



**COPING AND RESILIENCE
INVENTORY™ (CARI)
ADULT VERSION**

TEAM PROFILE REPORT

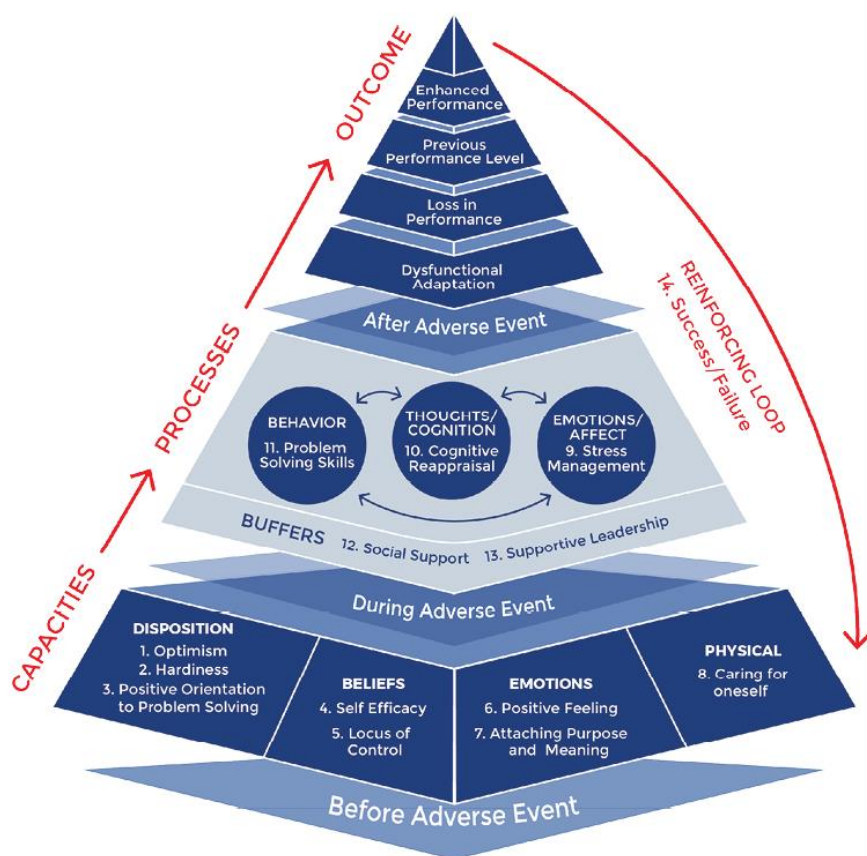
**Sample
Team
June 2030**

Team Information

Agency	Sample Agency
Team	Sample Team
Date	June 2030

Instrument Description

The questionnaire has been found to be useful as a general description of a team's coping ability in a work setting, and should be interpreted appropriately in this context. It is recommended that this report be used in conjunction with other supplementary information, to obtain a clearer perspective of a team's coping response, psychological resilience and stress management. This report is strictly confidential and should only be accessible by readers for whom it is meant.



Coping & Resilience

This framework depicts the main factors that contribute to a person's ability to manage stress and overcome adversities.

One's resilience is the result of a dynamic interaction between his or her personal attributes; the ability to cope with adverse events; and the environmental factors that exist.

This framework is used as the conceptual basis in the design of the CARI questionnaire.

01

Coping Capacities

The underlying Disposition, Beliefs, Emotions and Physical factors that help an individual cope with stress and adversities.

02

Coping Processes

The dynamic interaction between one's Thoughts, Emotions and Behaviours when undergoing an adverse event.

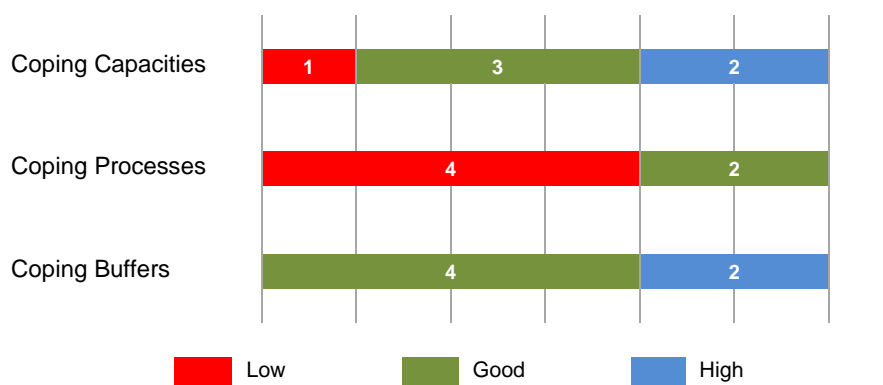
03

Coping Buffers

Factors in the environment that impact individuals and enhance or diminish their resilience during adversities.

