

Resilience Scales Questionnaire (RSQ)

Overview

The Resilience Scales questionnaire provides a multi-dimensional assessment of the ways in which people react to difficult or challenging experiences. It has been developed by Team Focus as part of their Profiling for Success range of online assessments. It is a robust measure of resilience that is both acceptable to a wide range of adults (i.e. does not have a 'clinical' feel) and is satisfactorily resistant to deliberate faking of responses.

By providing a standalone measure of Resilience it is now possible to assess this area more flexibly – introducing it as and when it is appropriate. For example, people who use MBTI or TDI sometimes find it useful to add the concept of Resilience to their exploration of Type rather than using another comprehensive measure of the personality domain.

Rationale and item development framework

The Resilience Scales questionnaire has been developed according to a rational structure following a comprehensive review of the literature (covering self-efficacy, self-esteem, coping, anxiety, and emotional distress) and existing instruments (including the 16PF, Hogan HPI and HDS, EPP and NEO). From this review it was clear that the domain could be described in a number of different ways, though some of the most consistent distinctions were seen between cognitive, behavioural and emotional elements. A further distinction, and one that is currently used to provide a comprehensive assessment of emotional intelligence, is between what goes on inside and how that manifests itself on the outside. This is less easy to distinguish in the emotional domain and hence the result is the five-box model shown below.

	Inner world	Outer world
Cognitive	Self Esteem – How I see myself My view of my own value, my own capability, my sense of self-worth. It explores issues to do with self-belief, superiority and inferiority and exaggerated views of my own importance or worthlessness.	Optimism – How I see the world My outlook on life. It describes my expectation and interpretation of events. It explores issues concerning my expectation of the outcomes of events and whether I expect things to work out in a positive way or whether I expect the worst, see the bad side and express doom and gloom.
Behavioural	Self-Discipline – How I manage myself My sense of purpose and effectiveness. It explores whether I am able to act appropriately, make decisions and achieve my goals or whether my behaviour and actions become disjointed, unfocussed, erratic, unpredictable and impulsive.	Control – How I manage and contribute to situations My actions towards people and situations. It explores whether my style is appropriately accepting, adapts to the situation and is generally tolerant or whether I become too easily frustrated, demanding, rigid and obsessional.
Emotional	Emotional Non-defensiveness – How I describe my emotional state. It explores how I generally feel, my moods, my sense of joy, happiness and energy versus my tensions, hesitations and anxieties and the degree to which I bear grudges and find it hard to forgive people who do me wrong.	