

SACS Resilience Test White Paper

What is resilience and why is it important?

Resilience is the ability to adapt positively in the face of challenging situations and adverse events (Alvord *et al.*, 2016). In everyday life, resilience has been linked to life satisfaction, and physical and mental well-being (Park, 2012), whilst in the workplace resilient employees are more likely to display desirable workplace attitudes and behaviours (Avey *et al.*, 2011), and have a greater capacity to deal with organisational change (Shin *et al.*, 2012). Individuals with low levels of resilience are not only more likely to be reactive in challenging situations, but also take substantially longer to recover from them (Southwick & Charney, 2012).

Who was benchmarked for the SACS Resilience Test?

The SACS Resilience Test was developed as part of a SACS research project on change resistance and resilience conducted in late 2017. It was tested and validated on a sample of 765 individuals from the Australian professional population. The psychometric properties of the test were examined (see the technical details section below) and the test was benchmarked against an established resilience scale (Smith *et al.*, 2008).

How do we measure resilience?

The SACS Resilience Test is a short-form psychometric instrument measured with five items. These items are rated in seven-point scale (1=Strongly disagree and 7=Strongly agree) and then merged to form a single measure of resilience where higher scores indicate a higher level of resilience.

How are the results presented?



Resilience

Resilience is the characteristic of being able to bounce back from difficult circumstances. People who are high in resilience have a capacity to self regulate their emotions and to recover quickly from emotional setbacks.

Prediction of Resilience	Score	Meaning
Resilience	66	Very High

Resilience Risk: Low Options are Low, Medium, High - Low risk is better

Candidates with high levels of resilience are lower risk hires. Research suggests that they bring a number of positive characteristics. They:

- Are often psychologically healthier
- Can be better at problem-solving
- Are good at building their own coping strategies
- Do better in jobs where they need to interact with other people

Resilient employees tend to remain resilient and employees who are low in resilience will tend to carry this limitation with them throughout their career without specific coaching.

If a person is just under population average then skilled and targeted coaching may cause the person to improve to the point where they should be able to cope reasonably well. If a person's score is significantly below average, say 40 or less, then this is a significant risk.

Technical details about the instrument

An exploratory factor analysis (EFA) was used to determine the optimal combination of test items. The EFA found a one factor solution with five items that explained 70.3% of the variance and had loading scores that were all greater than .75. A Cronbach's alpha of .921 indicates a high degree of internal consistency and the confirmatory factor analysis showed a robust structure (see Table 1). The SACS Resilience measure demonstrated good concurrent validity correlated strongly ($r=.862$, $p<.01$) with Smith *et al.* (2008).

Cronbach's alpha	χ^2	df	CFI	RMSEA	SRMR
.921	12.655	5	.99	.052	.010

Table 1. Goodness of fit and validity measures for the SACS Resilience Test

References

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