**Managerial Resilience Quotient ©Questionnaire**

The following items are to be scored in relation to you generally, in your current role (student) and within your current organisation (the uni). There are 72 items in total and each is to be scored on a scale of 1 to 5 circling the appropriate number each time. (NB some are reversed for ease of calculation)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| **1** | I am someone who is comfortable expressing my feelings and emotions | **1** | **2** | **3** | **4** | **5** |
| **2** | I often give in to my impulses | **5** | **4** | **3** | **2** | **1** |
| **3** | I am an optimistic person | **1** | **2** | **3** | **4** | **5** |
| **4** | I am an open-minded person | **1** | **2** | **3** | **4** | **5** |
| **5** | I don’t give others’ feelings much thought | **5** | **4** | **3** | **2** | **1** |
| **6** | I lack confidence at times | **5** | **4** | **3** | **2** | **1** |
| **7** | I am someone who is good at networking | **1** | **2** | **3** | **4** | **5** |
| **8** | I am someone who gets easily stressed | **5** | **4** | **3** | **2** | **1** |
| **9** | I am someone who takes care of myself | **1** | **2** | **3** | **4** | **5** |
| **10** | When something happens, I always try to reflect on how I am feeling | **1** | **2** | **3** | **4** | **5** |
| **11** | When faced with temptation I am able to exercise self-control | **1** | **2** | **3** | **4** | **5** |
| **12** | When faced with a setback I actively search for the ‘silver lining’ | **1** | **2** | **3** | **4** | **5** |
| **13** | When working through problems I struggle to take into account other perspectives on things | **5** | **4** | **3** | **2** | **1** |
| **14** | I find it difficult to empathise with other people when I’m required to. | **5** | **4** | **3** | **2** | **1** |
| **15** | When carrying out a task I know that I will do it better than the average person | **1** | **2** | **3** | **4** | **5** |
| **16** | When something goes wrong, I don’t know how to ask others for help. | **5** | **4** | **3** | **2** | **1** |

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| --- | --- | --- | --- | --- | --- | --- |
|  |  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| **17** | When faced with a stressful situation I cope better than most people | **1** | **2** | **3** | **4** | **5** |
| **18** | When facing key life decisions, I am guided by my values and what matters to me | **1** | **2** | **3** | **4** | **5** |
| **19** | When something upsets me, I find it difficult to ‘get a grip’ | **5** | **4** | **3** | **2** | **1** |
| **20** | When performing a task, I struggle to ignore distractions that prevent me staying focussed | **5** | **4** | **3** | **2** | **1** |
| **21** | In a difficult situation, my ability to work out what needs to be done soon gets me back on track. | **1** | **2** | **3** | **4** | **5** |
| **22** | When faced with a difficult scenario, I am able to come up with a number of options to reach a solution | **1** | **2** | **3** | **4** | **5** |
| **23** | My feelings are my own and don’t reflect how others around me are feeling | **5** | **4** | **3** | **2** | **1** |
| **24** | If I face a setback, I reflect on all the things I am good at and that restores my confidence | **1** | **2** | **3** | **4** | **5** |
| **25** | If I am struggling with something, I can get back on track with the help of others | **1** | **2** | **3** | **4** | **5** |
| **26** | When a disaster occurs, I use appropriate coping strategies to get back to normal | **1** | **2** | **3** | **4** | **5** |
| **27** | I rarely take regular breaks and rest in order to replenish my energy levels | **5** | **4** | **3** | **2** | **1** |
| **28** | I know how to control my emotional reactions and move forwards with a plan of action | **1** | **2** | **3** | **4** | **5** |
| **29** | If I get distracted, I reflect on what happened so that I can avoid the distraction next time | **1** | **2** | **3** | **4** | **5** |

