



CHALLENGE ▪ CONTROL ▪ COMMITMENT

HARDINESS
RESILIENCE GAUGE



ID#000001

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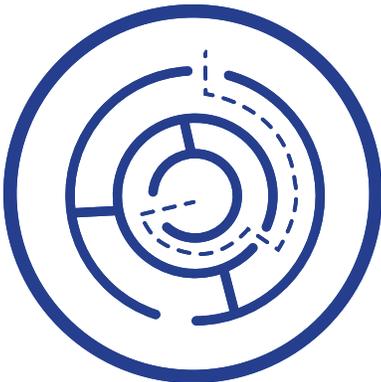
ABOUT THE

HARDINESS RESILIENCE GAUGE

Welcome to your Hardiness Resilience Gauge™ report. In this report, you will learn about your hardiness level and how key characteristics that you possess can enhance or undermine your stress resilience and adaptability across a range of circumstances. Throughout the report, you will be given developmental strategies aimed at improving and maintaining these key characteristics, ultimately providing you with a deeper understanding of how you can contribute to your overall resiliency.

HARDINESS MODEL

Hardiness is a generalized mode of functioning that influences how people interpret the world and make sense of their experiences. A person's hardiness level is the primary psychological, or "inside the skin" factor that allows people to react and respond to stressful and unexpected situations in a resilient manner. There are three characteristics that comprise a person's hardiness level:



CHALLENGE

is seeing change and novelty as exciting and as an opportunity for you to learn and grow.



CONTROL

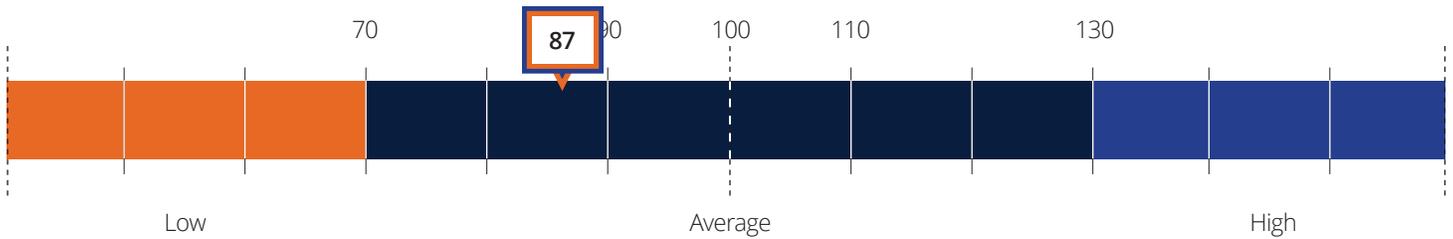
is having a sense of self-efficacy and the belief that you can influence outcomes in your life.



COMMITMENT

is being engaged and seeing all parts of your life as interesting and meaningful.

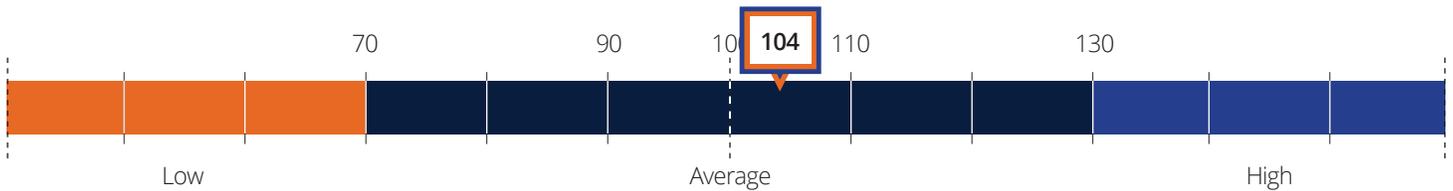
TOTAL HARDINESS



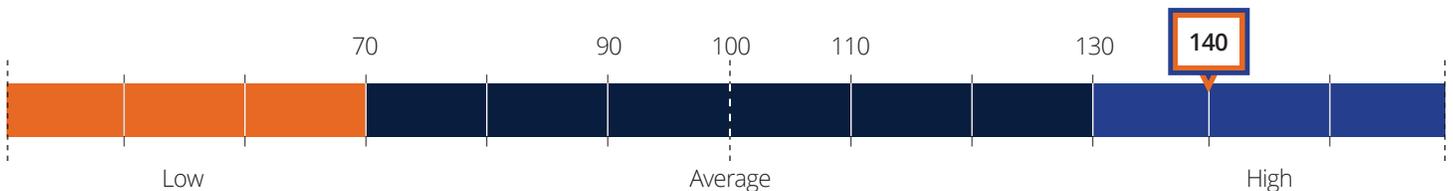
What your score means

Your result suggests that your total level of hardiness falls in the **average** range. You are usually prepared to tackle stressful or unexpected situations that come your way. You may experience the negative effects of stress from time to time, but you are capable of responding to most surprising and changing situations in a healthy and adaptive manner. You can be hesitant when faced with new circumstances, but are motivated to leverage your adaptive coping strategies to deal with whatever changes come your way.

