ADAPTIVE MINDSET™
FOR RESILIENCY

Adaptive Mindset for Resiliency™

MULTI-RATER PROFILE

Prepared for:

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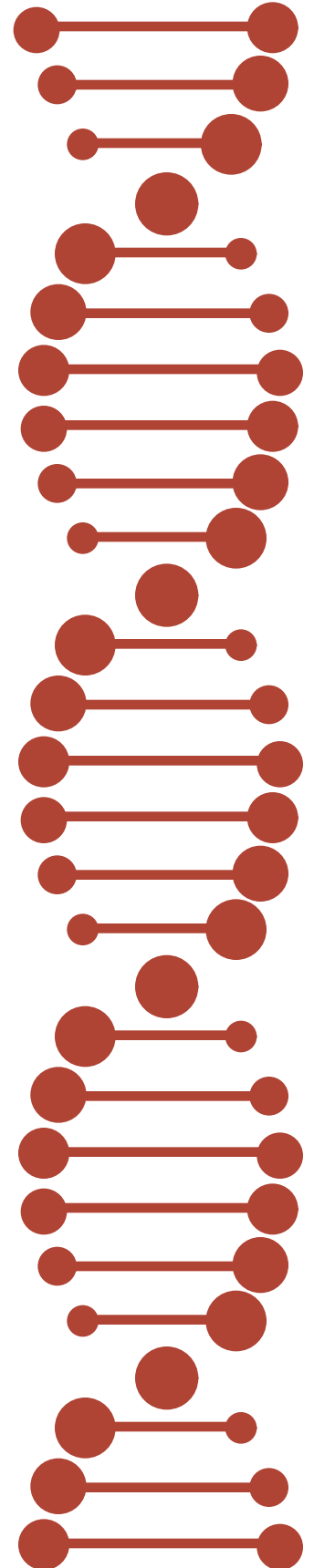**By:**

Axtion Toys

Session:

Developing Resilience

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TRACOM®GROUP
THE **SOCIAL INTELLIGENCE** COMPANY®

OVERVIEW

This report presents results of your Resiliency questionnaire. Throughout the report, you will see your self-perception results compared with the rater group results. Keep the following in mind as you go through the report:

This report shows how you compare to others in the working population. If you scored in the top third, this is considered a strong source of resiliency. If you scored in the middle third, this is considered a secondary source of resiliency. And if you scored in the bottom third, this is an undeveloped source of resiliency.

Your feedback is organized within three broad dimensions. Read the definition of each dimension before reading your results. This will give you context to understand your results.

It is very common to see discrepancies between how you see yourself and how your raters see you. Be prepared for this as you go through this report.

This report shows your current standing on these resiliency dimensions. Resiliency can be developed and you should view this report as a starting point for considering how you can enhance your resiliency.

