



Mental Fitness and Resiliency Inventory Survey Results

Example

February 2021



INTRODUCTION

In February 2021, 23 personnel at Example completed the Mental Fitness and Resiliency Inventory. This survey is composed of eight different factors related to Mental Fitness and Resiliency practices. These factors are viewed as critical for promoting employee wellbeing, engagement and productivity.

Mental Fitness is a state of psychological well-being derived from our thoughts and emotions, and is based on our needs for relatedness, competency and autonomy-support.

Deci and Ryan (2007) assert that our interactions with others will either impede or facilitate the fulfillment of these core psychological needs. When these needs are met within individuals, people experience greater motivation and self determination in pursuing positive change. When these needs are met within relationships in the environment, workplaces become settings in which psychological wellness and positive team interactions are fostered.

Resiliency is the ability to persist in the face of adversity and "bounce back" when challenges are encountered.

Resiliency comes from a combination of positive attributes we develop through our families, education, social and cultural connections, and workplace experiences.



SCORING ZONES

MFRI results are presented within three zones that include six stages of development. These zones describe the extent to which mental fitness and resiliency practices are evident and integrated into the culture of the workplace.

Zone A: Awareness

The Awareness Zone consists of the stages of *Pre-awareness* and *Contemplation*. Within this zone, people recognize that there is a growing awareness of the benefits associated with the use of mental fitness and resiliency practices. Efforts should be made to promote and use these positive workplace (PW) practices.

- **Pre-awareness** - Minimal or no awareness of the benefits associated with PW environments; Limited commitment to and use of PW practices; Need for targeted promotion of PW perspectives.
- **Contemplation** - Some awareness of the benefits associated with PW environments; Commitment to and use of PW practices at a beginning level; Need for targeted promotion of PW perspectives.

Zone B: Building

The Building Zone is made up of the *Initial Plans and Actions* and the *Expanded Plans and Actions* stages of development. In this zone, people observe evidence of Mental Fitness and Resiliency Asset practices in the workplace. Efforts should be made to promote wide-spread use of these positive workplace practices.

- **Initial Plans and Actions** - Widespread awareness of the benefits associated with PW environments; Commitment to and use of PW practices at a beginning to low/moderate level; Need for targeted professional development or training on PW practices.
- **Expanded Plans and Actions** - Expanded awareness related to multiple ways of applying PW practices; Commitment to and use of PW practices at a moderate level and expanding; Continued professional development and training efforts aimed at expanding capacity to implement PW practices.



SCORING ZONES

Zone C: Embedded

The Embedded Zone is made up of the Comprehensive Practices and Embedded Practices stages of development. In this zone, Mental Fitness and Resiliency Asset practices are widely used and embedded in daily workplace routines and interactions. Efforts should be made to sustain these positive practices through ongoing leadership training, team development, and the creation of positive workplace policies.

- **Comprehensive Practices** - Recognition of the benefits of mental fitness and resiliency practices; The use of, and commitment to, positive behaviours and attitudes at a high level throughout the organization; Continuous development of these PW practices to maximize team functioning and the quality of relationships among employees.
- **Embedded Practices** - The benefits of mental fitness and resiliency practices are recognized; PW practices in the workplace correspond to target performance levels; Efforts to sustain PW practices are reflected in workplace routines and relationships, and in ongoing professional development opportunities.



