

What is Career Resiliency?

Career resiliency describes the ability to manage your own career success, your personal and professional development, and your ability to adapt to the changing business environment. Career resiliency means that you assume responsibility for:

- Managing your own career
- Maintaining your skill level
- Planning for your future skill needs
- Managing change by adapting to new organizational needs and directions
- Ensuring personal well-being and balance

What is the impact of all these on our career and our lives?

1. _____
2. _____
3. _____
4. _____

What are some of the issues and challenges you are facing?

1. _____
2. _____
3. _____
4. _____

What are some of the benefits of managing your career?

1. _____
2. _____
3. _____
4. _____

Joint Career Transition Committee (JCTC)

Career Resiliency Quiz

STEP 1: There are 32 statements below. Read each one carefully, then check one (and only one) of the four boxes to the right of each statement.

Check **Strongly Agree** if you strongly believe the statement or feel it is true most of the time.

Check **Agree** if you believe the statement or feel it is true some of the time.

Check **Disagree** if you do not believe the statement or feel it is not true some of the time.

Check **Strongly Disagree** if you strongly believe that the statement is not true or feel it is not true most of the time.

1. People who find a good job, do so by luck
2. Managing your career is something you have to do on your own
3. It should be my employer's responsibility to ensure my job satisfaction
4. Most career concerns resolve themselves if you let them
5. It's not very productive to plan for the future
6. It's useless to take courses that teach career planning
7. It would be easier to let a career counsellor help me with career planning
8. There are many positions available for someone with my skills and abilities
9. Only the luckiest people find career satisfaction
10. I would prefer to wait until a later date to set career goals
11. Being laid off can be viewed as an opportunity rather than a setback
12. Other people or events often influence my career plans
13. Planning for future skill development is often unnecessary or a waste of time
14. Job-search skills are life skills that can always be useful
15. I don't need to plan for my career if my employer is helping me
16. Managing my career can be an exciting process
17. Getting a job you want depends on being in the right place at the right time
18. People should be totally involved in the career-management process
19. Career counsellors are available to assist me in finding the right job for me
20. It's most effective to concentrate on research to find the best position for me
21. Where a person lives is the major determining factor in finding a good position
22. Training in career management? is a skill that can be learned
23. You should rely on professional experts to get a satisfying position
24. External factors have little effect on finding a good career
25. Because the workplace is changing, it's hard to plan your career
26. Planning your career is a skill that can be learned
27. I am totally responsible for managing my own career
28. When looking for a new position, people are often at the mercy of the competition process
29. I have very little control in managing my own career
30. I can improve my opportunities for job satisfaction by keeping my skills current
31. I will ask for assistance from others but am in charge of my career
32. Job satisfaction is often due to circumstances beyond one's control

	Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4	
4	3	2	1	
1	2	3	4	
1	2	3	4	
1	2	3	4	
1	2	3	4	
1	2	3	4	
4	3	2	1	
1	2	3	4	
1	2	3	4	
4	3	2	1	
1	2	3	4	
4	3	2	1	
1	2	3	4	
4	3	2	1	
1	2	3	4	
4	3	2	1	
4	3	2	1	
1	2	3	4	
1	2	3	4	
4	3	2	1	
1	2	3	4	
4	3	2	1	
4	3	2	1	
1	2	3	4	
1	2	3	4	
4	3	2	1	
1	2	3	4	
4	3	2	1	
1	2	3	4	

STEP 2: In the white spaces (non-shaded areas) in each row, write in the number that was next to your response for each item in Step 1.

	A	B	C	D
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
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16.				
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18.				
19.				
20.				
21.				
22.				
23.				
24.				
25.				
26.				
27.				
28.				
29.				
30.				
31.				
32.				

TOTAL:	A	B	C	D
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STEP 3: Transfer your A, B, C and D scores to the first column below.

Then using a scale of 8 – 32. (Put an **"X"** on your score at the top of this table for each of the scales.)

Adopted from the Job Search Attitude Inventory by John J. Liptak

	OTHER-DIRECTED								AVERAGE								SELF-DIRECTED								
	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
<p>Luck Vs. Planning</p> <p>The amount of emphasis you place on planning your career rather than replying on luck.</p> <p>A score _____</p>	<ul style="list-style-type: none"> Believes job satisfaction is based on luck Sets no or unrealistic career goals Is willing to wait for opportunities to come along Feels that being lucky is the most important factor in career satisfaction 																<ul style="list-style-type: none"> Believes job satisfaction is due to planning Sets realistic career goals Makes own opportunities in job market Feels that career planning is important to career satisfaction 								
<p>Uninvolved Vs. Involved</p> <p>The amount of involvement you show in your career management.</p> <p>B score _____</p>	<ul style="list-style-type: none"> Is not motivated to learn how to plan a career Is uninformed about career options Is not willing to commit needed effort and time for career planning Hopes the right job will come along 																<ul style="list-style-type: none"> Wants to learn about career planning Is informed about career options Is willing to commit the time and effort needed to plan for a career Believes efforts will lead to satisfying job 								
<p>Dependent Vs. Independent</p> <p>The amount of dependence you have on outside factors to help you determine your career.</p> <p>C score _____</p>	<ul style="list-style-type: none"> Is unable to manage career Wants others to help set goals Is not interested in own career development Remains uninformed about most effective career-management techniques 																<ul style="list-style-type: none"> Is interested in career self-management Manages own career Is highly interested in own career development Keeps informed about most effective career-management techniques 								
<p>Reactive Vs. Proactive</p> <p>The amount of control you have in your career management.</p> <p>D score _____</p>	<ul style="list-style-type: none"> Is unwilling to consider all career possibilities Lets other people and event influence career path Feels job satisfaction is determined by circumstances beyond control 																<ul style="list-style-type: none"> Considers all career possibilities Influences own career-path satisfaction Feels the ability to find job satisfaction is determined by own efforts and careful preparation 								

Joint Career Transition Committee (JTC) ~ credited