RESILIENT MINDSET MODEL™

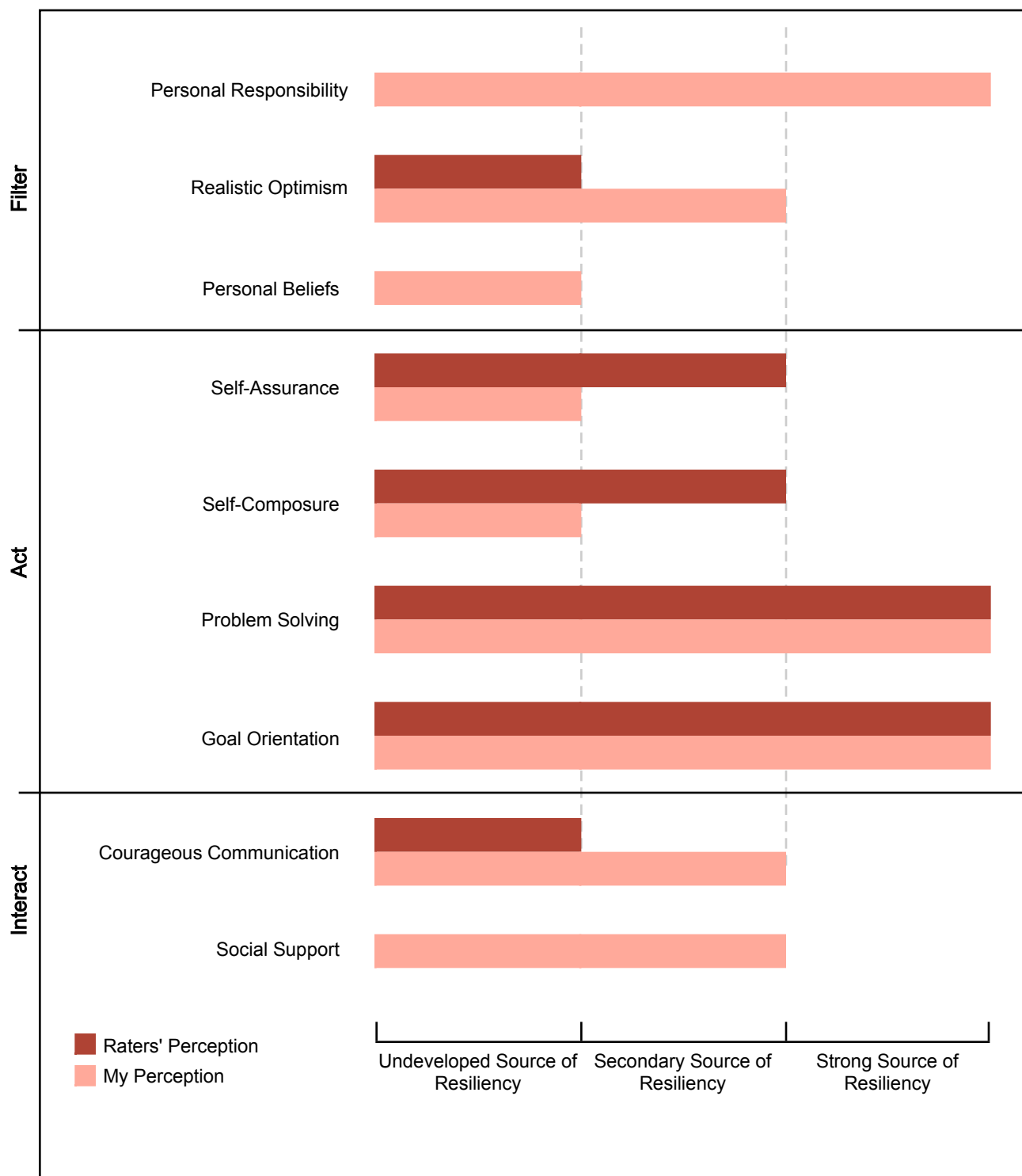Resiliency is enhanced through nine characteristics, categorized into a three-dimensional framework -- FILTER (how you filter information and interpret the world), ACT (how you handle challenges), and INTERACT (how you communicate and connect with others). This report presents your results according to these three dimensions.
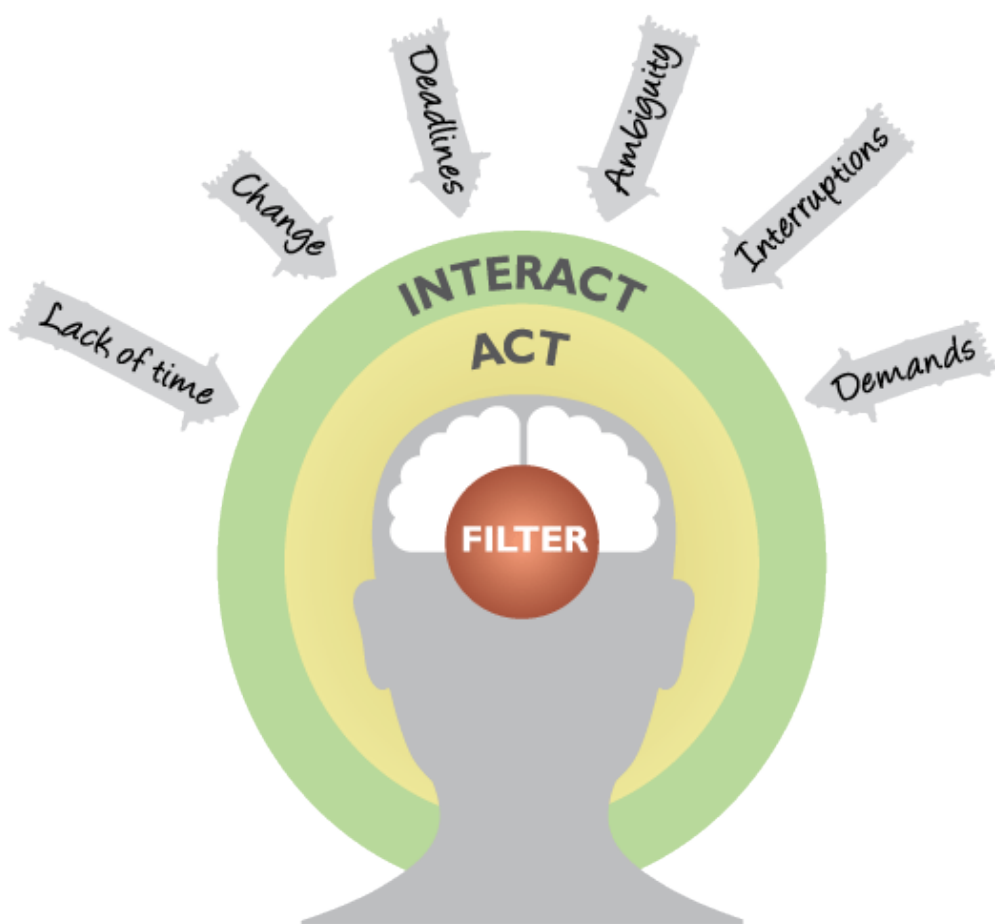
The next section presents your results for each of the nine resiliency factors.

