

# CONNECTION BETWEEN RESILIENCE AND JOB PERFORMANCE

This research compares people who have been profiled using TRACOM's Adaptive Mindset for Resiliency Multi-rater profile. People with "Undeveloped" (low) Resiliency skills are compared to people with "Prepared" (high) skills. The percentage indicated is the difference between the high group average and the low group average for each performance measurement question.

For example: A question asked survey participants to evaluate if the learner is "comfortable initiating change when needed." The Undeveloped group average was 4.532 and the Prepared group average was 5.4413. This difference of 0.9093 represents a 20.06% difference. Thus we say people with Resiliency skills are 20% more comfortable initiating change when needed.

A study of 322 Learners and 3,500+ Raters demonstrates the connection between Resiliency and key job skills.

## TRACOM® RESEARCH STUDIES:

<i>Performance Measure</i>	<i>% Increase w/ Resiliency Strength</i>
Stressful situations do not take a personal toll	22% increase
Positively influences others during times of change	21% increase
Comfortable initiating change when needed	20% increase
Helps build a positive culture	18% increase
Consistently performs at a high level	16% increase
Initiates appropriate action to challenges at work	15% increase
Finds opportunities in workplace challenges	15% increase
Actively supports change when it occurs	15% increase
Stays engaged in work during times of high stress	14% increase
Embraces change rather than resisting it	14% increase

