

# **Selector Resilience Assessment**

## **Mr Stewart SAMPLE**

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Visit <http://www.selectorgroup.com/product/selector-resilience/> for more information on Selector Resilience.

## Introduction

### What is Selector Resilience?

Selector Resilience assesses an individual's standing on resilience relative to others who have completed the questionnaire. The resilience scale score summarises an individual's tendency when under pressure to have physical reactions, experience anxiety, experience a desire to disengage from the cause of the stress, and the tendency to become distracted from the task at hand when under pressure.

We call these the four dimensions of resilience. Everybody experiences these symptoms to some degree, however there are some who experience these reactions more than others when under pressure. This report summarises your standing on these dimensions relative to others that have completed the questionnaire.

### Why Measure Resilience?

Identifying where people are on the continuum of resilience can be useful for a number of reasons. In relation to the work environment, for example, our research indicates that people with low resilience perceive their work environments as more threatening and pressured. They are also more likely to suffer from work and job withdrawal, where they feel the need to escape the work environment or their job because the pressure becomes too much. People who have low resilience are also less likely to demonstrate organisational citizenship behaviours.

For more information on Selector Resilience including the norm base, development procedures and psychometric characteristics, please visit the Selector website.

### Notes on Resilience

While it is possible that people will be lower or higher on a particular subscale of resilience, for example, high anxiety, high withdrawal, high distraction, but low somatization, the more common pattern observed is for individuals to score similarly across dimensions. For example, if your score on resilience is elevated, more likely than not, your scores on the resilience subscales will also be high.

It is likely that people high on resilience have sound coping strategies in place for dealing with stress. These strategies are likely to be action focused rather than emotion focused. From our validation research we know that those with high scores are more emotionally stable, more likely to report being satisfied with their job, and are more likely to be good 'organisational citizens'.

For more details, please see the technical manual.

### How was Selector Resilience constructed?

Through the development, item analysis, and validation of Selector Resilience, over 3000 people responded to the item set, from which the final questionnaire was produced. The analysis this allowed led to a robust psychometric assessment with strong reliability and validity information. The psychometric development of the SMR is fully documented in the technical manual.

### What other considerations are there when using Selector Measure of Resilience?

**Take variability into account.** All forms of psychological assessment are subject to variability depending on factors such as how you are feeling on the day, the purpose of the assessment, your understanding of the items, etc. This is known as 'Error of Measurement' and it applies to all types of human evaluation. Blood pressure is a good example. Your blood pressure can vary from day-to-day and even hour-to-hour. Doctors are aware of this and allow for it when making a diagnosis. With a psychological assessment, all scores must be treated as general indicators only, not as absolute measures.

**Always obtain independent information.** Because assessment results are subject to error of measurement and the assessment only covers a small spectrum of possible human behaviours, assessment results should never be used on their own. It is essential that interview or reference checking be conducted to independently assess observed patterns.

**Don't rely on old assessment results.** Assessment results have a limited life. If more than six months has elapsed then a new assessment may be required.

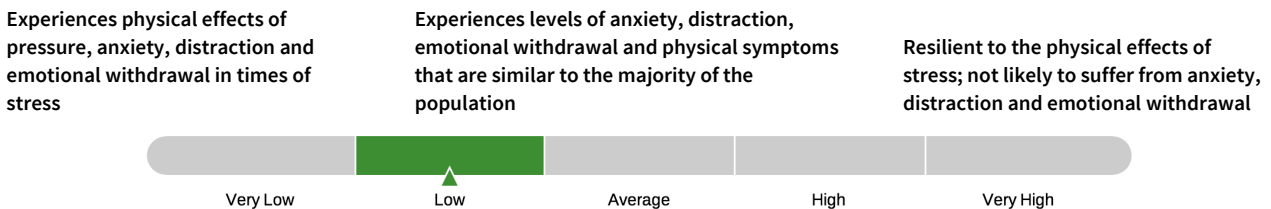
**Ensure compliance with the relevant legislation.** It is imperative that all relevant human rights and employment legislation is complied with in the use of this instrument. If you have any doubts or queries regarding appropriate usage please contact Selector Limited immediately at the contact details on the front of this report.

