

# IDENTIFY YOUR PROFILE

Look at your five dimension scores individually. The pattern reveals more than the total:

- Your highest score is your Resilience Anchor — a genuine strength you can deliberately lean on during challenging times.
- Your lowest score is your Resilience Gap — the dimension most likely to create vulnerabilities under pressure.
- Any dimension where you scored 10 or below warrants immediate, focused attention.
- Dimensions where you scored 20+ are assets. Consider how you can use them to compensate for lower dimensions.

## Reflection Prompt:

My highest-scoring dimension (my Anchor): \_\_\_\_\_ Score:  
\_\_\_\_\_

My lowest-scoring dimension (my Gap): \_\_\_\_\_ Score:  
\_\_\_\_\_

One specific situation where my Gap has held me back:

\_\_\_\_\_  
\_\_\_\_\_

Other reflections about my Resilience score:

\_\_\_\_\_

# PRACTICAL DAILY TIPS

For each dimension, the tips below are organized into two categories: what builds your resilience and what undermines it. The goal is to do more of the former and less of the latter. Research shows that small, consistent practices have a far greater impact on your resilience than occasional grand efforts.

## Dimension A: Confidence

### ✓ WHAT BUILDS CONFIDENCE

- Keep a "wins log." Each evening, write down one thing you handled well that day, however small. This rewires your brain to notice competence rather than only failure.
- Use the "name it to tame it" technique: when anxiety rises, name the specific worry out loud or in writing. Labeling an emotion reduces its intensity.
- Before a challenging task, spend 2 minutes recalling a past success in a similar domain. This is not self-deception; it is activating genuine evidence of capability.
- Practice physiological regulation: slow, diaphragmatic breathing (4 counts in, 6 counts out) activates the parasympathetic nervous system and reduces perceived threat.
- Reframe pressure as signal, not threat. The physical sensations of anxiety and excitement are nearly identical. Consciously label arousal as "excitement" before high-stakes moments. Say out loud, "I am excited!" (Yes, it actually works).

### x WHAT UNDERMINES CONFIDENCE

- Rumination: endlessly replaying what went wrong without moving toward resolution. If you are stuck in the loop of, "What was I thinking?!?" set a "worry window" — a fixed 10-minute period per day dedicated to worrying, outside of which you actively redirect your attention by focusing on something else.
- Catastrophizing: assuming worst-case outcomes. If you find yourself constantly envisioning the worst-case scenario, challenge this by asking: "What is the most likely outcome?" and "What evidence supports the catastrophic scenario?"
- Perfectionism: waiting until conditions are ideal before acting. If you are expending too much energy trying to get things "right", try to "right size" your perfection. Practice "good enough for now" decision-making for lower-stakes situations to build tolerance for imperfection. In many cases, done is better than perfect.
- Minimizing your own contributions: attributing successes to luck and failures to character. Start noticing when you do this and consciously reattribute outcomes to your effort and skill. You might also keep a "success journal" to catch yourself doing things right.
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## Dimension B: Clarity

### ✓ WHAT BUILDS CLARITY

- Write a personal "why" statement: in one sentence, describe why your work matters to you. Post it somewhere visible. Review it every Monday morning.
- Use values clarification exercises: identify your top 5 values, then at the end of each week ask yourself which decisions or behaviors were aligned with those values and which weren't.
- Break large goals into weekly milestones. Tracking progress — even small progress — is one of the most reliable daily motivators according to Teresa Amabile's research on the "progress principle."
- Connect daily tasks to bigger outcomes. Ask yourself: "Who benefits from what I'm doing right now?" Making this connection increases your motivation and persistence.

### x WHAT UNDERMINES CLARITY

- Drifting without defined goals: busyness without direction creates exhaustion, not progress. Block one 15-minute session per week for intentional goal review.
- Pursuing goals imposed by others that conflict with your own values. This is a slow drain on resilience. Practice identifying when your energy drops and examine whether the work is aligned with your values.
- Over-committing and under-delivering: spreading yourself across too many goals. Apply the "Hell yes or no" rule. To the extent that you can, deprioritize commitments that don't energize you.
- Neglecting to celebrate milestones: this causes your sense of progress to go unregistered, depleting motivation. Even small acknowledgements of progress matter.

## Dimension C: COURAGE

### ✓ WHAT BUILDS COURAGE

- Deliberately seek novelty in small ways: take a different route to work; scroll on a new or different feed; or eat lunch with someone you don't know well. Novelty trains neural flexibility.
- Practice the "AND" reframe when facing change: instead of "this is bad," try "this is difficult AND there may be an opportunity here." This is not toxic positivity. It is holding both truths.
- Before reacting to a frustrating situation, take a 90-second pause. Neuroscientist Jill Bolte Taylor's research shows that the chemical surge of an emotion lasts approximately 90 seconds. After that, you have more choice.
- Use "what can I influence or control?" as a daily sorting tool. For anything you can control or influence, take action. For anything outside of your control or influence: consciously practice acceptance rather than resistance.

