

The Habits and Dispositions of Resilient People: A Self-Assessment

PART 1: Resilient people effectively and regularly engage in 12 habits and demonstrate 12 dispositions. Assess how regularly and strongly you feel that you engage in these habits and dispositions.

HABITS		
Habit	Description	On a 1–5 Scale, How Strong I Feel in This Habit
Know Yourself	I know my values, personality type, skills and aptitudes, and social identities. I use my self knowledge to make decisions and to deal with obstacles.	
Understand Emotions	I recognize and understand my emotions, and I have strategies to respond to them. I recognize and understand other people's emotions and have strategies to respond to them.	
Tell Empowering Stories	I am aware of the way I interpret events, and I make choices about those interpretations.	
Build Community	I know how to build strong and healthy communities in which I feel nurtured. I have a community that supports me.	
Be Here Now	I use strategies to manage worry and regret and to keep me in the present moment so that I can make clearheaded decisions.	
Take Care of Yourself	I value and prioritize my own physical self-care and know how to give my body what it needs so that it will be healthy.	
Focus on the Bright Spots	I direct my awareness and attention to strengths, assets, and things that are going well. When I face challenges, my ability to identify bright spots helps me respond.	
Cultivate Compassion	I have compassion for myself and for others; I can activate my compassion for myself and for others when I want.	
Be a Learner	I am regularly in the mental stance of a learner, seeing challenges as opportunities for learning. I know how to guide and direct my learning.	
Play and Create	I understand how playing, creating, and appreciating art helps me deal with challenges and stress, and I engage in these activities.	
Ride the Waves of Change	I have strategies to deal with change, and I use them to manage or lead change.	
Celebrate and Appreciate	I understand how gratitude and celebration contribute to my resilience, and I engage in appreciation practices.	

What, if anything, surprised you after doing this self-assessment?

Based on this self-assessment, what implications are there for how you engage as an employee who can work towards equity and belonging for all in the workplace?

Based on this self-assessment, which habit do you want to cultivate, or grow?

PART 2: Resilient people demonstrate these 12 dispositions. Assess how strongly you feel these dispositions in yourself.

DISPOSITIONS		
Disposition	Description	On a 1–5 Scale, How Strong I Feel in This Disposition
Purposefulness	I know what I’m doing and why I’m doing it. This sense of direction guides me in making decisions and facing challenges.	
Acceptance	I am not resigned, but I’m able to recognize what I can and can’t change in a situation, and I can accept that.	
Optimism	I know that I can increase my optimism and maintain a positive outlook in the face of adversity, without denying the current reality. I take the long view, accept that life has ups and downs, and search for root causes of challenges.	
Empathy	I can put myself in other people’s shoes and feel their pain.	
Humor	I can use humor to lighten difficult moments, help me be in the present moment, explore difficult emotions, and connect with other people.	
Positive Self-Perception	I value myself. I have solid self-esteem. I am self-confident. I accept myself as I am. I’m not overly critical of myself, I don’t strive for perfection, and I forgive myself for mistakes and take responsibility for my choices and actions.	
Empowerment	I believe I can influence my surroundings and the outcome of events, and this contributes to my feelings of confidence and competence.	
Perspective	I can see events from many different sides, and this insight helps me respond productively to situations and emotions.	
Curiosity	I am open to new ideas, I question my assumptions, I view obstacles and challenges as opportunities for growth, and I have many questions about many things.	
Courage	I am not afraid to try new things, to make mistakes, or to take a risk. I can identify my reserves of courage and draw on them when I need to.	
Perseverance	I am tenacious when dealing with challenges. I can put off short-term concerns and gratification for the sake of long-term success.	
Trust	I trust myself, and I trust something bigger outside myself: the passage of time, a process, or possibly something spiritual.	

What, if anything, surprised you after doing this self-assessment?

Based on this self-assessment, which disposition do you feel most inclined to cultivate?