

Resilience Survey

What is Resilience and how does it influence the workplace?

Resilience is often defined as an individual's tendency to cope with stress and adversity and is only viewed in times of crisis or change. Using this lens only considers the 'bounce back' aspect of resilience and is therefore purely reactive. However, new research in the field of positive psychology shines a light on a number of inputs that build resilience in individuals. YSC have drawn on this research to look at resilience in a holistic and dynamic framework.

As organisational change becomes a constant force there is a need for leaders to think about resilience on two levels. The model focuses on developing both their personal resources and cultivating it in others to enhance their team's performance in times of difficulty.



How does the process work?

The survey is distributed online to nominated respondents, who log in to our system and submit their responses on a 7 point Likert scale to 34 questions based on the YSC Resilience model.

A report is then generated highlighting strengths and development areas as both an individual and as a leader, and outlining a personal development plan.

YSC Online's approach to Resilience

The resilience survey is based on YSC's model of resilience, which divides an individual's level of resilience into distinct components. Essentially these factors relate to the way you view yourself and your resources, your self-appraisal of how you deal with challenges and what you learn from these experiences. As such, we look at Resilience in a dynamic way across three phases:

Prepare – Building social support and developing personal confidence

Respond – Striving with optimism and deploying coping strategies to recover

Learn – Adapting and modifying goals to focus on future success

Why use YSC Online's Resilience Survey?

Expertise – YSC has over 20 years' experience in the leadership consulting field and currently works with a global client base comprising of 30% of the FTSE 100

Unique – Whilst other models focus purely on the individual, YSC's model assesses both the individual and the implications from a leadership perspective

Dynamic – The model is dynamic and multi-faceted and it informs related solutions

Support – YSC Online offer a dedicated team to facilitate the survey process and ensure the project runs smoothly

Adaptability – The survey can be used as a self, team or organisation audit, or as a 360° feedback tool, catering for a diverse range of client needs