MENTAL FITNESS PRACTICE SUBSCALES

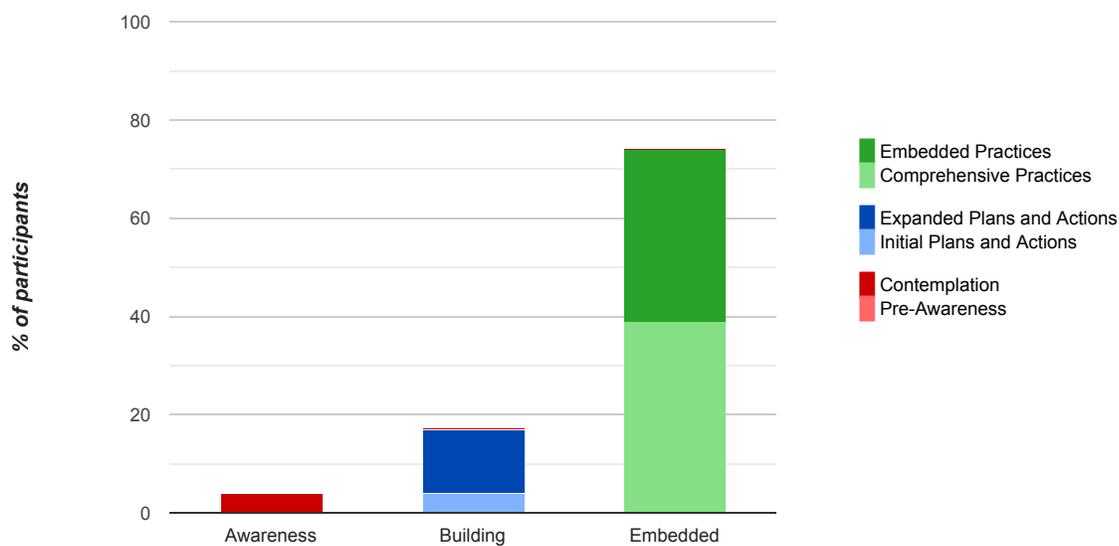
The Mental Fitness section is composed of three subscales reflecting foundational Mental Fitness practices:

RELATEDNESS practices contribute to our need for connection to and closeness with family, peers and our colleagues. Fulfillment of this need is met through positive interactions, our membership in groups, and the support and encouragement we receive from others.

"I belong to or am part of my work group and the organizational community."



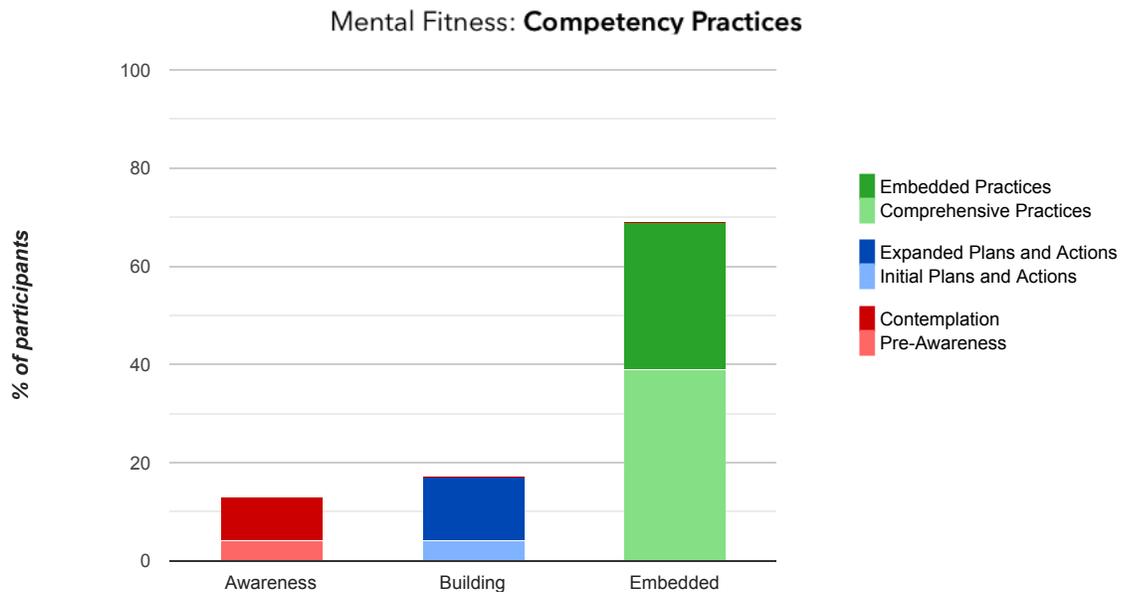
Mental Fitness: Relatedness Practices



74 percent of participant responses fall within Zone C (Embedded)

COMPETENCY practices contribute to our need for recognition and use of gifts and strengths in achieving personal and organizational goals. Fulfillment of this need provides individuals with a sense of personal and professional achievement and accomplishment.

"I have strengths and gifts that are recognized by me, my co-workers and the organization."



