If you value honesty and fairness, you're more likely to be drawn to people who demonstrate those qualities, and you're likely to be suspicious or frustrated with people who do not. Some of our values are known to us at a conscious level. Other values are almost entirely unknown to us and yet they can still influence how we respond to people.

Understanding values and pursuing goals that are consistent with those values can help strengthen one's sense of Meaning and Purpose. If you'd like to complete our values exercise download our worksheet here:

<https://www.thisisthrive.com/sites/default/files/Identifying-Personal-Values-2017.pdf>

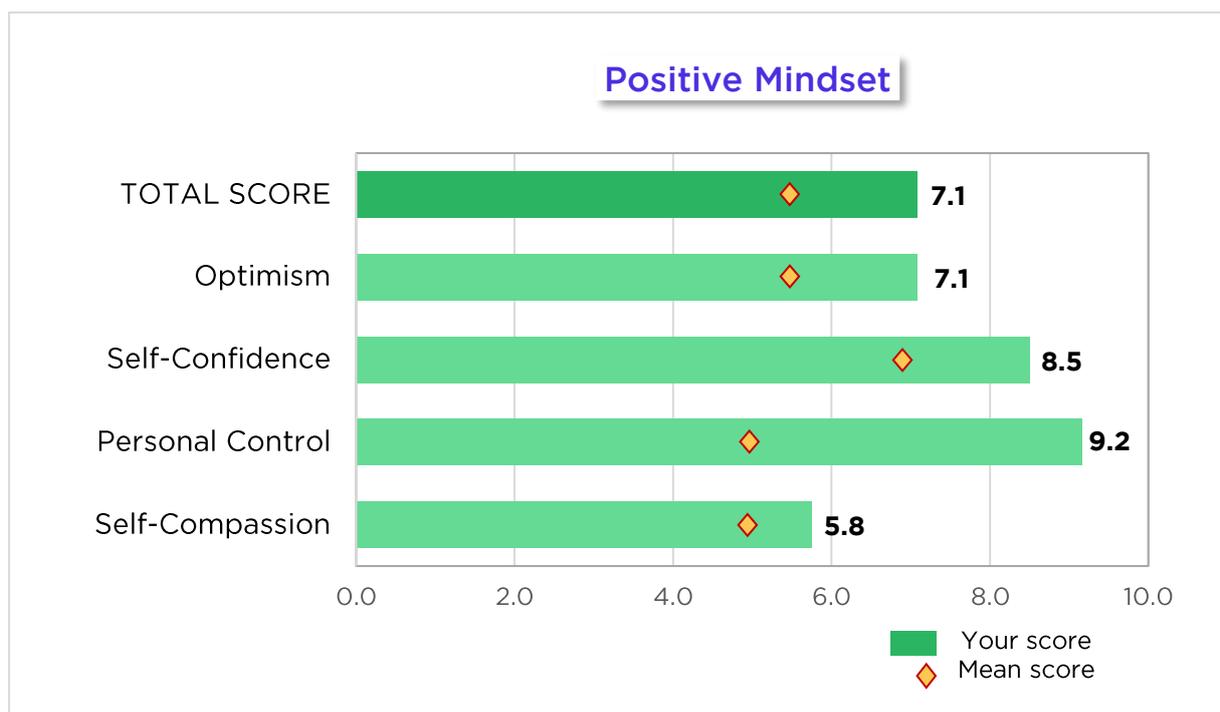
POSITIVE MINDSET

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 problems as and when they arise. You're likely to be happy with your life at present and if not, you feel confident you make changes where necessary to improve things. People in your high scoring range are likely to report average or lower than average stress levels.

Suggested Resources and Activities

- **Show flexibility where appropriate** - People with high levels of Self-Confidence and Personal Control are generally determined, committed and happy to work independently of others. When these strengths go into overdrive e.g. in times of stress or when other people challenge your views, you may come across as stubborn and rigid. Some people might describe you as 'headstrong'. If that sounds familiar, then it's important to be aware of these characteristics when working in a team situation and/or when faced with big challenges. In these circumstances, it can be helpful to gather feedback on your personal style and be prepared to adapt your communication according to the personalities of those you're working with. In these situations, we also recommend looking for opportunities to compromise on less important issues to demonstrate flexibility to others.