### x WHAT UNDERMINES COURAGE

- Clinging to "how we've always done it": comfort with familiar approaches creates a false sense of safety. Challenge this by asking periodically: "What is one thing I've been doing by habit that I could reconsider?"
- Reacting impulsively when frustrated: impulsive behavior under stress damages trust and narrows your options. Before responding to difficult messages or situations, use this "pause protocol": Stop. Breath. Recenter. Respond.
- Rigid thinking: seeing situations in binary terms (success/failure, right/wrong). Practice generating three alternative interpretations of any challenging situation before acting.
- Suppressing emotions: unexpressed frustration builds pressure and eventually explodes, reducing your courage to take action. Build a regular emotional processing habit such as journaling, exercise, or a conversation with a trusted friend.

## Dimension D: CONNECTION

### ✓ WHAT BUILDS CONNECTION

- Invest in relationships proactively, not just when you need help. Set aside time each week to check in on people in your network. Send a note or text, ask a genuine question, or recognize someone's work.
- Map your support network: draw a simple diagram of 5–10 people you trust. Label them by the kind of support they offer (emotional, practical, advice, challenge). Identify where the gaps are.
- Practice asking for help directly and specifically. Vague requests get vague responses. "I'm struggling with X and I need Y" is far more likely to get real support than "I'm not doing great."
- Reciprocate. Resilience research (Werner & Smith) consistently finds that helping others is one of the most powerful ways to build your own resilience. Actively look for opportunities to help others.

### x WHAT UNDERMINES CONNECTION

- Stoic isolation: "I should handle this myself" is one of the most common resilience myths. Carrying difficulty alone depletes you faster. Start by sharing one challenge a week with a trusted person.
- Maintaining a transactional approach to relationships: people you see only as instrumental resources will not be there for you when you are genuinely struggling. Get to know others. Research confirms that, all things being equal, we do business with people we know, we like, and we trust.
- Burning social capital without replenishing it: consistently asking for help or venting without also giving, listening, and supporting others erodes your network over time.
- Avoiding vulnerability: disclosing nothing is as damaging as disclosing too much. Trusted relationships require genuine sharing. Practice small disclosures to build your capacity for openness.

## Dimension E: Curiosity

### ✓ WHAT BUILDS CURIOSITY

- After every significant setback, conduct a 3-question personal debrief: What happened? What did I learn? What could I do differently next time? This transforms experience into actionable knowledge.
- Schedule regular feedback conversations, not just annual reviews. Ask colleagues a simple question: "What is one thing I could do differently that would make your work easier?"
- Add "yet" to your vocabulary. Change "I can't do this" to "I can't do this yet." This single linguistic shift, validated in Carol Dweck's research, measurably improves persistence.
- Deliberately take on one stretch challenge per quarter, something you have a genuine chance of failing at. This is how you accumulate evidence that failure is survivable and instructive.

### x WHAT UNDERMINES CURIOSITY

- Treating criticism as a verdict on your character rather than information about your behavior. Practice separating "what I did" (behavior) from "who I am" (character) when receiving and processing feedback.
- Playing it safe to avoid failure: only pursuing goals you are certain to achieve eliminates the primary mechanism by which resilience is built: working through difficult challenges.
- Defensive responses to feedback: dismissing, deflecting, or explaining away criticism prevents the learning loop from closing. Try responding to all feedback with: "Thank you. Let me think about that."
- Comparing your inside to others' outside: you compare your full knowledge of your own failures to others' apparent successes. This comparison is unfair and undermines your resilience by replacing curiosity with (fear of) judgment. It can be exhausting.

# MY RESILIENCE ACTION PLAN

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Complete this section within 48 hours of your Index. The research is clear: the gap between insight and action closes most quickly when commitments are written, specific, and time bound.

## My Resilience Anchor (highest dimension):

How I will leverage this strength deliberately over the next 30 days:

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## My Resilience Gap (lowest dimension):

One daily practice I will commit to for the next 30 days:

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## One behavior I will STOP doing (a hinder I've identified in myself):

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I will revisit this assessment on: \_\_\_\_\_

(Recommended: 60–90 days from today)

## Optional: Share With Someone

Research consistently shows that accountability dramatically increases follow-through. Consider sharing your action plan with a manager, peer, mentor, or coach. Ask them to check in with you in 30 days.

Person I will share this plan with: \_\_\_\_\_

By when: \_\_\_\_\_

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## About This Index

The Leboffe Resilience Index draws on evidence from multiple research streams by academics and practitioners in the fields of psychology and organizational development, such as: Albert Bandura, Nassim Nicholas Taleb, Robertson Cooper, Viktor Frankl, Hill & Turiano, Werner & Smith, and Zenger Folkman, as well as the broader positive psychology and organizational well-being literature. This index is designed for self-reflection and development, not clinical diagnosis. Scores should be interpreted in context and revisited regularly as circumstances and development progress evolve.