# 1. Resilience details

## Resilience

Resilience refers to your overall pattern of stress reactions to life events. It is a summary of your score on all of the scales that follow.

Stewart’s score for Resilience is LOW.



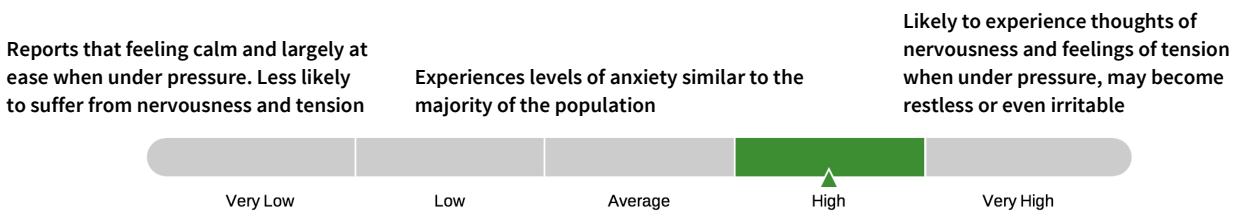
Low scorers tend to experience life events as being more stressful than people who score highly on resilience. In stressful situations, Stewart is more likely to experience the physical effects of psychological pressure. He will tend to experience feelings of anxiety before important events when compared with people with high resilience. Stewart may experience ‘mental blocks’ when under pressure, and when he feels things are getting too much for him it is possible that he will withdraw emotionally from the situation, for example, by wanting to be ‘left alone’.

It is important to explore if Stewart has sound coping mechanisms in place for dealing with stress. If he does not, these skills should be developed. In general, sound coping strategies will focus on ways to address the problem causing the feelings of stress, rather than ways of dealing with the emotions the problem causes.

## Anxiety

The Anxiety scale assesses the tendency to experience the cognitive aspects of stress, such as nervousness, tension and worry.

Stewart’s score for Anxiety is HIGH.

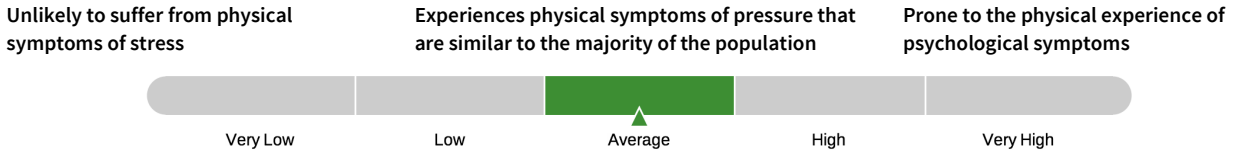


High scorers on anxiety report feeling worried and tense more than low scorers do. Stewart reports becoming restless and has some difficulty relaxing when he is under stress, and may feel that he is not performing to his potential, or that he is letting down the people who depend on him on occasions. It should be noted that Stewart does not necessarily feel this way all of the time. He reports that he experiences these feelings when under stress. It is likely that Stewart may focus on the possible negative outcomes of stressful situations rather than on ways of resolving the situation he finds himself in, and this may sometimes lead to irritability. Time spent identifying strategies for dealing with anxiety and problem-focused strategies for dealing with the causes of the stress would be worthwhile for Stewart.

### Somatization

Somatization describes the physical experience of psychological symptoms, for example, the conversion of feelings of pressure from your environment into bodily dysfunction. These factors are linked to arousal of the autonomic nervous system, the part of the nervous system that controls involuntary body reactions.

Stewart's score for Somatization is AVERAGE.

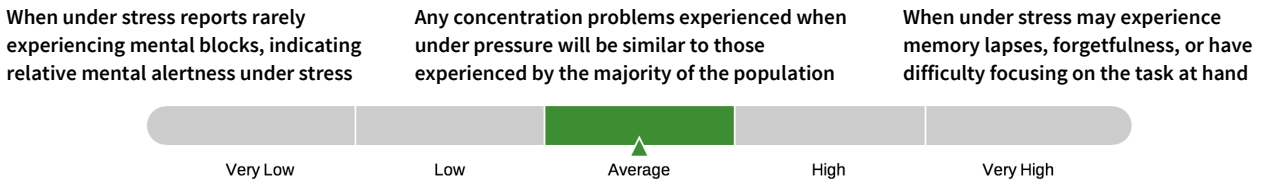


Average scorers on somatization may experience physical reactions, to some degree, when stressed. However, Stewart indicates that while he may experience some physical reactions to stress, by and large, these are at a level similar to those of the rest of the population. For example, Stewart may experience 'butterflies in their stomach' on occasion - this is an experience that is common to many people before big events or during times of stress.

