



# Podium Resilience Profile

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## Introduction



### The Assessment

The Podium Resilience Profile focuses on behavioural traits which inform workplace resilience. It is based on Podium's PQ10 Emotional Stability model with the addition of GRIT related scales.

PQ10 reflects modern neuroscientific thinking about personality of which emotional stability is the part used here. The concept of Grit was developed by psychologists Angela Duckworth and Christopher Peterson who suggest that success and achievement are not only a result of talent or intelligence, but also a result of the persistence and determination an individual displays in the face of challenges and setbacks.



### The Podium Resilience Model

| Resilience Factor  | Underlying Trait   | Contributing Facets   |
|--|--|---|
| <b>Emotional Stability</b><br>Resilience, confidence, self-belief and composure in response to uncertainty or perceived threats. | <b>Confidence</b><br>Maintaining confidence and self-assuredness in the face of challenges or threats.   | <b>Resilience</b><br>The capacity to remain calm in the face of workplace stress or pressure. |
|  |  | <b>Optimism</b><br>Displaying hopefulness and confidence about the future.                    |
|  | <b>Emotionality</b><br>Maintaining composure and effectively managing moods and negative feelings.   | <b>Anxiety</b><br>The ability to anticipate risk and the higher need for security.            |
| <b>Grit</b><br>Persistence shown in the face of challenges and setbacks.   |  | <b>Volatility</b><br>Lower levels of stability in mood or disposition.                        |
|  | <b>Steadfastness</b><br>Commitment to long-term goals. High scorers plan and maintain goal focus regardless of challenges or distractions.   |   |
|  | <b>Persistence</b><br>Determination and resilience in the face of challenges and adversity. High scorers display optimism, stamina and, a strong belief in their ability to persist and succeed. |   |



### Comparison Group (Norm)

Sam's results have been compared against the following norm group.

| Assessment                | Norm Name                       | Sample Size |
|---------------------------|---------------------------------|-------------|
| Podium Resilience Profile | International Participants 2024 | 4566        |





## Results at a Glance

Detailed below is a summary of Sam's underlying trait scores. What this means on-the-job is detailed more fully in the remainder of this report.





## Emotional Stability: Confidence, Resilience and Optimism

The traits of Emotional Stability are characterised by the tendency to maintain composure and effectively manage moods and negative feelings whilst remaining positive about achieving the best or most positive outcome possible.

### Profile

- As likely to be as emotionally stable as most and not unduly swayed by emotions but may show their emotions in highly charged situations.
- Consistently exhibits a calm and composed attitude in the face of stress and pressure and effectively manages tight deadlines, adapting well to changes.
- Acknowledges positive aspects of situations, but tends to focus more on potential problems being easily swayed by minor setbacks.

### Performance Implications

- Expected to contribute positively to team dynamics, with occasional need for reassurance.
- Demonstrate high levels of efficiency and effectiveness, even in challenging situations. Their ability to remain calm and composed under pressure contributes to consistently high-quality work.
- Can sometimes approach tasks with enthusiasm, but may lose momentum in the face of obstacles.



## Emotional Stability: Composure, Anxiety and Volatility

The traits of Emotional Stability are characterised by the tendency to maintain composure and effectively manage moods and negative feelings whilst remaining positive about achieving the best or most positive outcome possible.

### Profile

- Extremely self-assured with a strong belief in their ability to succeed in any and all workplace challenges.
- Unlikely to regularly feel tense or nervous, but may do so in unfamiliar or challenging environments.
- Consistently demonstrates a calm and stable disposition in various situations. Rarely exhibits abrupt mood changes and maintains a consistent emotional state even under stress.

### Performance Implications

- Exhibits high performance consistently, even in unfamiliar or demanding situations.
- Could experience decreased productivity or effectiveness under high stress or in highly unpredictable environments, but copes effectively day to day.
- Contributes positively to a stable and predictable work environment. Their consistent mood and disposition enable them to handle stress effectively and maintain focus on tasks.



## Grit: Steadfastness and Perseverance

These traits and facets of Emotional Stability is characterised by the tendency to maintain composure and effectively manage moods and negative feelings whilst remaining positive about achieving the best or most positive outcome possible.

### Profile

- Consistently sets and follows through on long-term goals with a clear vision for the future.
- Lacks confidence in dealing with problems, often feeling overwhelmed.

### Performance Implications

- Likely to deliver consistent results and can be counted on to stay committed to strategic goals, enhancing team stability and progress.
- May have difficulty completing tasks that encounter obstacles, leading to inconsistent results and potential setbacks in project completion.



## Interview Prompts

The following questions have been designed to support the interview and reference checking process. Use these questions as a guide to probe Sam's preferences, past behaviour, and performance.

|                     |            |   |
|---------------------|------------|---|
| Emotional Stability | Composed   | <p><b>As typically composed as most.</b></p> <ul style="list-style-type: none"> <li>Tell us about a challenging project or situation where things didn't go as planned. How did you maintain your composure and what steps did you take to address the issue?</li> </ul>            |
|                     | Resilient  | <p><b>More resilient than most.</b></p> <ul style="list-style-type: none"> <li>Can you share an experience where you had to persist through a difficult project or period at work, despite encountering obstacles? What kept you motivated?</li> </ul>                              |
|                     | Optimistic | <p><b>More pessimistic than most</b></p> <ul style="list-style-type: none"> <li>Can you recall an instance where your initial outlook on a work task or project was negative? How did you handle your feelings and what was the result?</li> </ul>                                  |
|                     | Confident  | <p><b>Much more confident than most.</b></p> <ul style="list-style-type: none"> <li>Tell us about a time when your high level of confidence significantly impacted a project's direction or a team's performance. What was the situation and the result?</li> </ul>                 |
|                     | Anxious    | <p><b>As typically anxious as most.</b></p> <ul style="list-style-type: none"> <li>Share a situation where you experienced uncertainty or stress at work. How did you manage your anxiety, and what strategies helped you stay focused and effective?</li> </ul>                    |
|                     | Volatile   | <p><b>Much less volatile than most</b></p> <ul style="list-style-type: none"> <li>Describe a scenario where, despite high tension or conflict in the workplace, you maintained a stable and composed demeanour. How did your stability impact the situation or the team?</li> </ul> |
| GRIT                | Steadfast  | <p><b>More steadfast than most.</b></p> <ul style="list-style-type: none"> <li>Describe a scenario where your persistence and reliability significantly contributed to achieving a goal or overcoming a challenge. How did you demonstrate steadfastness?</li> </ul>                |
|                     | Persistent | <p><b>Much less persistent than most.</b></p> <ul style="list-style-type: none"> <li>Describe a time when you gave up on a task or project sooner than you should have. What were the circumstances, and what led to your decision to stop pursuing it?</li> </ul>                  |