Team Resilience Profile Summary

The chart below breaks down the team's Resilience profile in terms of the three main factors Coping Capacities, Coping Processes, Coping Buffers. Ideally, the team's members should aim to score a **High** level in all three factors so that they can cope effectively in the face of challenging situations.



Number indicates how many team members score in that range

Coping Capacities comprises of the positive beneficial effects of the dispositional factors (optimism, hardiness and positive orientation to problem solving), beliefs (self-efficacy and locus of control), emotions (positive feelings and attaching purpose and meaning), and the physical factor 'caring for oneself'. Based on their scores, the group has a **Good** level of Coping Capacities on average.

Coping Processes are the dynamic, interactive effects of one's thought processes, coping behaviours shown and one's emotions experienced in the face of adversity. Based on their scores, the group generally has a **Low** level of Coping Processes on average.

Coping Buffers refer to factors in the environment that can serve to protect individuals from the debilitating effects of adversity. Individual coping abilities therefore may be enhanced or damaged according to the actions/influence of others. Based on their scores, the group generally has a **Good** level of Coping Buffers on average.

Team Resilience Rankings

This next table shows the rank order of each team member on each of the three main Resilience factors. The smaller the team member's rank, the better their score is on that particular main factor.

Rank	Coping Capacities	Coping Processes	Coping Buffers
#1	Janet	Sarah	Doris
#2	Samy	Janet	Sarah
#3	Doris	Doris	David
#4	Sarah	Samy	Andy
#5	David	David	Samy
#6	Andy	Andy	Janet

