

## Assessing Your Firm's Commitment to Resilience

*How well do the following statements describe your work unit, department, or organization? For each item, circle the number that best reflects your conclusion:*

*1 = not at all, 2 = to some extent, 3 = a great deal.*

1. Resources are continually devoted to training and retraining people to operate the technical system.

1      2      3

2. People have more than enough training and experience for the kind of work they do.

1      2      3

3. This organization is actively concerned with developing people's skills and knowledge.

1      2      3

4. This organization encourages challenging "stretch" assignments.

1      2      3

5. People around here are known for their ability to use their knowledge in novel ways.

1      2      3

6. There is a concern with building people's competence and response repertoires.

1      2      3

7. People have a number of informal contacts that they sometimes use to solve problems.

1      2      3

8. People learn from their mistakes.

1      2      3

9. People rely on one another.

1      2      3

10. Most people have the skills to act on the unexpected problems that arise.

1      2      3

### Scoring

Add the numbers. If you score higher than 20, the commitment to resilience is strong.

If you score between 12 and 20, the commitment to resilience is moderate.

Scores lower than 12 suggest that you should be actively considering how you can immediately begin building resilience and the capacity for mindfulness.