- **Complete the Best Possible Self Diary** - This is a simple goal setting technique that has been tested in several experiments by US psychologist Sonja Lyubomirsky and her team. It involves writing about what life would be like if you have achieved your major goals in life. Large controlled studies have shown that regular practise of this technique can boost Optimism and subjective wellbeing. The instructions are as follows:

1. Imagine yourself in the future, after everything has gone as well as it possibly could. You have worked hard and succeeded at accomplishing all your life goals. Think of this as the realisation of your life's dreams, when you have reached your full potential.
2. Write down what has happened in each major area of your life ... e.g. career, family/home life and leisure.
3. Continue writing over the next few weeks, as often and for as long as you wish.

You can download our worksheet here:

<https://www.thisisthrive.com/sites/default/files/Best-Possible-Self-Diary-2017.pdf>.

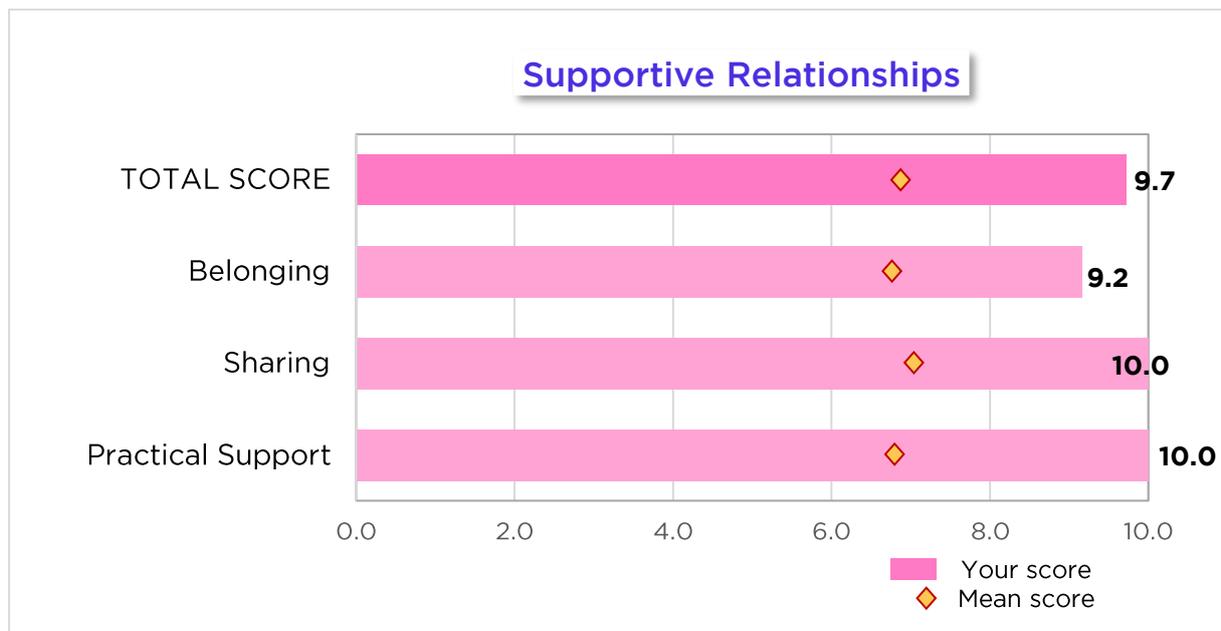
SUPPORTIVE RELATIONSHIPS

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

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://tinyurl.com/y4o43pen>.

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).