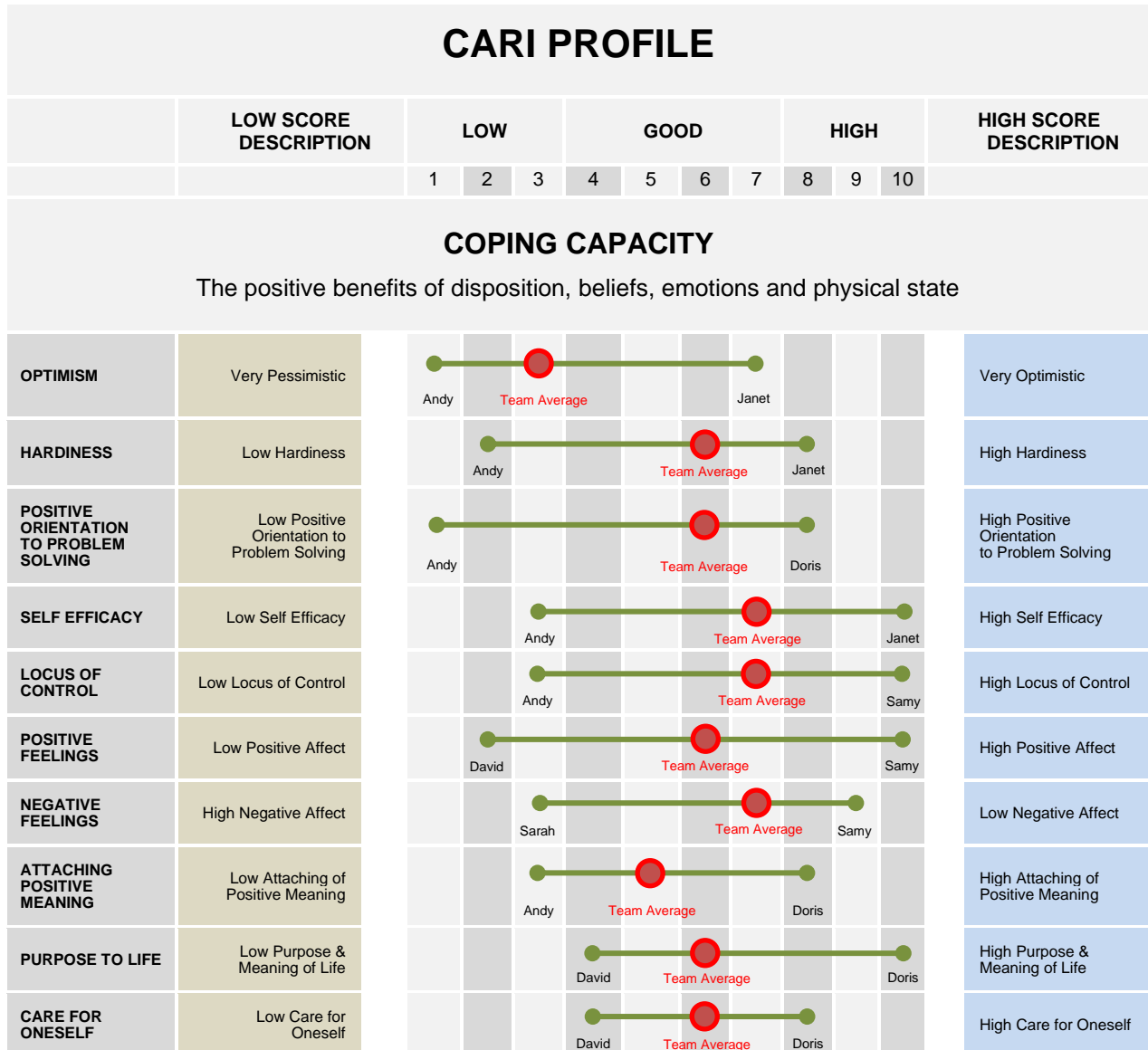
Strengths & Areas for Improvement

The last table identifies which main factors they score the lowest in, and which they score the highest in. Factors they score high in are their Resilience strengths, while those they score low in are areas for improvement.

	Lowest		Highest
Andy	Coping Processes	Coping Capacities	Coping Buffers
David	Coping Processes	Coping Capacities	Coping Buffers
Doris	Coping Processes	Coping Capacities	Coping Buffers
Janet	Coping Buffers	Coping Processes	Coping Capacities
Samy	Coping Processes	Coping Buffers	Coping Capacities
Sarah	Coping Capacities	Coping Processes	Coping Buffers

COPING CAPACITIES

Coping Capacities comprise of the positive beneficial effects of the inherent person factors such as optimism, hardiness, problem solving, beliefs, emotions and the physical factors (e.g. caring for oneself). The tables below show the range of scores obtained by the team members across all 10 Coping Capacities sub-factors.



Optimism

Optimism is the belief that good things will happen in the future and that times of hardship do not last. Optimistic people are confident and persistent in the face of challenges. They can tell when a bad situation is within or outside their control, which allows them to adjust their coping strategies to deal with any problem.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Janet							●			
David						●				
Samy						●				
Doris				●						
Sarah		●								
Andy	●									

Hardiness

Hardiness is the ability to stay calm and collected during stressful situations. People who are hardy believe that they have control over their surroundings. They also strongly believe that their actions are worthwhile and valuable. They do their work cheerfully with a strong sense of purpose and understanding. Rather than being overwhelmed by change, hardy people see change as a chance to grow and learn.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Janet								●		
Doris							●			
Samy						●				
Sarah				●						
David				●						
Andy		●								

Positive Orientation to Problem Solving

A Positive Orientation to Problem Solving means looking at problems in a positive way. People with a positive orientation towards problem solving view problems as challenges that can be overcome, and readily take action to find ways to solve them. On the other hand, people who are more concerned with how problems affect them negatively are likely to end up frustrated and unable to concentrate on finding a solution.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Doris							●			
Samy							●			
Janet							●			
David				●						
Sarah			●							
Andy	●									

Self Efficacy

Self-Efficacy is a person's belief in their ability to solve problems and achieve their goals through their own efforts. People who are high in self-efficacy are more likely to press on in the face of difficulties, while those low in self-efficacy may be more likely to give up.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Janet										●
Samy							●			
Doris						●				
Sarah					●					
David			●							
Andy			●							

Locus of Control

Locus of Control refers to how much control a person personally feels they have in a given situation. People who feel a high sense of control over situations will have more confidence that they can solve their own problems, and are more likely to put in effort to do so. In contrast, people who feel little control over their situation will be less confident that they can solve their own problems, and are more likely to give up on solving them.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Samy										
Janet										
Doris										
David										
Andy										
Sarah										

Positive Feelings

Positive Feelings refer to emotions such as joy and excitement. Such emotions make people feel more energetic, and encourage them to think more productively and flexibly. Positive emotions help people adapt better when faced with hardships as well as promote more creative thinking, allowing them to come up with a greater number of possible solutions and more constructive ways to deal with problems.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Samy										
Doris										
Janet										
Sarah										
Andy										
David										