69 percent of participant responses fall within **Zone C (Embedded)**

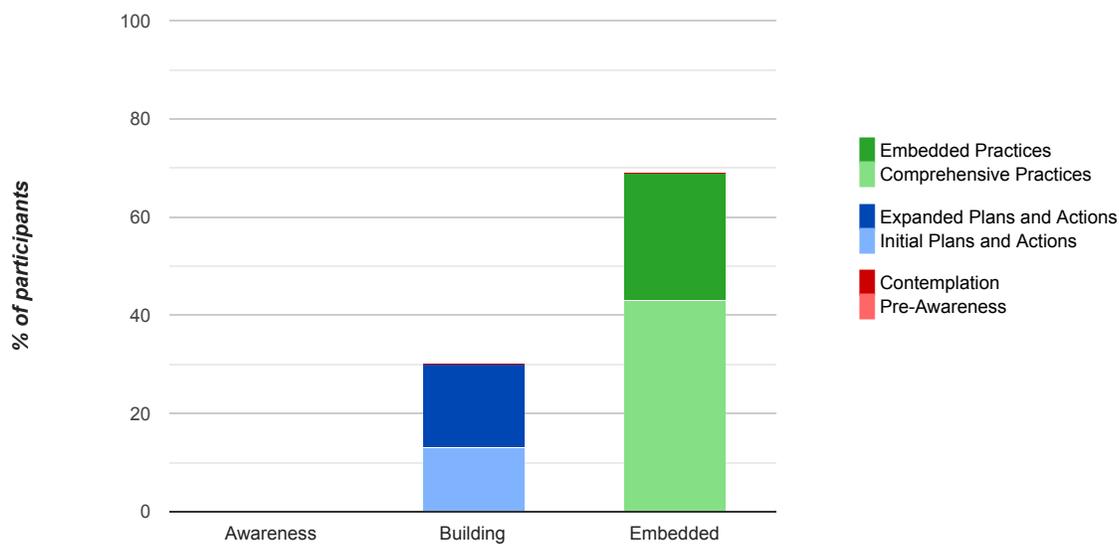


Our interactions with others either impede or facilitate the fulfillment of core psychological needs. When these needs are met within individuals, people experience greater motivation and self determination in pursuing goals and positive change.

AUTONOMY-SUPPORT practices contribute to our need to be active participants in making choices and building solutions that affect our workplace experiences. When this need is satisfied in conjunction with other need areas, freedom and choice are expressed through the demonstration of respect for self and others.

"I feel hopeful because my co-workers and the organization support me in being an active participant in making choices."

Mental Fitness: **Autonomy-Support Practices**



69 percent of participant responses fall within **Zone C (Embedded)**



RESILIENCY PRACTICE SUBSCALES

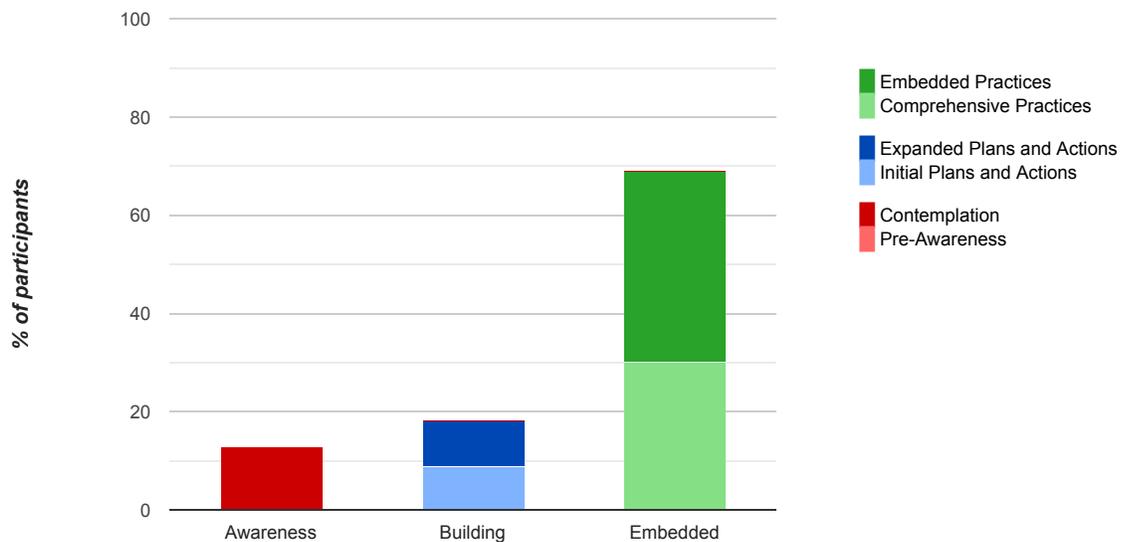
The Resiliency section is composed of five subscales:

RELATIONSHIP ASSETS involve skills that build social networks of support and a sense of community caring in the workplace.