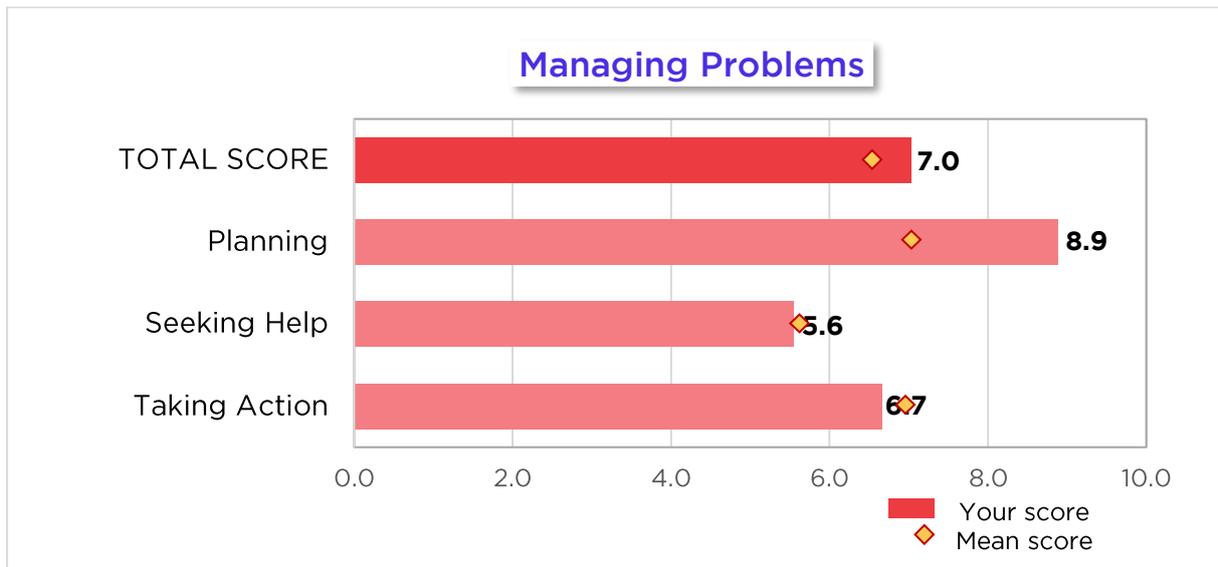
MANAGING PROBLEMS

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 are organised and decisive when dealing with challenges. You're quick to put a plan together to tackle the problems you face and don't often feel the need to consult others before acting. Furthermore, you tend to put your plans into action without delay or procrastination. This coping style is indicative of someone with high levels of Self-Confidence.

Your score also suggests you might benefit from talking through your problems and plans more often with others. Talking to other people in stressful situations has many benefits - it can bring fresh perspectives and trigger new solutions to problems we face and provides a source of moral support. This is an area we recommend you explore further.

Suggested Resources and Activities

Here are some activities we recommend:

- **Talk to a confidante, coach or mentor (someone you can 'model')** – Many people find it useful to discuss problems and plans with a trusted colleague, coach or mentor. Many organisations have coaching and mentoring programmes. This is something to ask your line manager or HR representative about. The experience of talking (or writing down) challenges can help us look at things objectively and can bring new perspectives to our challenges. This will also allow you to practise the art of behavioural modelling. Modelling is about finding someone else (ideally someone similar to you) who has overcome a similar challenge or succeeded at a similar goal to yours and asking them how they did it. Modelling has two important benefits. Firstly, it can help you find solutions to your own challenges. This will come from asking questions like, "What skills and resources did you use?", "What would you do differently next time?", "What tips can you offer?" Secondly, modelling acts as a convincer, on the basis that: "if they can do it, so can I". The process of modelling helps to build personal resources and can boost self-confidence.

If you'd like to learn more about this area, there are more resources available at:

[https://www.thisisthrive.com/RQi/resilience-resources.](https://www.thisisthrive.com/RQi/resilience-resources)