Negative Feelings

Negative Feelings refer to emotions such as distress or irritability. People who experience negative feelings on a regular basis are more likely to find themselves overwhelmed by challenges and adjust more poorly when faced with hardships.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Samy										
David										
Janet										
Doris										
Andy										
Sarah										

Attaching Positive Meaning

Attaching Positive Meaning means trying to find something positive about any situation. Rather than allowing a bad situation to overwhelm them, a person who can attach positive meaning can see bad situations as positive experiences by focusing on the possible benefits that could come about from them.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Doris										
Samy										
Janet										
Sarah										
David										
Andy										

Purpose to Life

Believing in a Purpose to Life means thinking that there is significance and deep meaning to everything that happens in life. Individuals who feel that they have a clear purpose in life tend to be more resilient in the face of stress and hardship.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Doris										
Samy										
Janet										
Sarah										
Andy										
David										

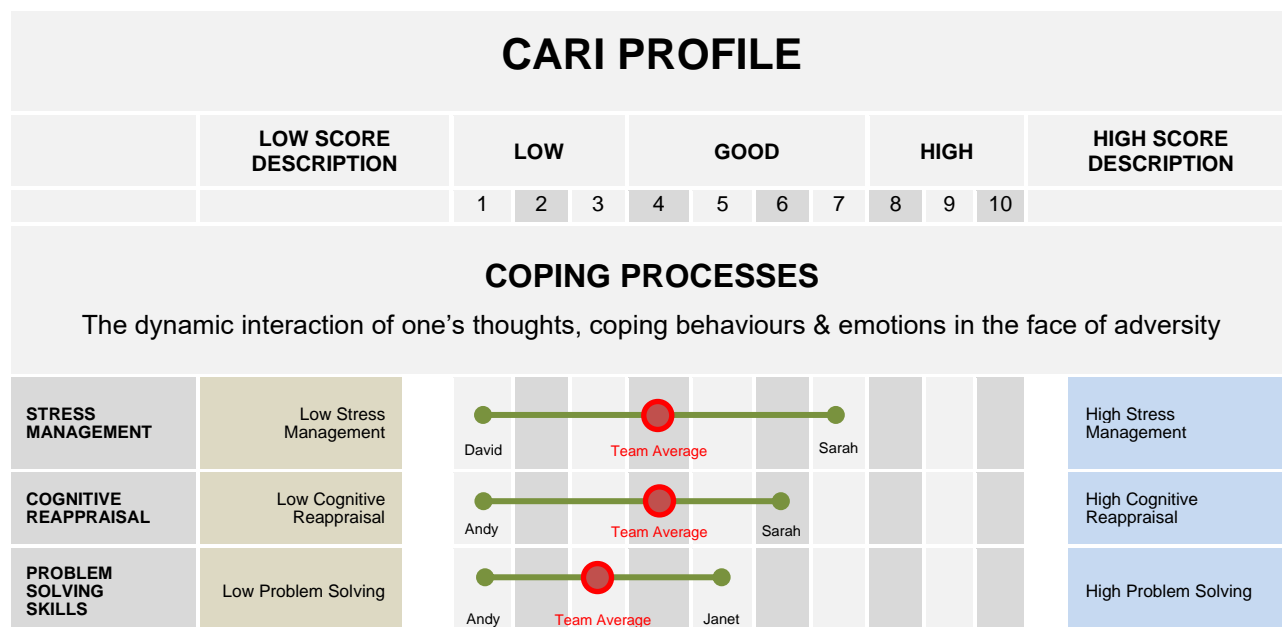
Care for Oneself

Caring for oneself can be surprisingly helpful in times of hardship. Taking care of your health by eating well, sleeping well, and exercising regularly helps protect you from the negative effects of stress. Besides physical wellbeing, other aspects such as spiritual, social, and emotional well-being are also important.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Doris										
Janet										
Samy										
Sarah										
Andy										
David										

COPING PROCESSES

Coping Processes are the dynamic, interactive effects of one's thought processes, coping behaviours shown and one's emotions experienced in the face of adversity. The tables below show the range of scores obtained by the team members across all 3 Coping Processes sub-factors.