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| --- | --- | --- | --- | --- | --- | --- |
|  |  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| **30** | When I make a mistake, I seek any opportunity to learn from the experience | **1** | **2** | **3** | **4** | **5** |
| **31** | When experiencing a crisis which turns things upside down, I learn from it | **1** | **2** | **3** | **4** | **5** |
| **32** | It makes me happy when I see my colleagues/fellow students being nice to each other | **1** | **2** | **3** | **4** | **5** |
| **33** | I pride myself on my ability to learn from any mistakes I make in order to improve for the future | **1** | **2** | **3** | **4** | **5** |
| **34** | I’m slow to seek out opportunities to network so that I can learn from others | **5** | **4** | **3** | **2** | **1** |
| **35** | I’m not afraid to put myself into unknown situations because I can learn so much from these | **1** | **2** | **3** | **4** | **5** |
| **36** | I am not someone who looks for ways to improve my fitness and health | **5** | **4** | **3** | **2** | **1** |
| **37** | I often find that my emotions run away with me and I can’t control how I’m feeling | **5** | **4** | **3** | **2** | **1** |
| **38** | I often find I have lost my focus and then spend a while struggling to get back on track | **5** | **4** | **3** | **2** | **1** |
| **39** | When disaster hits, I manage to see the positives and ways I can gain from it | **1** | **2** | **3** | **4** | **5** |
| **40** | I often feel overwhelmed by indecisiveness when faced with problems | **5** | **4** | **3** | **2** | **1** |
| **41** | Being around people who are depressed brings my mood down | **1** | **2** | **3** | **4** | **5** |
| **42** | When people criticise me I tend to take it to heart and lose my sense of humour | **5** | **4** | **3** | **2** | **1** |
| **43** | My reluctance to ask others for support makes me feel isolated | **5** | **4** | **3** | **2** | **1** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| **44** | I rarely get anxious and unsettled under extreme pressure | **1** | **2** | **3** | **4** | **5** |
| **45** | When under pressure I still manage to maintain a healthy lifestyle | **1** | **2** | **3** | **4** | **5** |
| **46** | Others would describe me as someone who expresses their feelings freely | **1** | **2** | **3** | **4** | **5** |
| **47** | Others would describe me as someone who remains focused | **1** | **2** | **3** | **4** | **5** |
| **48** | Others would describe me as a pessimistic person | **5** | **4** | **3** | **2** | **1** |
| **49** | Others would say I was rather inflexible | **5** | **4** | **3** | **2** | **1** |
| **50** | Others would say I am not very tolerant when people get upset at work | **5** | **4** | **3** | **2** | **1** |
| **51** | Others would describe me as a highly confident person | **1** | **2** | **3** | **4** | **5** |
| **52** | Others would describe me as someone who is good at rallying support | **1** | **2** | **3** | **4** | **5** |
| **53** | Others would describe me as someone who plays it safe | **5** | **4** | **3** | **2** | **1** |
| **54** | Others would say that I am someone who neglects to take care of themselves | **5** | **4** | **3** | **2** | **1** |
| **55** | When others are experiencing tough times I encourage them to be open about how they are feeling | **1** | **2** | **3** | **4** | **5** |
| **56** | I find it difficult to enable others to stay focussed | **5** | **4** | **3** | **2** | **1** |
| **57** | I find ways of helping other people see the positives in their situation | **1** | **2** | **3** | **4** | **5** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| **58** | I actively encourage others to take different perspectives when problem solving | **1** | **2** | **3** | **4** | **5** |
| **59** | I try to develop a sense of empathy in my team members/fellow students | **1** | **2** | **3** | **4** | **5** |
| **60** | I enjoy being able to make others feel more self-confident | **1** | **2** | **3** | **4** | **5** |
| **61** | I encourage people to work supportively together | **1** | **2** | **3** | **4** | **5** |
| **62** | I make it my job to help others manage their stress as best they can | **1** | **2** | **3** | **4** | **5** |
| **63** | Other people’s health/wellbeing is not really my concern | **5** | **4** | **3** | **2** | **1** |
| **64** | This uni enables people to be secure in expressing how they feel about things | **1** | **2** | **3** | **4** | **5** |
| **65** | This uni puts too many distractions in the way of peoples’ progress | **5** | **4** | **3** | **2** | **1** |
| **66** | It’s not easy to remain positive in this uni | **5** | **4** | **3** | **2** | **1** |
| **67** | This uni encourages people to try out new ways of solving problems to get results | **1** | **2** | **3** | **4** | **5** |
| **68** | This uni has a climate where a positive mood or feeling is contagious | **1** | **2** | **3** | **4** | **5** |
| **69** | This uni does little to boost peoples’ self confidence | **5** | **4** | **3** | **2** | **1** |
| **70** | This uni creates a climate where people are reluctant to work in a supportive way | **5** | **4** | **3** | **2** | **1** |
| **71** | This uni is a calm and stress-free place to work in | **1** | **2** | **3** | **4** | **5** |
| **72** | This uni encourages people to achieve a good work life balance | **1** | **2** | **3** | **4** | **5** |

Notes: Your analysis and interpretation of this test in terms of your self-awareness.