RESULTS SUMMARY

Filter
- Personal Responsibility
- Realistic Optimism
- Personal Beliefs

Act
- Self-Assurance
- Self-Composure
- Problem Solving
- Goal Orientation

Interact
- Courageous Communication
- Social Support

Raters' Perception
My Perception

Undeveloped Source of Resiliency
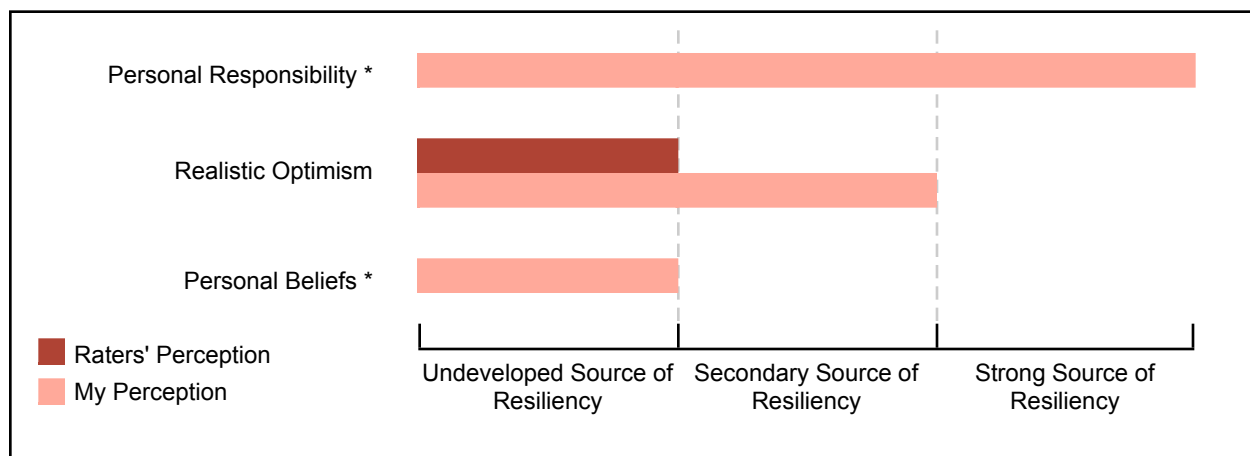Secondary Source of Resiliency
Strong Source of Resiliency

The next section of the report describes your results in more detail.