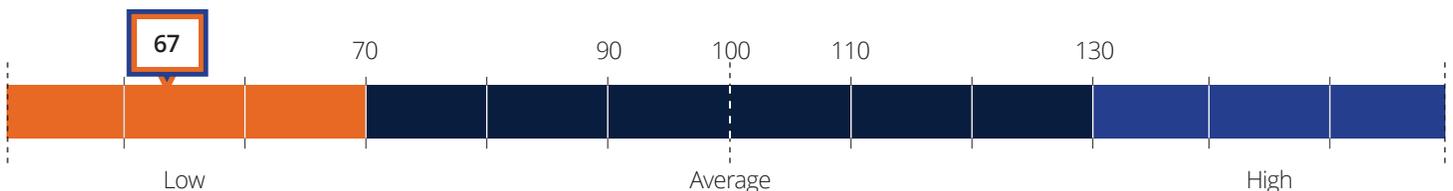
CHALLENGE



CONTROL



COMMITMENT



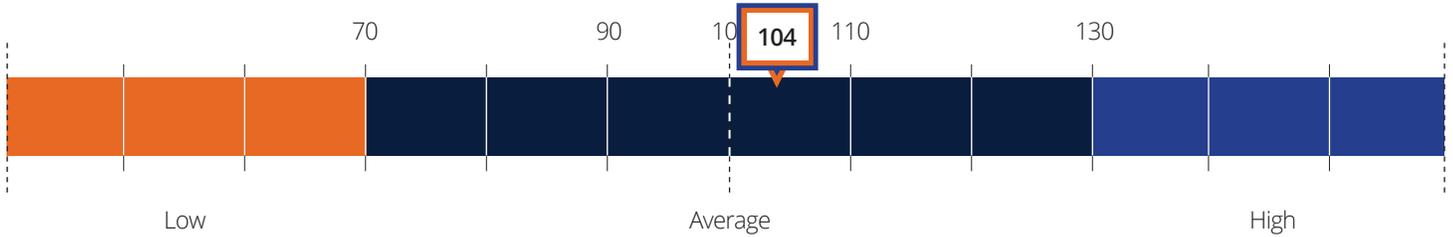
HARDINESS SUBSCALES

On the pages that follow, you will find a thorough analysis of your subscale scores. As you move through the report, think about how you might see these hardiness characteristics emerge in your day-to-day life. If you choose to implement the recommended developmental strategies highlighted for you, you can ensure that you are setting yourself up for success when faced with stressful and changing situations.



CHALLENGE

Change as exciting and an opportunity for learning and growth.



What your score means

Your result suggests that your challenge score falls in the **average** range. You tend to embrace change in your life. Although you are open and willing to try new things, you likely don't actively seek out novel activities to try. You prefer to stick to a routine, but are comfortable with minor day-to-day changes. Unexpected situations that require major change might be overwhelming for you and could be quite stressful. You tend to be fairly flexible and can adjust your goals and focus when absolutely necessary, but there may be circumstances where you should be more adaptable to changing conditions. You are fairly reflective and often take time after a situation to think about what went right and what you could have done differently. You are likely to see the learning potential in your successes and failures and contemplate how you can apply lessons learned from your failures to improve yourself in the future.

STRATEGIES FOR DEVELOPING YOUR CHALLENGE

You can work towards improving your challenge score by using the following strategies:

Embrace Change

Change comes in many different forms. It may be a big or small change. It may be a change that positively or negatively impacts your life. Regardless of the degree or type of change, there is value in it.

Learn to embrace the change in your life by purposefully incorporating variation into your day-to-day routine. For example, try taking on a project that is different from what you normally do. Try eating at a restaurant you wouldn't normally go to or integrate a new type of technology into your life. By making changes in your routine, you will become more comfortable with change in general and learn to see it as a good thing.

