

## Universal Adaptive Mindset for Resiliency Norms (as of 14 April 2016)

### International Norms for Resiliency

Because the Adaptive Mindset for Resiliency Model and Profile are used around the world, TRACOM offers different international norms to account for cultural differences and their impact on behavior. Norms, or normative comparisons as they are technically called, provide a mechanism for people to compare themselves with one another.

All of TRACOM's online profiles use norms for accuracy. In addition to our standard North American norm, TRACOM has developed international norms to reflect the culture and behavioral standards of individual countries and geographic regions. In doing so, people receive profiles that are most meaningful for them.

### 1. Why are international norms important?

TRACOM's research shows that Resiliency is a global concept; it exists across nationalities. However, every culture is unique, and this is sometimes reflected in the way certain aspects of Resiliency are displayed. For this reason it is important for people to use norms that reflect their specific cultures. The availability of norms also helps build the acceptance of learners because they feel the data is specific to their location and situation.

For example, when comparing Australian norms to the U.S., one of the most significant differences between the two regions is goal orientation – the U.S. norm was higher than Australia. We asked Luke Ross, a Principal Psychologist & Master Trainer and TRACOM's Australian Associate, if he could provide some insight as to why these cultural differences emerged. He said, "Australia has a saying 'she'll be right mate' which means don't worry about it, it will take care of itself. This saying can have an optimistic or apathetic definition and additionally, Australians (as a very general statement) do not seem as overt with their goal setting statements or activity compared to other countries. This may in some part explain the slight difference in the level of goal setting when comparing US to Australian samples."

### 2. How are TRACOM's norms organized and how do I choose a norm?

We continue to add new norms as the necessary data becomes available. However, for individuals in countries where we don't have a norm, we have developed a Global norm.

### 3. Can I mix and match norms and languages?

TRACOM's language options are independent from the norm options. This allows each individual or organization to flexibly choose the best option. A person can choose to complete their profile using their preferred language. The norm is selected by the person managing the training program.

[Watch a short video which explains norms in more detail.](#)

INDIVIDUAL COUNTRY NORMS		
Australia	China	Global
United Kingdom	United States	