Filter refers to how you filter information and interpret the world.

*Note. Perceptions of your rater group are not available for Personal Responsibility and Personal Beliefs. These characteristics are not easily observable and, therefore, are not appropriately assessed by others.

Personal Responsibility is the belief that successes or failures at work are determined by one's own talents and motivations as opposed to external forces such as luck or good timing.

You indicate that you have a high level of personal responsibility, meaning you believe you are in charge of your own career success. Rather than relying on external factors such as luck to achieve your work objectives, you look inward to your own talents and motivations and exert control over your situation. This quality is important for helping people persevere in challenging times. To enhance your level of personal responsibility even more, pay attention to your self-talk and develop your problem-solving skills.

Realistic Optimism is the tendency to see the world in a positive way but remain grounded in reality.

Others indicate that you can work on developing your realistic optimism. They see you as either overly optimistic (meaning you discount negative information and, therefore, don't act with as much caution as perhaps you should) or overly negative (meaning you discount positive information). Both of these perspectives may negatively impact how you cope with problems and what kinds of opportunities you pursue. Realistic optimism is associated with success in many aspects of life because it instills people with motivation while allowing them to anticipate and plan for challenges. Know that you can strengthen this attribute in several ways. For example, you can work on challenging unrealistic automatic thoughts, giving of your time and expertise to others, and bringing more gratitude into your life.

Personal Beliefs is the sense that life has deep meaning and purpose. Personal beliefs may take the form of religious observance, spirituality, or devotion to a particular value system or cause.

You indicate that you are not strongly driven by a particular belief system. This does not mean you are not resilient, since resiliency can be enhanced through multiple sources. Personal beliefs, whether they take the form of religious observance, spirituality, devotion to a particular value system or cause, have been shown to promote resiliency in people. This is because these kinds of beliefs provide people with a greater connection to the world, help build social networks, and in some cases can even give direction to people's actions. Take some time to think about the things that bring fulfillment and meaning to your life. Even beliefs that you might consider small or insignificant, such as a connection to the environment or social causes, can bolster your resilience to life's stressors.

Act refers to how you handle challenges.
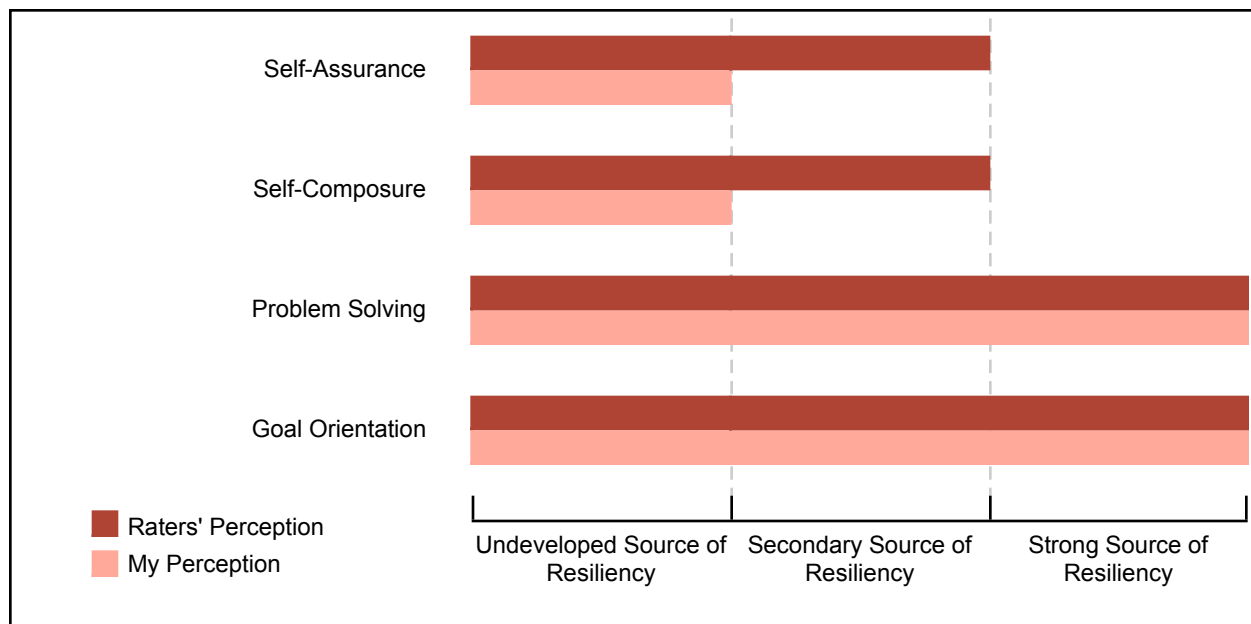
Self-Assurance is the belief in oneself to successfully perform at work.