Pivot or Persevere

An effective person knows when to continue with the strategy they are using to achieve a desired outcome, and when to alter or modify their strategy.

As you are working towards a goal, consistently check in with yourself at pre-determined intervals (e.g., at the beginning of every week) and assess if the strategy you are using is going to allow you to reach an outcome you are happy with in a timeframe you are comfortable with. If not, it might be time for you to pivot and change the strategy you are using. Be open to innovative and creative strategies that are different from what you had initially planned.

Reframe Failure

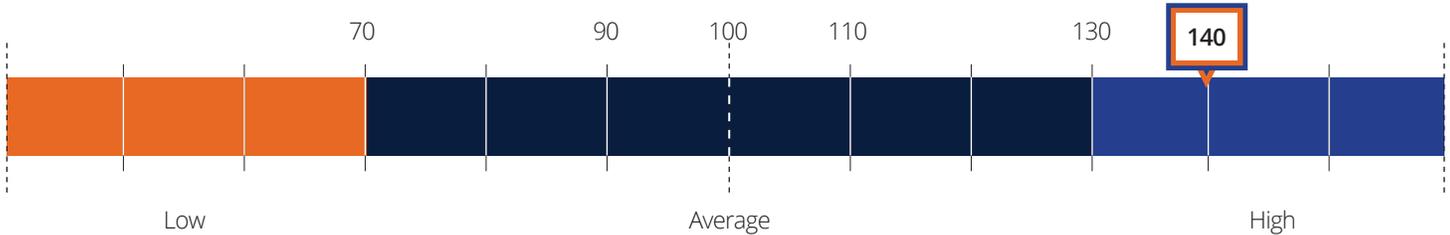
It is easy for people to look back at their successes and identify all of the steps they took to contribute to their success. It is not as easy to critically reflect on your failures. When you fail at something, accept responsibility for the failure and think about what you could have done differently.

Interpret the failure as an opportunity for growth. Ask yourself what you learned from the failure and what you now know that you didn't know prior to the failure. By framing the failure as something you can learn and grow from, you will decrease your natural defensiveness about the failure and be able to leverage the lessons learned from the failure in future situations.



CONTROL

Belief that you can control or influence outcomes in your life.



What your score means

Your result suggests that your control score falls in the **high** range. You believe you have a significant impact on the events that happen in your life. Despite the inevitable uncertainty about some aspects of your future, you remain confident that you have the skills and resources to successfully influence the aspects of your life that are within your control. You confidently approach new situations with the mindset that your actions will dictate the outcome. You are willing to work hard to achieve the outcomes that you desire and you recognize that when you fail at something, it is often because you did not put forth enough effort. When something unexpected happens in your life, you quickly refocus and turn your attention to what you can do to regain control of the situation.

STRATEGIES FOR DEVELOPING YOUR CONTROL

You should strive to maintain your high level of control by using the following strategies:

Know Your Limits

Put your energy into completing tasks that are within your capabilities. Choose goals and tasks that are challenging but achievable for you. When embarking on a new project, always ask yourself: Do I have the skills and resources to control the outcome of this situation? The more control you believe you have in a situation, the more likely you are to be successful.

If you feel like you have entered a situation where you are unable to control what happens, think back to a time when you felt in control and achieved what you wanted. This should boost your perceptions of how in control you feel and help you establish control in the current situation.

Assert Your Control

Make a personal commitment to yourself to exert your control and influence in situations where you might feel out of control. You can do this by making action plans for yourself that take the form "if X happens, then I will do Y."

For example, if you tend to get anxious when a deadline is approaching, you could make the action plan "If I get anxious about meeting a deadline, then I will pause, take a deep breath, and make a list of what I need to do." By making a pre-determined action plan, you outline the specific actions you need to take to maintain your control and influence the outcome of the situation when it arises.