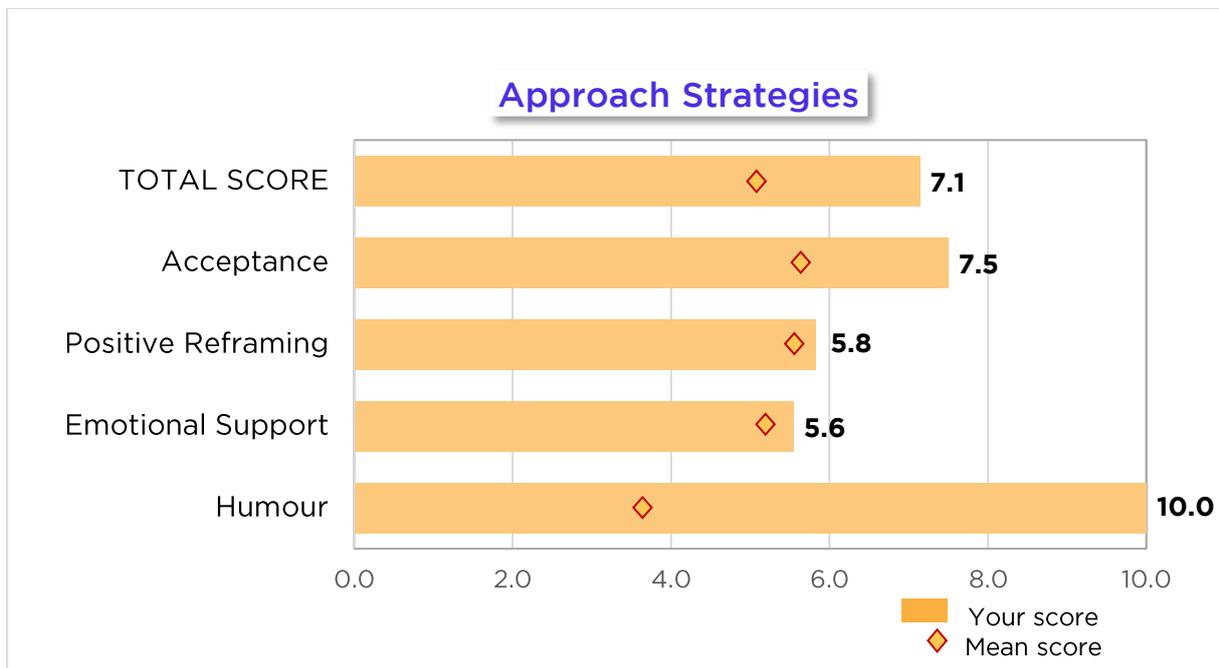
MANAGING EMOTIONS – APPROACH STRATEGIES

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 will use different strategies depending on the situation. Use of humour appears to be one of your strengths. Humour and laughter are indeed effective strategies for alleviating stress and building resilience. When you start to laugh, it doesn't just lighten your load mentally, it induces physical changes in your body. A rollicking good laugh fires up and then cools down your stress response; it stimulates the circulatory system, aids muscle relaxation, and releases endorphins (the body's natural painkillers). Laughing is also a great source of positive emotions. Even short bursts of positive emotions (generated through laughter) have been shown to have measurable benefits in improving wellbeing and boosting work performance. So, keep it up and spread the word!

Suggested Resources and Activities

If want 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.thisisthrive.com/RQi/resilience-resources>.

