



Challenge™ #11 – Building Hardiness to Bounce Back

Resource Sheet

For Challenge #11, we are exploring the concept of Hardiness as a tool to build our Bounce Back Factor (in all 5 elements). As before, your challenge is separated into two focuses: (1) Growth as an Individual and (2) Growth as a Team. Use one or both to increase your usage of Hardiness as you strive to elevate all 5 Bounce Back Factors at work and at home.



Growth as an Individual

Self-Assessment: What is my current level of Hardiness?

Using the characteristics of Low, Moderate or High usage of each Hardiness Factor, do a self-assessment and determine which describes you today.

Hardiness Factor #1: Challenge

Low Challenge	Moderate Challenge	High Challenge
Characteristics include: <ul style="list-style-type: none"> Reluctant to embrace change May see little value in novelty May see failure as confirmation of personal incompetence or weakness 	Characteristics include: <ul style="list-style-type: none"> Tend to embrace changes in life Unexpected situations that require major change might be overwhelming and could be quite stressful Tend to be reflective 	Characteristics include: <ul style="list-style-type: none"> Enthusiastically embraces change Open, curious and willing to try new things Sees failure as a chance to learn and improve

Self-Rating: on a 10pt scale (1 to 3 mirrors 'low usage', 4 to 7 is 'moderate usage', and 8 to 10 mirrors 'high usage') _____

Hardiness Factor #2: Control

Low Control	Moderate Control	High Control
Characteristics include: <ul style="list-style-type: none"> May believe there is little one can do to influence life outcomes Fearful about an uncertain future May feel powerless when unexpected things happen 	Characteristics include: <ul style="list-style-type: none"> Usually feel you have the skills and resources to successfully influence aspects of your life Likely willing to work hard to achieve desired outcomes Generally able to turn attention to what is required to regain control 	Characteristics include: <ul style="list-style-type: none"> Strong belief you can influence life outcomes Willing to make choices and accept responsibility for their choices Believe they can manage the environment, even when stressful or unexpected changes occur

Self-Rating: on a 10pt scale (1 to 3 mirrors 'low usage', 4 to 7 is 'moderate usage', and 8 to 10 mirrors 'high usage') _____



Growth as an Individual (cont.)

Self-Assessment: What is my current level of Hardiness?

Hardiness Factor #3: Commitment

Low Commitment	Moderate Commitment	High Commitment
Characteristics include: <ul style="list-style-type: none"> • May not have a strong sense of purpose • May not be overly curious or interested in what is going on in the world • May not be interested in social relationships or world events 	Characteristics include: <ul style="list-style-type: none"> • Likely have a sense of purpose in your life. • Likely take pride in work and don't see much value in putting energy into things that seem meaningless • Often work towards reaching full potential 	Characteristics include: <ul style="list-style-type: none"> • Strong sense of purpose in life • Strive to reach full potential • Attentive and in tune with the world around them

Self-Rating: on a 10pt scale

(1 to 3 mirrors 'low usage', 4 to 7 is 'moderate usage', and 8 to 10 mirrors 'high usage') _____

Reflect on the impact your current level of Hardiness in each of the 3-C's is having in your life (is it creating productive, unproductive, or neutral outcomes?).



Growth as a Team

We encourage you to use this process as a way to (1) connect with others around you and (2) increase the productivity of your teams. Here is a list of action steps and discussion starters you can use to gain momentum and value from stretching your Hardiness with others.

Part 1 – Watch the video

Share the link to the video with others and have everyone watch the Challenge being mindful to reflect on where they are in the 3-C's of Hardiness today.

Part 2 – Setup a time to connect

Using any online connection platform (many have free versions), plan a 20 to 30-minute discussion on reflections from the video and stretch exercises.

Part 3 – Compare thoughts and create accountability for growth

As you interact as a team (family or work), consider the following conversation starters. Looking through the list, find those that resonate with you, and, using your own voice, alter the questions and share them with the group. Keep in mind, listening can be even harder when you are remote, so encourage full focus as you support and learn from each other.

Discovery Conversation Starters:

1. What portion of the video resonated the most?
2. Which of the 3 elements of Hardiness is biggest challenge today (Challenge, Control or Commitment)?
3. What impact do you see and feel based on your Self-Assessment in the 3-C's of Hardiness (at work and at home)?
4. How pervasive are the challenges with Hardiness within your work team and/or family today?

NOTE: We encourage you to share our free resources with others. For those who are not currently opted-in to receive our 6-MINUTE stretch™ series, they can sign-up here: [Opt-in to receive the 6-MINUTE stretch™](#)