Segment Tasks

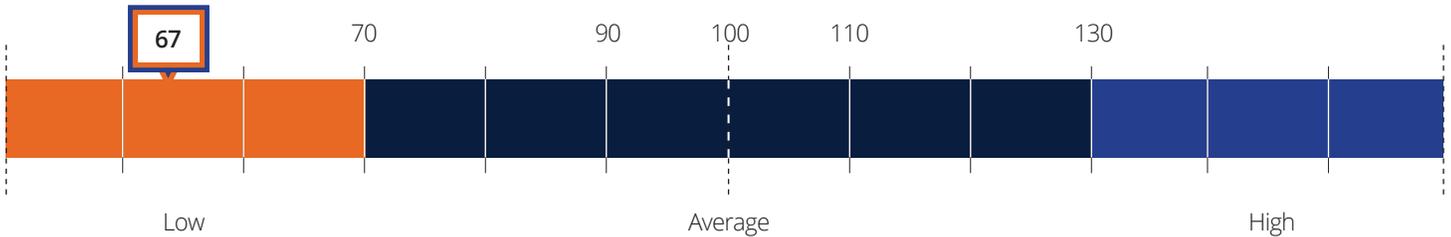
Break big tasks into manageable pieces. When a task is too large or daunting, it is hard to see the progress that you are making towards successfully completing the goal. By segmenting the larger task into smaller manageable tasks, you create lower-level goals that are small, achievable, and can be acted on immediately, increasing your feelings of control and influence over the situation.

There are going to be situations where you can't control everything and unexpected challenges will derail your action plan. When this happens, refocus and revisit your lower-level goals to make sure they are still realistic and manageable.



COMMITMENT

Being engaged and seeing all parts of life as interesting and meaningful.



What your score means

Your result suggests that your commitment score falls in the **low** range. You don't have a strong sense of purpose in your life and you are not overly enthusiastic about the things that you are doing. You sometimes feel very detached from your life and have trouble finding meaning in the things that you do. You have difficulty getting excited about the activities that are going on around you and you generally see life as being quite boring. You are not very curious or interested in what is going on in the world around you and you don't see value in putting your energy towards things that you see as meaningless. You often get bored with your day-to-day activities and see them as quite mundane. When life gets stressful, you tend to disengage and try to ignore the situation.

STRATEGIES FOR DEVELOPING YOUR COMMITMENT

You can work towards improving your commitment score by using the following strategies:

Pursue Your Passions

Take time to think about what is important and interesting to you. Start with writing down one of your passions that you want to pursue. Don't make it too general (e.g., "helping other people"). Make it specific and purposeful. Ask yourself questions such as "What did I really enjoy doing as a child or teenager that I no longer do?" or "What activities do I do that make me feel energized and excited?"

Once you have identified a passion, find a way to remind yourself daily of your commitment to pursuing that passion (e.g., tape a note to something you look at every day). Be on the lookout for new passions that might arise as you go through your day and be open to pursuing them.

Be Mindful

Pay attention to what is presently going on in your life. Often, people are trapped in thoughts about the future or the past, and are not engaged with their current life. Mindfulness is about being present and living in the moment. You can practice mindfulness at any moment — just pay attention to your immediate experience. Ask yourself questions such as: "What is happening right now?" "What do I see, hear, and smell?" "What would I see if I looked at myself as an onlooker?"

Being mindful is not easy and it takes practice. However, if you can become more aware of your thoughts, feelings, and physical sensations as they are happening, you will be more engaged in your experiences as they naturally unfold.

Practice Gratitude

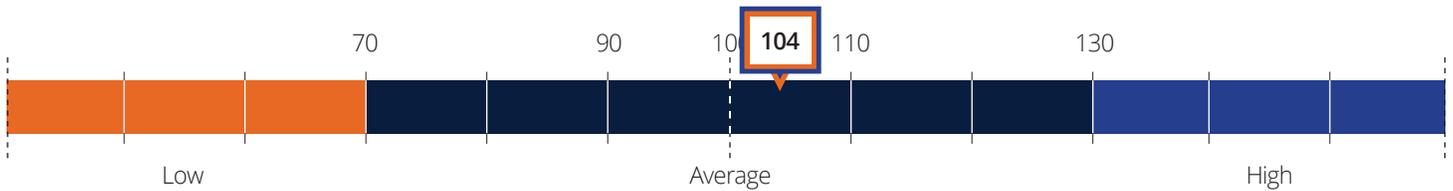
There are many small activities we do every day that become so habitual, we often forget to appreciate them (e.g., drinking a cup of coffee in the morning, feeling the warm sunshine on your face, etc.). Research suggests that taking time to reflect on what you are grateful for has lasting positive effects.

At the end of every day, think about 2-3 things from your day that you are grateful for. You can also make this more social and do it with your family, friends, coworkers, etc. Forming a daily habit of acknowledging the things that made your day more enjoyable (no matter how small) will encourage you to find meaning in daily experiences that you might have otherwise ignored.