Relationships are our social capital. In the workplace, positive relationships with supervisors and co-workers may increase our ability to plan, meet goals and deal with challenges.



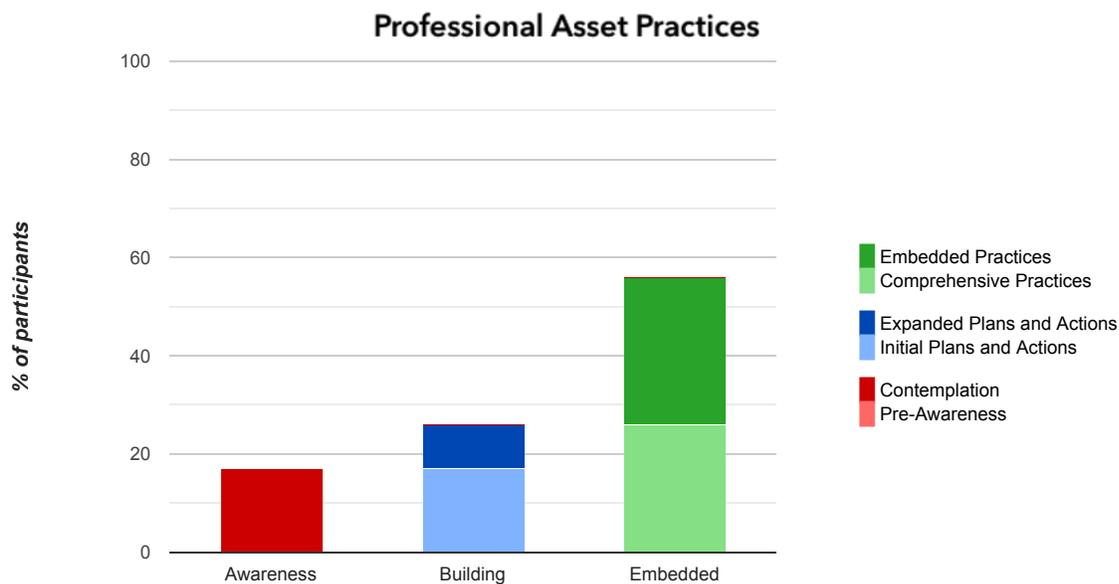
Relationship Asset Practices



69 percent of participant responses fall within Zone C (Embedded)

PROFESSIONAL ASSETS involve practices that build professional confidence, capacity and problem-solving skills.

Fostering professional assets helps people feel comfortable in their jobs and equips them to deal with workplace demands. Professional assets come from a combination of training and personal abilities, and the confidence that we have the specific knowledge and skills for the job we are asked to do. Professional assets include problem-solving and reasoning skills, knowing when to ask for help, and being supported in making decisions and taking action.



56 percent of participant responses fall within Zone C (Embedded)



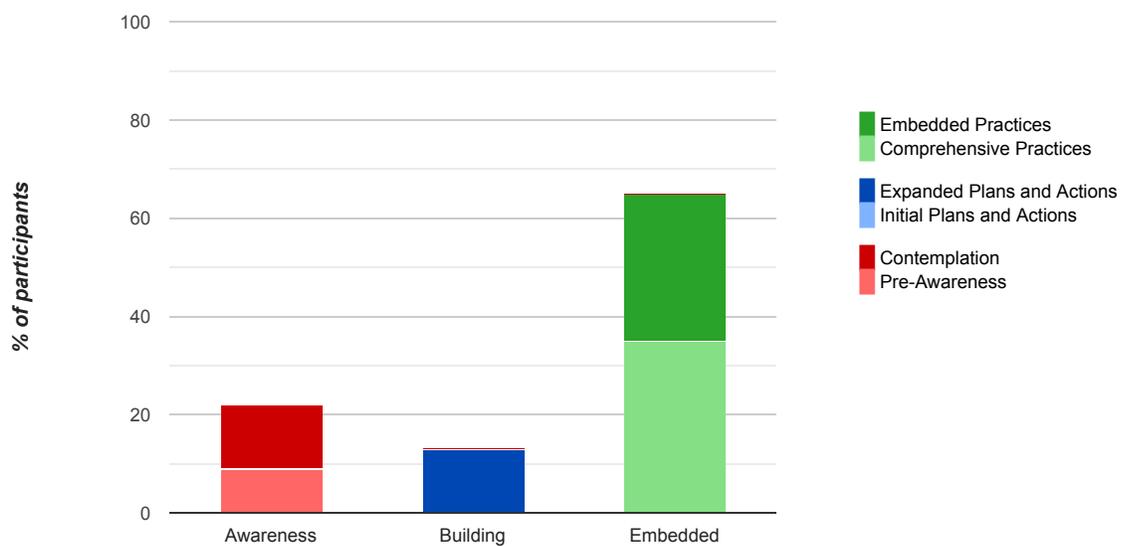
Plan to take time with those who inspire you and help you to feel resilient.