MANAGING EMOTIONS - AVOIDANCE STRATEGIES

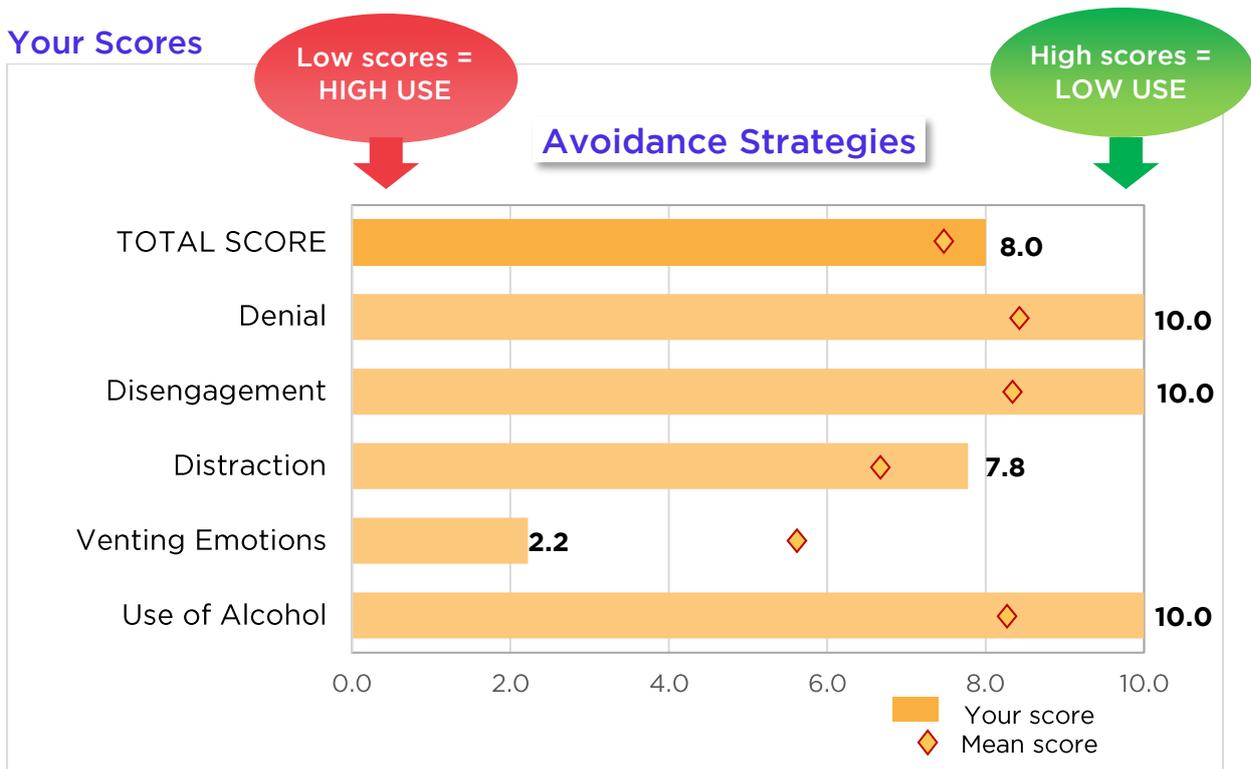
This Element refers to the so-called Avoidance Strategies that people use to alleviate unpleasant emotions. Whilst Avoidance Strategies can be effective in the short-term, they're generally less effective in the longer-term as they can prevent us from finding solutions to the problems we face. There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

Your Scores



Commentary on Your Scores

Your scores suggest you tend not to use Avoidance Strategies for dealing with stress. You're much more likely to take responsibility for what's happening and tackle problems head-on. There are also times when you alleviate feelings of frustration by Venting. There's a fine line between talking about one's feelings constructively and Venting. Talking about one's feelings in an objective way with a friend or colleague can be cathartic and beneficial. Venting, on the other hand, is a form of emotional release (e.g. from feelings of frustration) that can provide short-term relief but can have a negative effect on others. Furthermore, if you find yourself Venting, it's usually an indication that you haven't fully accepted the situation you're in or found a solution you feel you can implement. To manage or minimise your use of Venting, there are several strategies we recommend in the next section.

Suggested Resources and Activities

To help reduce your use of Venting (as a coping strategy), or to practise constructive Venting, here are some activities we recommend:

- **Talk to a confidante or coach** – Take time out to talk through your feelings, especially at the start of a challenging project or when you first start to feel frustrated. Identify a trusted friend, colleague or a coach who you can share your feelings with in confidence. Many organisations run coaching and mentoring programmes; if you haven't done so already, 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 one's 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.
- **Keep a journal** – Write down thoughts and feelings in a personal journal. This is sometimes called emotional writing or emotional disclosure. One approach is to spend 15-20 minutes on three consecutive days writing about a stressful or challenging situation. You could write about the same event on all three days or you can write about a different event on each day. Write down some of your deepest emotions and thoughts. If the cause of your frustration is someone else, try writing about the incident or situation from the point of view of your antagonist. Stopping to reflect will allow you to deconstruct the problem and start to understand why your antagonist acted the way he or she did. Emotional writing has many proven benefits.
- **Use problem-solving techniques** – We also recommend using a structured approach for problem-solving. The 7-Step Problem-Solving technique is one approach you can use, either on your own or working with someone else. You can download our guide to this technique here: <https://tinyurl.com/y3nr5vau>.