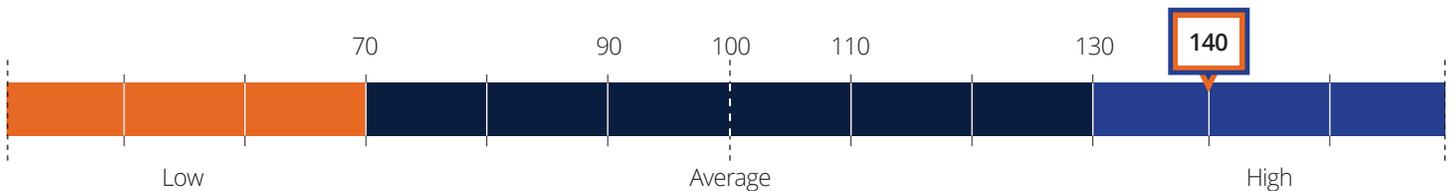
BALANCING YOUR HARDINESS

This page of your report is meant to show you whether your subscale scores are balanced or unbalanced. If your results identify imbalances across your subscale scores, it is important to explore the potential impact that these imbalances could have on your behaviours and how you interpret experiences.

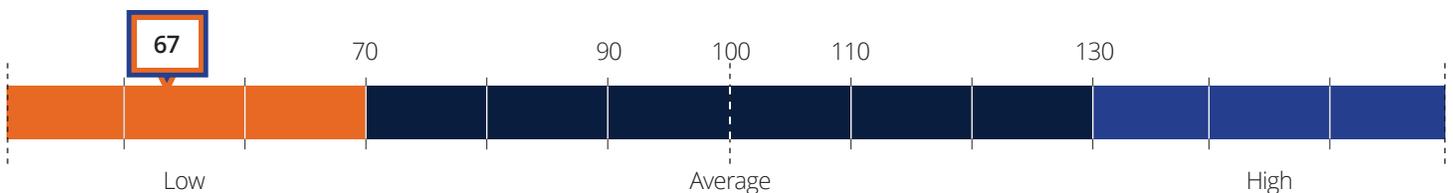
CHALLENGE



CONTROL



COMMITMENT



CHALLENGE vs. CONTROL

Your challenge score is lower than your control score. Your motivation to control and influence outcomes in your life is higher than your motivation to try new things and learn from experiences. You likely see minimal value or learning opportunity in situations where you cannot control the outcome. Try the **Reframe Failure** strategy highlighted for you in the "Strategies for Developing Your Challenge" section to bring your challenge score in line with your control score.

CONTROL vs. COMMITMENT

Your control score is higher than your commitment score. You may choose to pursue goals that you are not overly engaged with or excited about simply because you feel like you can control the outcome of them. Try the **Pursue Your Passions** strategy highlighted for you in the "Strategies for Developing Your Commitment" section to bring your commitment score in line with your control score.

CHALLENGE vs. COMMITMENT

Your challenge score is higher than your commitment score. You are motivated to try new things and you may appear to be learning from your experiences, but you might be investing a lot of time and energy into experiences that you don't find meaningful and are not important to you. Try the **Be Mindful** strategy highlighted for you in the "Strategies for Developing Your Commitment" section to bring your commitment score in line with your challenge score.

HARDINESS AND LEADERSHIP

Hardy leaders are effective leaders. Leaders who are higher in hardiness are more likely to take on a transformational or transactional leadership style and are less likely to take on a passive-avoidant leadership style. Hardy leaders are able to perform effectively in stressful situations and are more likely to facilitate a sense of cohesion within their teams. Leaders are in the unique position of being able to influence the thoughts and behaviors of people within their group.

HOW CAN YOU USE YOUR ROLE AS A LEADER TO PROMOTE HARDINESS IN THE PEOPLE AROUND YOU?

SET

high standards for your team members, but address shortfalls and failures as opportunities to learn and improve. Accept responsibility as a leader for setbacks within your team and set an example of how to positively reconstruct the setback as an opportunity to learn.

PROVIDE

challenging group tasks for your team, but make sure that you also provide the resources needed to complete the tasks. Listen to feedback from your team members and celebrate the successes of your team with rewards, benefits, and recognition.

FACILITATE

group debriefs in which you make sense of experiences. Have an open discussion after a project has ended about what went well with the project, what skills were learned throughout the project, and what could be improved upon for next time.

MAKE

yourself visible to your team members and encourage open communication (e.g., share your successes and your hardships). Build cohesion within your team by providing opportunities for you and your team members to socialize at work (e.g., team lunches) and outside of work (e.g., professional development days).