ATTITUDINAL ASSETS involve practices that increase optimism and a positive disposition even in the face of difficult or challenging situations. Having a positive disposition involves seeing adversity as temporary, and looking at obstacles as opportunities.

According to long-time optimism researcher Martin Seligman, optimistic people are less likely to develop “learned helplessness,” a state of mind where people have learned to see themselves as having no ability to control a situation. Seligman’s work has also shown that people who become more optimistic challenge their negative thinking patterns, especially those involving self-blame.



Attitudinal Asset Practices

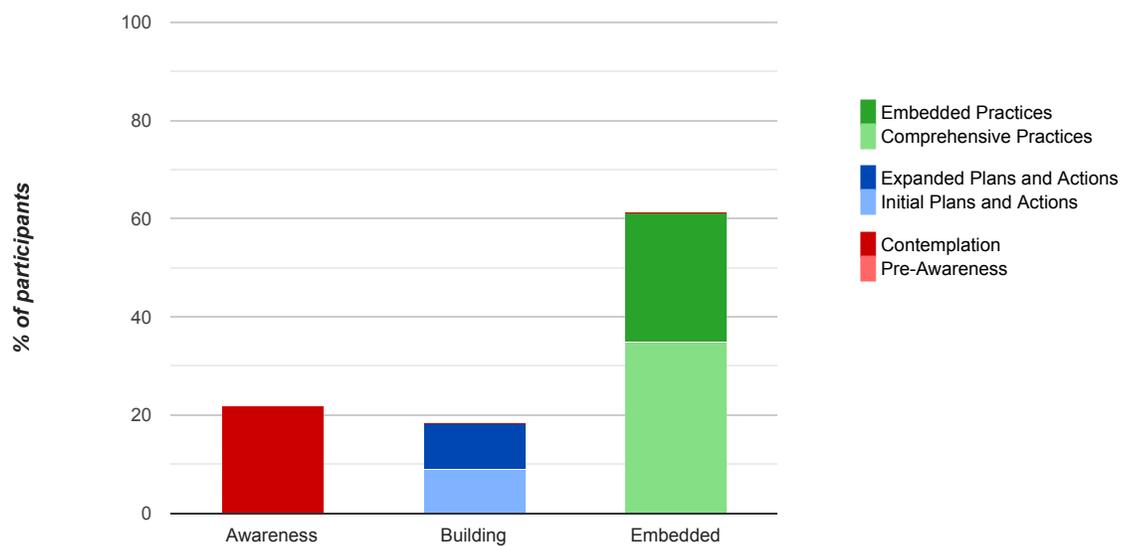


65 percent of participant responses fall within **Zone C (Embedded)**

EMOTIONAL INTELLIGENCE ASSETS involve practices that enhance the ability to understand and manage emotions, and positively communicate with others. Emotional skills help us communicate our positive ideas and express feedback in ways that enhance communication and understanding.

Words have tremendous power to determine how other people experience us, and how they respond to an issue.

