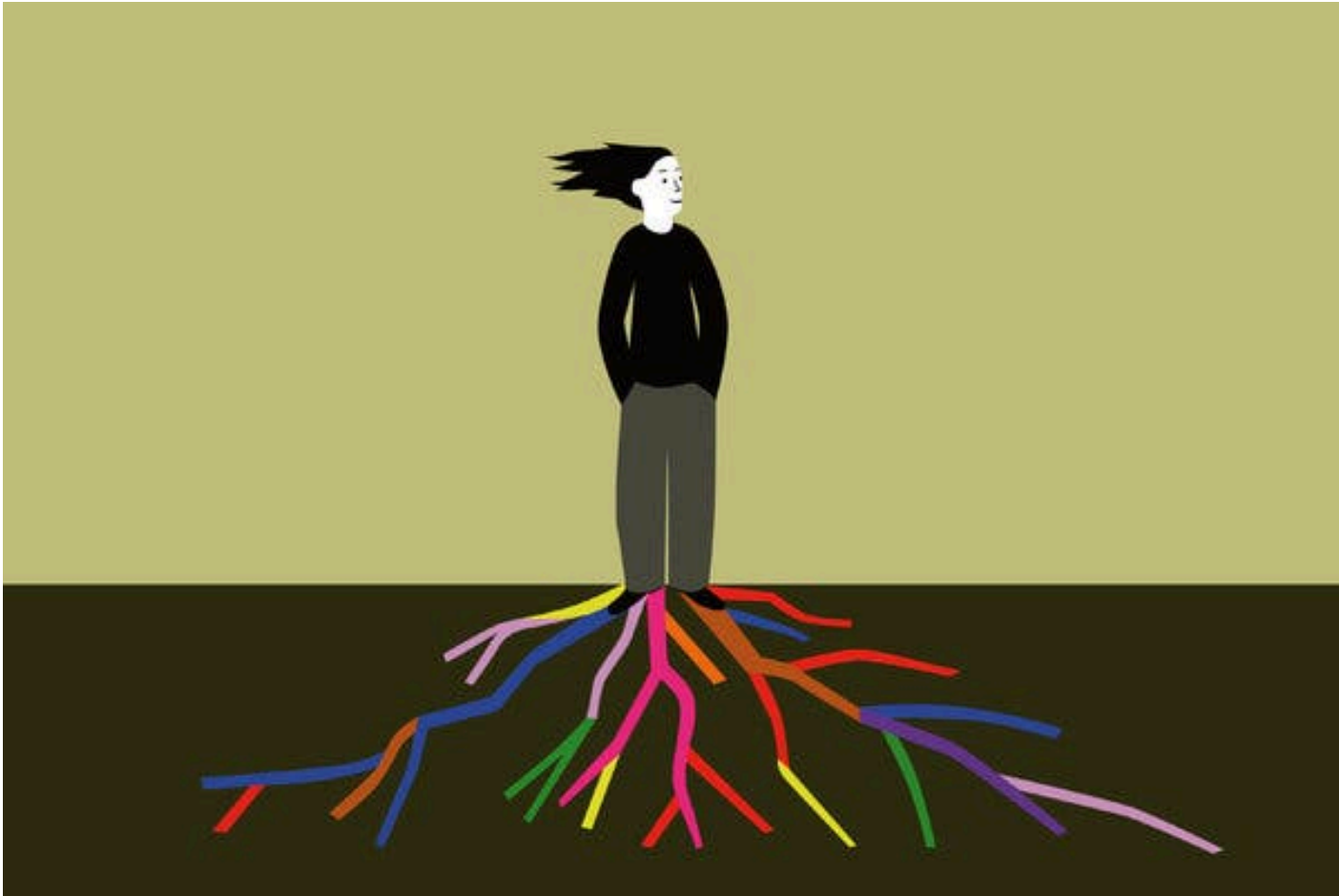


# Recruiting Resilience: *“Bounce Back”*



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Characteristics

# Resilience Studies

## The 7 C's of Emotional Resilience

- 1 Competence: Knowing you can handle difficult situations
- 2 Confidence: Believing in your abilities
- 3 Connection: Maintaining ties with loved ones
- 4 Character: Developing a strong set of values
- 5 Contribution: Using your strengths to help others
- 6 Coping: Being able to handle stress in a healthy way
- 7 Control: Knowing you have the ability to make choices

Source: American Academy of Pediatrics

A blue ribbon graphic with a 3D effect, featuring a darker blue shadow on the left side. The ribbon is horizontal and contains the text.

# Scoring Anchors in Police Recruitment

## High Self Esteem

- **People who have confidence in their own abilities may feel they have more control over situations than those who do not.**

# Optimism

- **Optimists tend to consider problems as challenges or as growth opportunities and look to the future instead of dwelling on the past.**

## Flexibility

- **Resilient people often plan for different outcomes and, if an unexpected outcome does occur, they have the ability to readjust their priorities instead of having their lives come to a halt if their plans do not come to fruition.**

# Bounce Back

- **The ability to move on**



# SCORING Resiliency?

## GUIDE TO ESTABLISHING RESILIENCE COMPETENCY LEVEL:

1. Unable to cope .
2. Coping does not recognize.
3. Coping.
4. Coping and adapts strategies and behaviours to deal with the situation Organizational/Community Change.

# Additional Evaluations



Other competency-based questions



Other tests



Background investigation

# QUESTIONS AND COMMENTS