 You are in the middle third in terms of your level of self-assurance. While you believe in yourself to handle certain challenges and tasks, there are likely specific areas where you do not feel confident in your abilities. You are poised; you rise to challenges and persist through them, and actively engage with your work, though you may not do this consistently. To develop your self-assurance, try challenging automatic negative thoughts or simply behaving in a confident manner. For example, you might consider asserting your positions more often in meetings or using expansive gestures (power poses). Research shows that our behavior affects our attitudes - when we behave in a self-assured way, we begin to feel that way as well.

Self-Composure is the ability to manage stress and remain calm under pressure.

Others indicate that you have a moderate degree of self-composure. When stress arises in your life, you are generally able to stay calm, focused, and accomplish your work but perhaps not as effectively as you could, or not in all situations. Particularly in today's rapidly changing work climate, this quality is crucial. Consider trying various techniques including mindfulness practice, challenging unrealistic thoughts with more realistic beliefs, and goal setting.

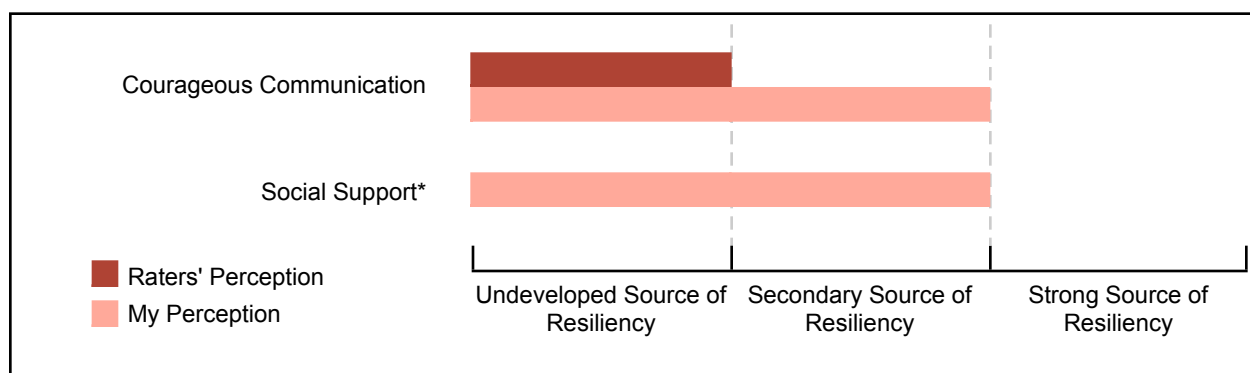***Problem Solving*** is the ability to plan and resolve problems effectively.