Emotional Intelligence Asset Practices



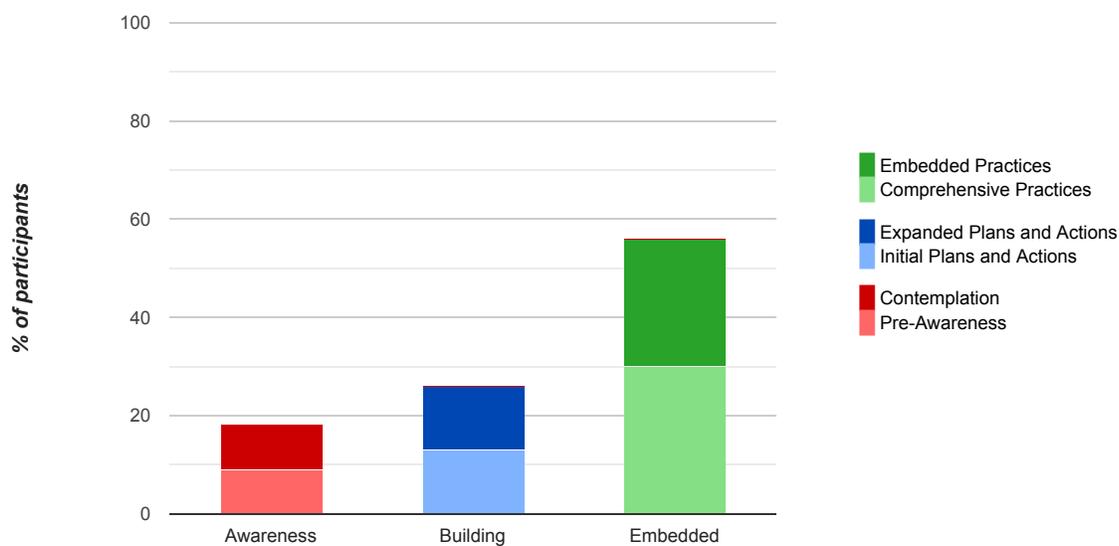
61 percent of participant responses fall within Zone C (Embedded)



ADAPTATION ASSETS involve practices that facilitate adjustment to changing situations and reduce stress through positive coping and thriving strategies. Adaptation strategies include:

- Development of targeted coping skills to address areas of stress;
- Proactive strategies for dealing with and adapting to anticipated changes in organizational routines or teams;
- Implementation of support strategies for individuals facing personal or professional transitions related to work situations.

Adaptation Asset Practices



56 percent of participant responses fall within Zone C (Embedded)



MFRI Survey Results Summary

In February 2021, 23 personnel from Example completed the Mental Fitness and Resiliency Inventory (MFRI). The MFRI is composed of 8 different measures related to mental fitness and resiliency practices. The following is a summary of the percentage of staff members reporting results in Zone A (Awareness), Zone B (Building), and Zone C (Embedding) for each measure.

How to Interpret your MFRI Results

Percentages are used in each of the Zones to reflect the perspectives of respondents who view the given mental fitness or resiliency practices at an Awareness, Building or Embedded level within the workplace environment.

Higher percentages in Zone A suggest the need for targeted promotion and the development of action plans to implement positive workplace practices.

Percentages at 80% or higher in the B and C Zones combined indicate a positive progression in the use of mental fitness and resiliency practices in the workplace.

Percentages that reach or exceed 70% in Zone C (Embedded) indicate evidence of an optimized workplace environment contributing to wellbeing, engagement, and enhanced team functioning.



MFRI Survey Results Summary

| Mental Fitness Experiences | Zone A Awareness (%) | Zone B Building (%) | Zone C Embedded (%) |
|--|----------------------|---------------------|---------------------|
| Relatedness Practices contribute to our need for connection to, and closeness with family, peers and our colleagues. | 4 | 17 | 74 |
| Competency Practices contribute to our need for recognition and use of gifts and strengths in achieving personal and organizational goals. | 13 | 17 | 69 |
| Autonomy-Support Practices contribute to our need to be active participants in making choices and building solutions that affect our workplace experiences. | 0 | 30 | 69 |
| Resiliency Assets | | | |
| Relationship Assets involve practices that build social networks of support and community. | 13 | 18 | 69 |
| Professional Assets involve practices that build professional confidence, capacity and problem-solving skills. | 17 | 26 | 56 |
| Attitudinal Assets involve practices that increase optimism and a positive disposition even in the face of difficult or challenging situations. | 22 | 13 | 65 |
| Emotional Intelligence Assets involve practices that enhance the ability to understand and manage emotions, and positively communicate with others. | 22 | 18 | 61 |
| Adaptation Assets involve practices that facilitate adjustment to changing situations through positive coping and thriving strategies. | 18 | 26 | 56 |

Percentages may not add up to 100 due to rounding.