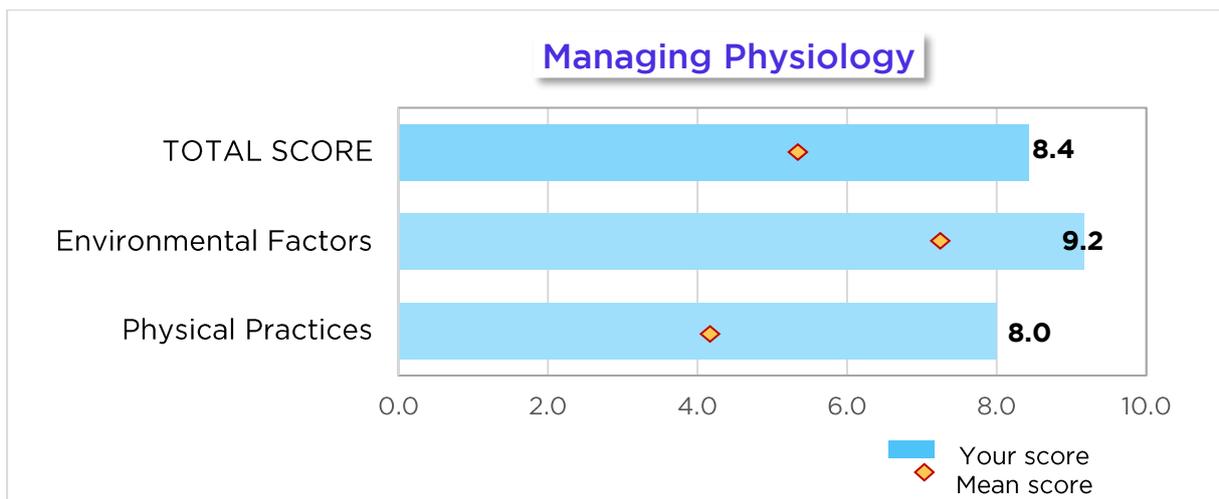
MANAGING PHYSIOLOGY

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

There are several aspects of your environment and lifestyle that make an important contribution towards your sense of wellbeing. You appear to practise structured relaxation techniques, such as simple stretching, yoga and/or mindfulness. These physical and mental practices can help offset many of the psychological stressors we experience in life by aiding recovery between bouts of stress and promoting a sense of wellbeing. You're also conscious of maintaining good posture and taking regular breaks from work. All of these practices are likely to contribute to the relatively low levels of stress you report. At the same time, you may want to improve your sleep quality. If you'd like to learn more about this area, have a look at the next section.

*Mindfulness is a way of paying attention to the present moment, using techniques like meditation, breathing and yoga. It helps us become more aware of our thoughts and feelings so that, instead of being overwhelmed by them, we're better able to manage them. For a fuller description of mindfulness and how to practise it, you can download our guide: <https://www.thisisthrive.com/sites/default/files/Mindfulness-Meditation-2017.pdf>.

Suggested Resources and Activities

• **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 (see below).

□ **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 as much as possible.

□ **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:

<http://tinyurl.com/yc5x4ffk>. Here are some more tips related to diet and lifestyle:

□ **Avoid stimulants** - 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. Therefore, it's a strategy for the long-term.

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.