Others indicate that you have a unique ability to generate innovative solutions to problems. When faced with challenges that others may see as overwhelming or excessively complex, you take the time to identify the most important problems, gather relevant information and plan carefully, using reason and logic to make decisions. This is a key skill that can have a meaningful impact on your career success. To strengthen your problem-solving skills even more, consider searching online. There, you can find numerous tools and methodologies to help you visually represent your problems and solve them in a comprehensive way.

Goal Orientation is the tendency to set appropriate goals, monitor progress on those goals, and adjust behavior accordingly.

Others indicate that you are significantly higher than average in terms of goal orientation. You set lofty goals and you work hard to achieve them. You maintain commitment to tasks, constantly consider how you can move more effectively toward task completion, and make adjustments accordingly. This is a clear strength of yours and a habit you can rely on to help you persist during tough times. To develop your goal orientation even more, make sure your goals are specific (they should indicate what needs to be done and when), measurable (they should provide milestones to track progress), attainable (not too difficult, not too easy), relevant (aligned with your personal values and company objectives), and time-bound (they should provide a reasonable timeline for achievement).

Interact refers to how you communicate and connect with others.

Courageous Communication

Social Support*

■ Raters' Perception
■ My Perception

Undeveloped Source of Resiliency   Secondary Source of Resiliency   Strong Source of Resiliency

Note. Perceptions of your rater group are not available for Social Support. One's level of social support is not easily observable, particularly in a workplace setting, and, therefore, is not appropriately assessed by others.

Courageous Communication is the tendency to communicate with others in a candid and courageous way in the face of difficulty.

Your feedback suggests that you can improve in your ability to communicate courageously with others. You may avoid uncomfortable conversations or withhold your ideas for fear of stating your opinions publicly or with people in more senior positions, or perhaps because you do not want to make others uncomfortable or provide difficult feedback. This tendency keeps you from dealing directly with important matters and progressing towards goals. Courageous communication requires bravery and tact, but it is certainly developable with practice. One way to increase the likelihood that difficult conversations will be successful is to prepare for them. For example, ask yourself, "What is the goal of this conversation? What do I want? What kind of emotional tone do I want to set in the conversation and how can I do that? What are the essential but uncomfortable issues that have to be discussed?" If you work to strengthen this skill, you may find it has a very powerful impact on your relationships, effectiveness, and overall resiliency.

Social Support is the perception that one is part of a supportive social network. This includes having close confidants and people with whom one can discuss problems.

You indicate that your social relationships provide you with comfort, care, and a sense of belonging. You also feel that you have room to deepen these connections even more. It certainly takes work to build relationships, but they are crucial to our well-being. Social connection not only strengthens us, it is an essential, deeply ingrained human need. To increase your feeling of belonging and security, consider exerting the extra effort to cultivate these ties. Know that it is not the quantity of relationships that matters; having even just one person to confide in is highly beneficial and can enhance your resilience.

RESULTS SUMMARY

Strong Sources of Resiliency

Your scores in these areas are significantly higher than average. You have either cultivated these qualities in yourself or they simply come naturally to you. Research shows that when you focus on utilizing and developing your strengths, rather than your weaknesses, this leads to improved engagement, performance, health, and wellness. Pay special attention to these capacities because they will be critical in helping you cope with stress and adversity.

Problem Solving	
Goal Orientation	
Personal Responsibility	

Secondary Sources of Resiliency

Your scores in these areas are moderately strong. These dimensions represent a secondary source of resiliency for you. With a little more awareness and effort, you can develop these qualities even more and strengthen your response to adversity.

Self-Assurance	
Social Support	
Self-Composure	

Undeveloped Sources of Resiliency

These are undeveloped sources of resiliency. Perhaps you have not considered or worked toward developing these areas. We encourage you to develop these skills but to concentrate primarily on your strengths - the resiliency factors shown above. As mentioned, when you focus on your strengths, you allow yourself to optimize your unique qualities and reach your full potential.

Realistic Optimism	
Courageous Communication	
Personal Beliefs	

- Raters' Perception
- My Perception