

# Resilience at Work Scale



## **Work Resilience**

*The capacity to manage the everyday stress of work and remain healthy, rebound and learn from unexpected setbacks and prepare for future challenges proactively*

## **Why Resilience at Work?**

Change, high workloads and more complex and turbulent working environments are increasingly common. Against these demands organisations are looking for ways to sustain staff performance while maintaining wellbeing. Building resilience is a key strategy in this.

Being resilient at work means:

- ✓ Managing the everyday stress of work in a healthy way
- ✓ Rebounding and learning from unexpected setbacks
- ✓ Being adaptable
- ✓ Preparing for future challenges and change in a proactive way.

Resilience is not just about better coping. It is being the best you can be in the current working environment. This means it needs regular review and maintenance.

## **The Resilience at Work (R@W) Scale**

Designed in 2011 by organisational psychologist Kathryn McEwen, together with researcher Dr Peter Winwood, the R@W Scale is a scientifically researched measure of individual workplace resilience. It measures the seven components that interrelate and contribute to overall resilience. The scale is an excellent development tool and has been used successfully for a very wide range of jobs and professions at all organisational levels – from front-line to executive.

The logo consists of a stylized circle made of seven overlapping, multi-colored segments (purple, blue, green, yellow, orange, red, pink) arranged in a ring around a central white circle.

# Resilience at Work Scale

## **R@W Scale Benefits**

- ✓ Focuses specifically on work rather than general resilience
- ✓ Relates to everyday behaviors that can be changed, rather than personality factors
- ✓ Feedback is easily translated into practical actions to boost resilience
- ✓ Emphasis is on building strengths as well as managing current challenges and stress
- ✓ Provides a simple yet powerful model to build a common language and understanding
- ✓ Allows benchmarking on the seven aspects of personal work resilience
- ✓ Quick and easy, taking only 5-10 minutes to complete on-line.

## **Applications**

- ✓ Development of resilience via coaching and workshop interventions
- ✓ A measurement tool for organisational programs and interventions
- ✓ Leadership and team development
- ✓ Research into performance and wellbeing.

**The R@W Scale is Available Through Accredited Users**