

# 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 a range of different industries. 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 are the results presented?

The Resilience Test report provides a test score with interpretation and a risk rating. In the example below the candidate has a resilience score of 66 which is very high (where higher is better). When benchmarked against the Australian professional population this corresponds to a low level of risk (risk is rated as low, medium or high).

Prediction of Resilience	Score	Meaning
Resilience	High is better	66
		Very High

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

## 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	$\chi^2$	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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