

# Courage and Resilience Levels

**Courage and resilience levels looks at the extent to which you are prepared to break with tradition to stand alone to pursue an idea, even when others heavily criticize or attack the initiator or its prompter. It asks the question: "How much courage do you have in your convictions and how thick is your skin when it comes to sticking to your beliefs, despite resistance from others?"**

Please complete this part of the questionnaire as honestly as possible. It can help you improve your ability to sell more effectively. The choice scales are as follows:

**1 = almost never; 2 = occasionally; 3 = frequently; 4 = very frequently; 5 = almost always.**

Fill in all the boxes up to the score you select so you create a shaded bar.

	Almost Never	1	2	3	4	5	Almost Always
1. I am comfortable taking a reasonable risk even when others don't support me.							
2. I can "stick to my guns" in the face of criticism.							
3. I am happy to be a pioneer.							
4. I like to do things differently.							
5. I am very comfortable in personally taking on big challenges.							
6. I speak up when I believe in something strongly.							
7. I am tenacious about getting people to properly listen to interesting ideas.							
8. I strongly counter any gratuitous resistance to ideas or new approaches.							
9. I will readily "break from the pack" when I believe in an idea.							
10. I do not mind being the lone voice in a crowd.							
11. I enjoy being different and even controversial.							
12. I am confident in defending my own judgment when I believe in something.							
(Add up all the column scores and divide by 12) <b>AGGREGATE SCORE</b>							

## INTERPRETATION

Scales predominantly in the fours and fives ("very frequently" and "almost always") are likely to mean that you will often seek to be the person with a new or different opinion or idea. You will also generally challenge the status quo and will often be wary of the possibility of "groupthink." You are therefore capable of being a lone voice in the crowd and will be resilient to criticism from others, especially when you believe that an idea is worthy of pursuit or has positive long-term benefits.

Scales predominantly in the ones and twos ("almost never" and "occasionally") are likely to mean that you prefer to "go with the flow" and generally take the attitude that majority rule should prevail most of the time. When faced with opposition to your ideas, you are likely to generally keep quiet to keep the peace and will prefer to be the follower to more pioneering idea generators rather than be an initiator yourself.

## IMPACT

A high score person will be likely to have a considerable amount of inner strength or belief in their own ability to firmly

represent the creative thoughts of themselves or others (because they are committed). They will therefore often be prepared to be an early adopter or pioneer for an idea and be a powerful and thick-skinned advocate in the face of what they see to be undue criticism when it arises (however loudly or eloquently it is expressed).

A low score person will be likely to offer support for a new creative path, idea, or innovation only in circumstances where there is limited or no opposition or resistance from people around them. They are therefore much more comfortable in being a quiet supporter than having to stand alone. This means that the low scorer will rarely want to stand out and can even change their mind completely where resistance is seen to be too great.

## ACTION FOR LOW SCORERS

Low scorers need to carefully study the behavior of idea pioneers or early adopters and look to emulate their actions as much as possible (initially in small ways, but building progressively). Low scorers should also look to defend their own judgment and learn not to take attacks or criticism personally.