• **Practise guided imagery** - Guided imagery means directing your thoughts and imagination toward a relaxing scene to help guide you into a relaxed state. Guided imagery is based on the idea that your body and mind are closely inter-connected. By creating a vivid mental image, using all your senses, the body seems to respond as though what you are imagining is real. An example often used is to imagine an orange or a lemon in detail - the smell, the colour, and the texture of the peel. Continue to imagine the smell of the lemon, and then see yourself taking a bite out of the lemon and imagine the taste of the juice in your mouth. Many people salivate when they do this. This exercise demonstrates how your body can respond to what you are imagining. With the same mechanisms in action, you can achieve a relaxed state when you imagine all the details of a safe, comfortable place, such as a beach or a garden. The easiest way to do this is to use recordings. There are several free recordings available online including those at <http://www.freemindfulness.org/download>. Many of the resources on this website refer to meditation, as guided imagery is very similar to meditation. Here's a recording of a mountain scene that you might try: <http://www.freemindfulness.org/FreeMindfulnessMountainMeditation.mp3>. In different settings and for different groups of people, guided imagery has been shown to help lower blood pressure; reduce symptoms of stress, anxiety and pain (in certain patient groups) and improve sleep.

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?

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

What about me?

Your score suggests you would benefit from doing more physical activity. Not everyone enjoys exercise, but most people can benefit from some sort of physical activity.

Regular cardio exercise makes an important contribution to resilience; it's well established that people with good cardiovascular fitness cope better with psychological stressors. 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

For some inspiration, have a look at the following sites:



- NHS Choices/Fitness: <http://tinyurl.com/lthmz2>
- British Heart Foundation: <https://tinyurl.com/yyo8bnka>

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.

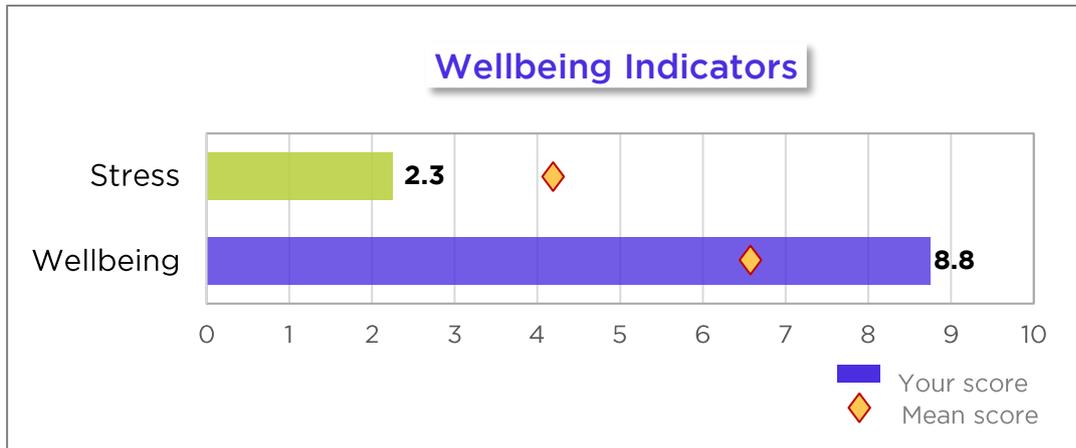
WELLBEING INDICATORS

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.

RQi SUMMARY

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

79

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 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.

RQi Summary of Strengths and Potential Development Areas



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.thisisthrive.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

Specific
Measurable
Action-Orientated
Realistic
Time-Bound

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

Example

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



| 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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ACKNOWLEDGEMENTS

These are the people we're very grateful to:

Thrive would like to thank the following authors/researchers who have kindly given us permission to use their questionnaires: Charles C. Carver (University of Miami, Florida, USA), Sheldon Cohen (Carnegie Mellon University, Pittsburgh, Pennsylvania, USA); Dara R. Musher-Eizenman (Bowling Green State University, Ohio, USA), Kristin Neff (University of Texas at Austin, USA), Ralf Schwarzer (Freie Universität Berlin, Germany) and Michael F. Steger (Colorado State University, USA). We would also like to thank Dr Julian Edwards (Open University); Ewan Stickley (Flying Fish Coaching & Consulting); Christina Wilkins (Crumpled Dog Design); Kate Fismer (University of Westminster Centre for Resilience), Hugh Todd (Todd Executive Academy) and Alison Squire (Wordbird Ltd) for their support in the design and development of the RQi questionnaire and report.



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