Stress Management

Stress Management is the positive management of stress to improve performance. People who use stress management techniques are more likely to remain calm and positive under pressure, allowing them to manage their levels of stress more effectively.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Sarah							●			
Janet						●				
Samy				●						
Andy			●							
Doris		●								
David	●									

Cognitive Reappraisal

Cognitive Reappraisal is changing how you look at problems and stressful situations. People who can change how they look at problems from a negative view to a positive view are better able to withstand hardship and overcome challenges.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Sarah						●				
Janet					●					
Doris				●						
Samy			●							
David		●								
Andy	●									

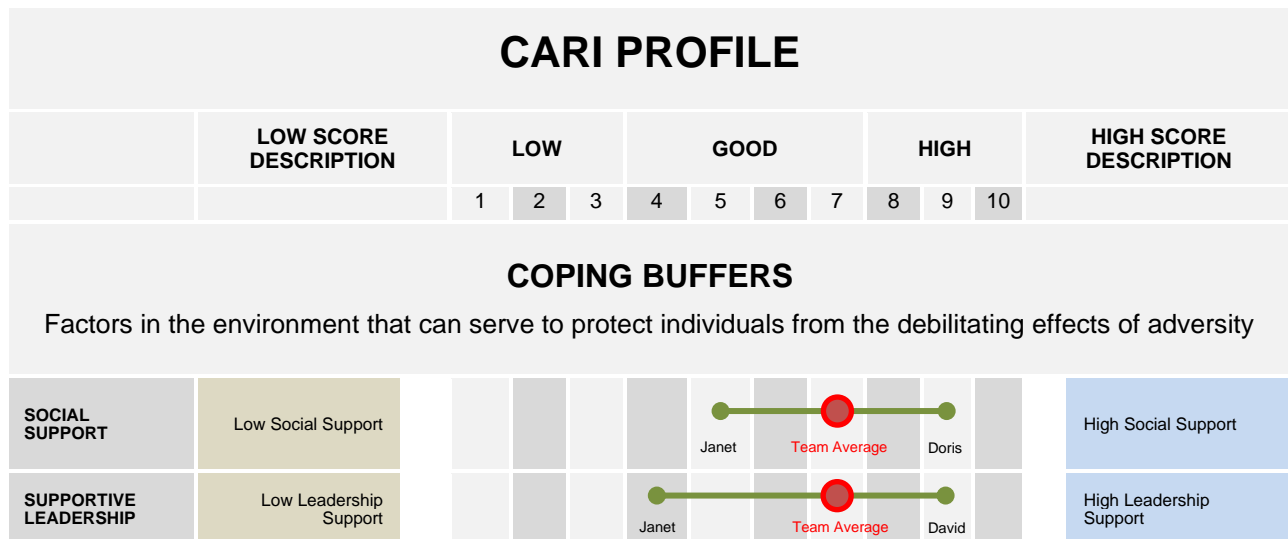
Problem Solving Skills

Problem Solving Skills include being able to tell exactly what the problem is, being able to come up with many different solutions, being able to decide which solution to use, as well as being able to carry out the chosen solution. Good problem-solving skills help people think of many creative ways to solve problems, which raises the chances of solving problems successfully and effectively.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Janet					●					
David					●					
Doris			●							
Sarah		●								
Samy		●								
Andy	●									

COPING BUFFERS

Coping Buffers refer to factors in the environment that can serve to protect individuals from the debilitating effects of adversity. Individual coping abilities therefore may be enhanced or damaged according to the actions/influence of others.



Social Support

Having strong Social Support means having close friends, family, a community, or other such groups of people to help you when you are facing difficulties. Caring relationships, sharing your problems and feelings with others, as well as seeking advice from people who have faced similar problems as you are extremely helpful in dealing with stress and challenges.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
Doris									●	
Sarah								●		
Samy								●		
Andy							●			
David						●				
Janet					●					

Supportive Leadership

Supportive Leaders trust, respect, and show concern for others. Having Supportive Leaders makes people feel liked, appreciated, capable, respected and motivate them to keep trying to improve and be the best they can be. Supportive Leaders also help reassure others during difficult times with enthusiasm and confidence, protecting them against the negative effects of stress.

Name	LOW			GOOD				HIGH		
	1	2	3	4	5	6	7	8	9	10
David										
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Glossary of Terms

Optimism

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Supportive Leadership

Supportive Leaders trust, respect, and show concern for those under them. They encourage communication between team members as well as give advice and guidance when things are not clear. Having Supportive Leaders make people feel liked, appreciated, capable, respected as well as keep trying to improve and be the best they can be. Supportive Leaders also help reassure those under them during difficult times with enthusiasm and confidence, protecting them against the negative effects of stress.