

Emotional Resilience Assessment

Carefully consider the following items and answer for your current work situation.

1=strongly disagree	2=disagree	3=neither agree nor disagree
4=agree	5=strongly agree	

Score	Statement
	1. The amount of work that I am assigned in a normal work day or week allows me to perform at a high level.
	2. I always have enough work to keep me interested and productive.
	3. I feel that I am not rushed and can do my work in a way that satisfies my standards.
	4. I am satisfied with the amount of control I have over my work and how I complete it.
	5. I am rewarded fairly for my contribution to the organization.
	6. I believe that I am treated fairly by managers and co-workers.
	7. I am satisfied with my opportunities for advancement and the support I receive to progress within the organization.
	8. I work well with my colleagues and believe that we care for each other as a community.
	9. My values and those of the organization are compatible.
	10. My work provides enough challenge to keep me interested.
	11. I am using my strong talents at work.
	12. I see how my work fits into the success of the organization.
	13. I have been recognized and rewarded by my supervisor or someone else at work during the past 6 months.
	14. I am proud of what our organization accomplishes.
	TOTAL

If you tally your score, it will give you a general idea of your current emotional resilience. However, it will be even more important to note the specific items and their score. Then we can approach using the “higher number” items as a clue to raising the “low score” items, thereby benefiting the overall health of the organization.