

## The Resilient Leadership Game Plan

It takes just five minutes to answer the following set of 10 questions, and start generating the resilience you need to lead effectively during turbulent times.

### Test Your Resilience Quotient (RQ)

For each question, just circle the answer that best applies to you. Then follow the directions on page 3 to calculate your results and get started on your Resilient Leadership Game Plan.

1. How clear are you about your core values?
  - (1) Very clear - I know my values and I use them to make decisions almost daily.
  - (2) Quite clear - I know what's most important to me and occasionally consider my values when I'm making a decision.
  - (3) Sort of clear - Sometimes I feel like what I'm doing is in align with my values, but other times I don't.
  - (4) Not clear at all - I used to know what was important to me, but now more often than not, I feel confused or conflicted.
  
2. How purposeful do you feel in your work?
  - (1) Very purposeful - I know what I'm working for, I believe in it, and I'm seeing enough progress to keep me engaged.
  - (2) Pretty purposeful most of the time.
  - (3) Not very purposeful - Basically, I stick with this job for the paycheck or because I don't know what else I would do.
  - (4) Purposeless - I'm miserable in my job.
  
3. Do you regularly take the quiet time you need to do your best thinking?
  - (1) Yes. I schedule my thinking and planning time before anything else, so that I always know I'll have time in my week for reflection.
  - (2) I recognize the value of taking time out for reflection, and usually, I manage to find the time.
  - (3) I rarely pause to consciously reflect on what I've learned, or where we're going. I know that it would be a good idea if I did.
  - (4) I have never done that and wouldn't know how to start.



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4. How effective do you feel at work?
  - (1) Very effective. I set my goals high and then exceed them. I'm working well and so is my team.
  - (2) Somewhat effective. I can't really imagine anyone doing a better job in this position.
  - (3) Somewhat ineffective. Something needs to change.
  - (4) Not effective at all. I'm miserable.
  
5. How supported and appreciated do you feel by those you work with?
  - (1) I feel completely supported and appreciated.
  - (2) I usually feel supported and appreciated.
  - (3) They probably appreciate me, but they are too caught up in their own stuff to show it.
  - (4) I feel unappreciated to the point of feeling undermined.
  
6. If you are married or partnered, how satisfied do you feel in your primary intimate relationship? OR If you are single, how satisfied do you feel with your single life?
  - (1) Completely satisfied. I didn't know life could get this good.
  - (2) Mostly satisfied. Something is niggling at me, but I know it will be resolved sooner or later.
  - (3) Increasingly unsatisfied. There is a lot unsaid or unacknowledged. I'm pretty confused about what to do.
  - (4) I'm unsatisfied and it's killing me.
  
7. Do you spend enough time with your family and friends?
  - (1) Yes. I'm getting my needs met and so are they.
  - (2) I think so. I could easily make a couple of adjustments that would improve things a bit. I just need to pay more attention.
  - (3) No, but this is a difficult time. We'll get through it and get back in the groove eventually.
  - (4) No. I'm in hell, and so are they.

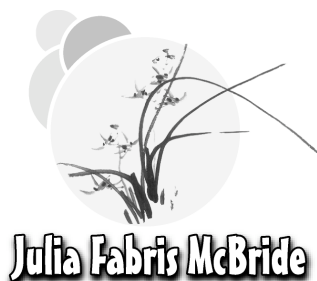


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8. Do you have some type of regular centering practice (meditation, prayer, reflection, yoga, time in nature, etc.) that you can count on?
- (1) Yes, and I practice it daily. It's part of who I am.
  - (2) Yes, and I practice it with some frequency or regularity.
  - (3) Sort of. I know what works, but I don't do it often enough to make a difference.
  - (4) No. I wouldn't have a clue where to start.
9. How are you doing with diet, sleep and exercise?
- (1) Terrific! I eat plenty of fresh vegetables, fruit, and whole grains, and little or no sugar, alcohol and caffeine. I sleep as well as I eat, and I exercise every day, no matter what.
  - (2) Good. There's room for improvement, but basically, I eat and sleep pretty well, and I enough exercise to keep me from climbing up the walls.
  - (3) I have trouble sticking to healthy habits in one or more of those areas.
  - (4) I'm not taking care of myself, and I feel it.
10. When was the last time you had a meaningful conversation with a true confidant, someone who has no stake - other than your best interest - in any decision you make?
- (1) Within the last week to ten days.
  - (2) Within the last month.
  - (3) Within the last six months.
  - (4) I can't remember the last time I had a conversation like that.

**Calculating your results:** For each of the 10 questions, give yourself points equivalent to the number in parenthesis of the answer you circled. Add your points together and turn to page 4 to start creating your Resilient Leadership Game Plan.



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## Developing Your Resilient Leadership Game Plan

If you scored between 10 and 13: *Congratulations! Your Resilience Quotient (RQ) tops the charts.* There may be one or two adjustments you could make that would give you even more energy for the life you love. To start your Resilient Leadership Game Plan, pick one question where you chose response (2) or (3). Brainstorm a list of actions, new habits, attitude shifts or lifestyle changes you could take that would make it likely that if you took this assessment again in 3 weeks you'd choose response number 1. Choose the one or two items on your list that inspire you the most, and experiment with them for the next three weeks. Then re-take the RQ test and see how you do.

If you scored between 14 and 25: *Your high RQ reveals a great deal of flexibility and grace under pressure.* With a little bit of attention to your Game Plan you'll develop even greater resilience. For you, increased resilience may mean addressing one important issue in depth, or perhaps you'd benefit most from a set of smaller changes across the board. To start your Game Plan, choose the one area where you think you'll get the most bang for your resilience-boosting buck. This is probably an area in which you chose response number (3) or (4). Brainstorm a list of actions, new habits, attitude shifts or lifestyle changes you could take that would make it likely that if you took this assessment again in 3 weeks you'd choose response number 1. Choose the one item on your list that inspires you the most, and experiment with it for the next three weeks. Then re-take the RQ test and repeat these steps in another area of focus.

If you scored between 26 and 30: *You are overwhelmed and may feel on the brink of burn-out.* It's time to step back and examine what's working, and what isn't. Review your results and consider whether there are any conversations you could have with other people: Is there something you need to say "no" to? Is there a request you need to make? Is there anything that has been left unsaid for too long? Decide how and when you are going to have those conversations. Speaking up for yourself will create space for you to begin to reflect and identify other steps you can take to increase your RQ.

If you scored between 31 and 40: You are toast. Breathe deep and get the support you need to recapture enthusiasm and a sense of responsibility for your dreams.

Click here to send an email to Julia to schedule your 30-minute coaching session.



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