### Distraction

The ability to concentrate when under pressure is critical in many work environments, and is well known to be affected by workplace stress. Distraction measures the ability to focus on the task at hand without mental or thought blocks when under stress.

Stewart's score for Distraction is AVERAGE.



Average scorers on distraction report similar levels of distraction when under pressure to most of the population. Stewart may have difficulty concentrating when under pressure, or have difficulty making decisions, but no more or less so than most people do. Forgetfulness or mental blocks are unlikely to be a major problem for Stewart. Still, it is useful to keep in mind that planning ahead will reduce the chances of distraction impacting performance when the he is under pressure.

## Withdrawal

Withdrawal measures the tendency to disengage from people and situations when events or situations become stressful.

Stewart's score for Withdrawal is VERY HIGH.

Likely to remain emotionally engaged in the situation at hand when under stress, increasing the chance of successful resolution

Any feelings of withdrawal experienced when under pressure are likely to be similar to those experienced by the majority of the population

Likely to disengage emotionally when under stress, believing that there is nothing they can do that will be effective



Very High scorers on emotional withdrawal are very likely to disengage emotionally from situations or people they find difficult. Stewart reports feeling ineffective frequently, believing that there is nothing that he or others can do to resolve the problem at hand. He could frequently feel alone, even when they are around other people, and he prefers to get away from the situation or person more than addressing it directly. It would be beneficial for Stewart to spend time developing skills and techniques for dealing with situations in a manner that focuses on the problem at hand rather than the negative emotions he is currently experiencing.

## Appendix A: Understanding the Resilience Measure

The Resilience Measure assesses an individual's standing on resilience relative to others who have completed the questionnaire. The resilience score summarises an individual's tendency when under pressure to have physical reactions, experience anxiety, experience a desire to disengage from the cause of the stress, and the tendency to become distracted from the task at hand when under pressure.

We call these the *four dimensions of resilience*. Everybody experiences these symptoms to some degree although there are some who experience these reactions more than others when under pressure. This report summarises a candidate's standing on these dimensions relative to others who have completed the questionnaire.

The norms for this section of the assessment were created from a sample of 12067 people. The sample was comprised of 48% males and 52% females. The average age of respondents was 36 years. The ethnic background of the respondents was European (9355), Asian (1697), Maori (462), Pacific (301), African (111), Latin American (62), Middle Eastern (51) and those who could not be classified (28).

### Why measure resilience?

Identifying where people are on the continuum of resilience can be useful for a number of reasons. In relation to the work environment, our research indicates people with low resilience perceive their work environments as more threatening and pressured. They are also more likely to suffer from work and job withdrawal, where they feel the need to escape the work environment or their job because the pressure becomes too much. People who have low resilience are also less likely to demonstrate organisational citizenship behaviours.

### Notes on resilience

While it is possible people will be lower or higher on a particular subscale of resilience, for example; high anxiety, high withdrawal, high distraction, but low somatization, the more common pattern observed is for individuals to score similarly across dimensions. For example, if a score on resilience is low, more likely than not, scores on the corresponding resilience subscales will be high.

It is likely people high on resilience have sound coping strategies in place for dealing with stress. These strategies are likely to be action focused rather than emotion focused. From our validation research we know those with high scores are more emotionally stable, more likely to report being satisfied with their job, and are more likely to be good 'organisational citizens'. For more details, please see the technical manual.

## Appendix B: Sample Composition

The norms for this assessment were created from a sample of 12067 people. The sample was comprised of 48% males and 52% females. The average age of respondents was 36 years. The ethnic background of the respondents was European (9355), Asian (1697), Maori (462), Pacific (301), African (111), Latin American (62), Middle Eastern (51) and those who could not be classified (28).