Interpreting Your MFRI Results

| Mental Fitness Experiences | Target for Development | Building | Embedded |
|--|------------------------|----------|----------|
| Relatedness Practices contribute to our need for connection to, and closeness with family, peers and our colleagues. | | | ✓ |
| Competency Practices contribute to our need for recognition and use of gifts and strengths in achieving personal and organizational goals. | | ✓ | |
| Autonomy-Support Practices contribute to our need to be active participants in making choices and building solutions that affect our workplace experiences. | | ✓ | |
| Resiliency Assets | | | |
| Relationship Assets involve practices that build social networks of support and community. | | ✓ | |
| Professional Assets involve practices that build professional confidence, capacity and problem-solving skills. | | ✓ | |
| Attitudinal Assets involve practices that increase optimism and a positive disposition even in the face of difficult or challenging situations. | ✓ | | |
| Emotional Intelligence Assets involve practices that enhance the ability to understand and manage emotions, and positively communicate with others. | ✓ | | |
| Adaptation Assets involve practices that facilitate adjustment to changing situations through positive coping and thriving strategies. | | ✓ | |

Recommendations

Based on the results of this report, we recommend that you promote practices for the following practice domains: **Professional Assets, Competency**



SELECT TRAINING MODULES**TRAINING GOAL**

| Mental Fitness Practices Overview | | | |
|--|---|---|---|
| Relatedness | ✓ | Review and Sustain this MF Practice |  |
| Competency | ✓ | Expand use of this MF Practice |  |
| Autonomy Support | ✓ | Expand use of this MF Practice |  |
| Resiliency Overview | | | |
| Relationship Assets | ✓ | Expand use of this Resiliency Practice |  |
| Professional Assets | ✓ | Expand use of this Resiliency Practice |  |
| Attitudinal Assets | ✓ | Promote use of this Resiliency Practice |  |
| Emotional Intelligence Assets | ✓ | Promote use of this Resiliency Practice |  |
| Adaptation Assets | ✓ | Expand use of this Resiliency Practice |  |

The Well-Being Index (WBI)

The Well-Being Index (WBI) provides an indication of **your organization's overall workplace well-being** and complements the detailed information in each of the eight mental fitness and resiliency domains in this report.

Higher outcomes on the WBI have been associated with enhanced staff well-being and job satisfaction, increased engagement and attendance of employees, and high levels of goal attainment or evidence of productivity.

The WBI can be used to monitor changes in your organization's workplace well-being over time. The WBI facilitates the evaluation of the effectiveness of your wellness initiatives.

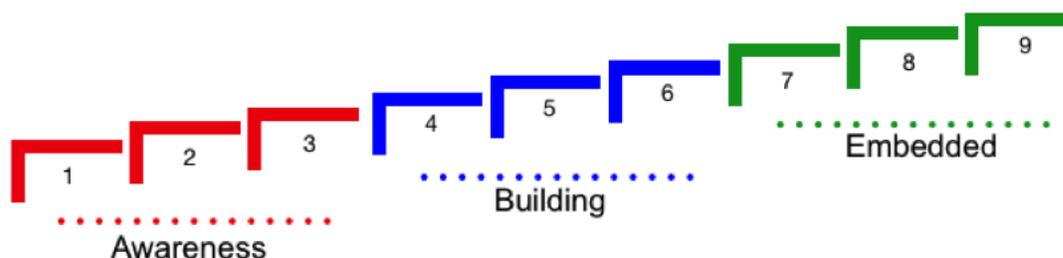
WBI Scoring Categories

Scores on WBI are reported in three categories using a nine-point scale.

Category I: Awareness indicates evidence of initial promotion and use of mental fitness and resiliency practices. WBI scores in this category range from 1-3. Scores in this range suggest the need for expanded promotion and training related to positive workplace practices.

Category II: Building indicates evidence of expanding use of mental fitness and resiliency practices. WBI scores in this category range from 4-6. Scores in this range suggest the need for continued expanded use and integration of positive workplace practices.

Category III: Embedded indicates evidence of integrated use of mental fitness and resiliency practices. WBI scores in this category range from 7-9. Scores in this range suggest the need for sustaining positive workplace practices through ongoing embedded professional learning.



Your organization's WBI is 4.