

*“Our greatest glory is not in never falling,
but in rising every time we fall.” Confucius*

Working Definition: **Resilience is an individual’s capacity to adapt positively to pressure, setbacks, challenges and change, in order to achieve and sustain peak personal effectiveness and well-being.**



Why does Resilience Matter?

Research has shown that high levels of resilience can deliver valuable occupational outcomes for individuals, helping people to make speedy recoveries from problems, reduce stress, improve job performance, develop positive attitudes, and sustain high levels of wellbeing and happiness at work.

Resilience has commercial implications for businesses too, especially during turbulent times. To some degree, the downside of change is inevitable, even in highly successful organisations. Whenever human communities are forced to adjust to shifting conditions, pain is present. Therefore, having employees who are resilient under duress, and who can adapt quickly to changing circumstances, benefits individuals, teams and organizations.

What is The Resilience Questionnaire TM ?

The Resilience Questionnaire focuses on the aspects of an individual’s patterns of thinking, preferences and behavior that affect their ability to respond positively to setbacks and challenges. The tool has a developmental focus, providing information about how each component of an individual’s ‘resilience profile’ can be developed, as opposed to assessing whether an individual is resilient or not.

The online questionnaire covers eight components of resilience, which have been identified through extensive research:

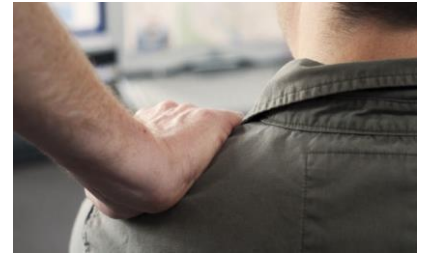
	Self-Belief		Ingenuity
	Optimism		Challenge orientation
	Purposeful direction		Emotion regulation
	Adaptability		Support seeking

The comprehensive feedback report provides participants with a summary of their results for the eight components of resilience, together with an 8-page development guide for developing each one. Individuals’ responses to the questionnaire are compared to those of a norm group, allowing respondents to understand how their levels of resilience compare with other people who have completed the test previously.

Resilience is not just something that is required at work; it’s a life skill that can be developed through self-insight and used productively in many different situations. Catalyst has used the Resilience Questionnaire since 2013 and has helped built an Asia-Pacific professional working adults norm group. The Resilience framework has been integrated into a range of talent and team activities including coaching, Catalyst workshops like Resilience & Agility, Leading Change and Leadership programs, as well as client and Executive Team offsite meeting that we have an amiable track record of developing the capacity to develop personal and organizational agility and resilience!

The Resilience Questionnaire in Action

Hosted on A&DC's/PSI online platform, respondents simply require internet access in order to participate. On average, it only takes 8-15 minutes to complete the questionnaire. The questionnaire is suitable for any type of role. Specific norm groups are also available for sales/customer support staff, first line/middle managers, executives/senior managers and non-management staff.



Resilience Feedback Coaching Packages

One-to-one feedback coaching is offered to each participant by a Catalyst Resilience Feedback Coach (or by a suitably qualified practitioner) in your organization. We offer a fully managed bureau and feedback coaching development services for clients. Catalyst Consulting HK Ltd. will manage the project on your behalf.

To give Participants further understanding of their resilience profile, and support them develop their ability to deal with challenges, setbacks and change at work, we offer two Resilience Coaching Packages and a bespoke "Developing Resilience" Workshops or webinars.

Essential Resilience Feedback Coaching Package (Essentials)

The 3 hour package consists of:

- 1) Resilience Questionnaire Report
- 2) 2 hrs Resilience Feedback Coaching
- 3) 0.5 hr Follow-up Coaching Call

Advanced Resilience Executive Coaching Package (Advanced)

The 6-7 hour package consists of:

- 1) Resilience Questionnaire Report
- 2) 2 hrs Resilience Feedback Coaching
- 3) 2 Resilience Executive Coaching Sessions
- 4) 2 x 0.5 hrs Follow-up Coaching Calls

Catalyst Resilience Coaches



5 – 1 day "Developing Resilience Workshop" provides an in-depth understanding of individual and group resilience profiles and how to develop resilience at work to sustain peak personal effectiveness & leadership. The [Resilience Webinar 2-hour Session](#) is a great introductory event that introduces this holistic framework and has been used in mentoring programs, our client's own client sessions, women's networks, professional associations and conferences.

Contact Us

For further information on our Resilience Coaching & Programs, the Resilience Questionnaire, other locations and its wider use in different settings, call us at Catalyst Consulting HK!



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