

HOW RESILIENT ARE YOU?

Keep one step ahead of your work rivals with these insights into how you can build mental strength, from business psychologists John Nicholson and Jane Clarke*

Q1 How do you rate your intuition?

- A Nearly always wrong
- B It's been wrong on occasion
- C It aids my decision-making process, but never dominates it
- D I trust it to the ends of the earth

Q2 What do you try to influence in your life?

- A Nothing at all
- B Whatever I'm allowed to
- C Whatever I possibly can
- D Whatever I can and, where possible, whatever I can't

Q3 Are you able to tolerate ambiguity and uncertainty in daily situations?

- A Not sure really
- B To a certain degree but not often
- C Sure, it's a part of life
- D Always. Next question...

Q4 When it comes to decisions do you...

- A Avoid calling the shots. At all costs
- B Only make a call on matters directly affecting me
- C Offer advice and input to others
- D Consider myself judge and jury

Q5 How do you deal with conflict?

- A Lace up my New Balance and run as fast as I can
- B Compromise to avoid it
- C Stand my ground, dig my heels in and face it out
- D Instigate it

Q6 How do you respond to criticism?

- A Add it to the list
- B Take it on board, reluctantly
- C Turn it into a spur to make someone eat their words
- D Never listen to it – but dole it out to others on a regular basis

Q7 Optimism is the ability to see difficulties as temporary. Do you...

- A See no cup at all
- B See a cup that's half empty
- C See a cup that's half full
- D See plenty of cups, all overflowing

Q8 How do you visualise success?

- A A lottery win
- B An achievement which gains the praise of my peers
- C Achieving my goals and then setting new ones
- D I look in the mirror

HOW DID YOU SCORE?

MAINLY As

MAINLY Bs

MAINLY Cs

MAINLY Ds

MAINLY As The Flag

You're swayed and influenced by everything around you.

Boost your resilience "You need to understand what makes you feel good about yourself," says Clarke. "Identify the things you're good at and remind yourself of them regularly." Keep a file on your desk of thanks and praise – from pay reviews to positive client emails and performance appraisals.

MAINLY Bs The Fly

You're showing some strong traits but you are prone to rash moves and buckle under stress.

Boost Your Resilience "Stress is an energising force up to a point, beyond which it becomes debilitating," says Nicholson. Identify that tipping point. When you get close to it, use short-term distraction techniques such as a 60-second walk or reading a single paragraph of a novel.

It always pays to be prepared for the riot act

MAINLY Cs The Rock

You respond proactively and creatively to troubles.

Boost Your Resilience "Aim to learn from anything that goes *wrong* for you," says Clarke. Crucially, set yourself achievable goals: "Resilient people don't waste time on impossible dreams." Finally, make a point of listening to other people's viewpoints in order to recover situations and maximise good outcomes."

MAINLY Ds The Wall

Playing hard ball feels good, but can have painful results.

Boost Your Resilience "True resilience involves knowing when to reach out to others," says Nicholson. "Something as simple as discussing the issue with an independent third party will often work wonders. We tend to 'catastrophise' issues in our own heads, but they rarely sound as bad once you explain them out loud."

WORDS ROB KEMP. PHOTOGRAPHY GETTY. * JOHN NICHOLSON AND JANE CLARKE ARE BUSINESS PSYCHOLOGISTS FOR NICHOLSON MCBRIDE AND ARE THE AUTHORS OF RESILIENCE

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