

Tool 17: Wagnild and Young resilience scale

NAME

DATE

This standardised measure comprises a series of questions about practitioner resilience. The results can form the basis of a discussion on issues of wellbeing, the impact on the supervisee's own life and their work.

Aim

The tool is designed to understand practitioner resilience.

Applications

Practitioners should complete the questions on their own and pass the completed scale to their supervisor to score using the instructions below.

Instructions

The following questions ask you to make a series of judgements about your attitudes to your life in general. Please circle the number that you feel best corresponds to the strength of your disagreement or agreement.



Practitioner questions

1. **When I make plans I follow through with them**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
2. **I usually manage one way or another**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
3. **I feel proud that I have accomplished things in my life**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
4. **I usually take things in my stride**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
5. **I am friends with myself**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
6. **I feel that I can handle many things at a time**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
7. **I am determined**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
8. **I have self-discipline**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
9. **I keep interested in things**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
10. **I can usually find something to laugh about**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
11. **My belief in myself gets me through hard times**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
12. **I can usually look at a situation in a number of ways**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
13. **My life has meaning**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
14. **When I am in a difficult situation, I can usually find my way out of it**
DISAGREE 1 2 3 4 5 6 7 *AGREE*
15. **I have enough energy to do what I have to do**
DISAGREE 1 2 3 4 5 6 7 *AGREE*

Supervisor scoring

To score, add up the numbers to form a total score, higher scores reflect higher resilience.

Items 4, 5, 10 and 13 refer to a worker's acceptance of themselves and their life. High scores on these items indicate adaptability, balance, flexibility, a balanced perspective on life and a sense of peace in spite of adversity.

The remaining items (1, 2, 3, 6, 7, 8, 9, 11, 12, 14, and 15) refer to a worker's personal competence. High scores on these items such as self-reliance, independence, determination, invincibility, mastery, resourcefulness and perseverance.

Source: Grant and Kinman (2014) based on Wagnild and Young (1993)