



Report for Sample User

You recently took the HardiSurveyIII-R that has led to this report. The Hardiness Institute bases the picture of you that follows on over 20 years of state-of-the-art, award-winning research and practice. Today's rapid rate of change makes it increasingly difficult for many of us to maintain our overall effectiveness while we work to accomplish our goals, stay balanced, and to develop a meaningful life. The HardiSurveyIII-R charts how you manage stressful living changes and conflicts, and what happens to your performance, leadership, and health in the process.

If you want to thrive in turbulent times, you need to know if you possess coping resources that contribute to your overall performance, leadership, and health, and help you to resist the negative effects of change. Although most of us appreciate how much stress we labor under, we rarely have time to think about the resources needed to manage stressful changes. Persons and organizations that are successful in navigating stressful changes possess enough hardiness resources to maintain their performance, leadership, and health effectiveness. The more hardiness resources that you can marshal, the greater the burden of stressful changes you can tolerate.

The HardiSurveyIII-R assesses how much hardiness resources you possess, and how effective these resources are in helping you to resist the negative effects of stressful changes. Specifically, the HardiSurveyIII-R measures your stress vulnerability factors relative to your stress resistance resources. In doing so, it produces a Performance Effectiveness Index that estimates how much you can work and play without damaging your performance, leadership, and health.

HardiIndividuals and HardiOrganizations engage fully in whatever they do. They have enough motivation and hardiness coping resources to transform stressful changes into opportunities for personal and professional development, and fulfillment. Hardy persons and organizations show greater performance, leadership, morale, conduct, and health, and less overall strain, than those who are less hardy. When you consider your personal score summary, keep in mind that we compare your scores to everyone who has taken the test. If, for example, you get a score of 50% on any of the stress vulnerability factors, stress resistance resources, or total scores, it means that 50% of the survey respondents scored higher than you did, and 50% scored lower.

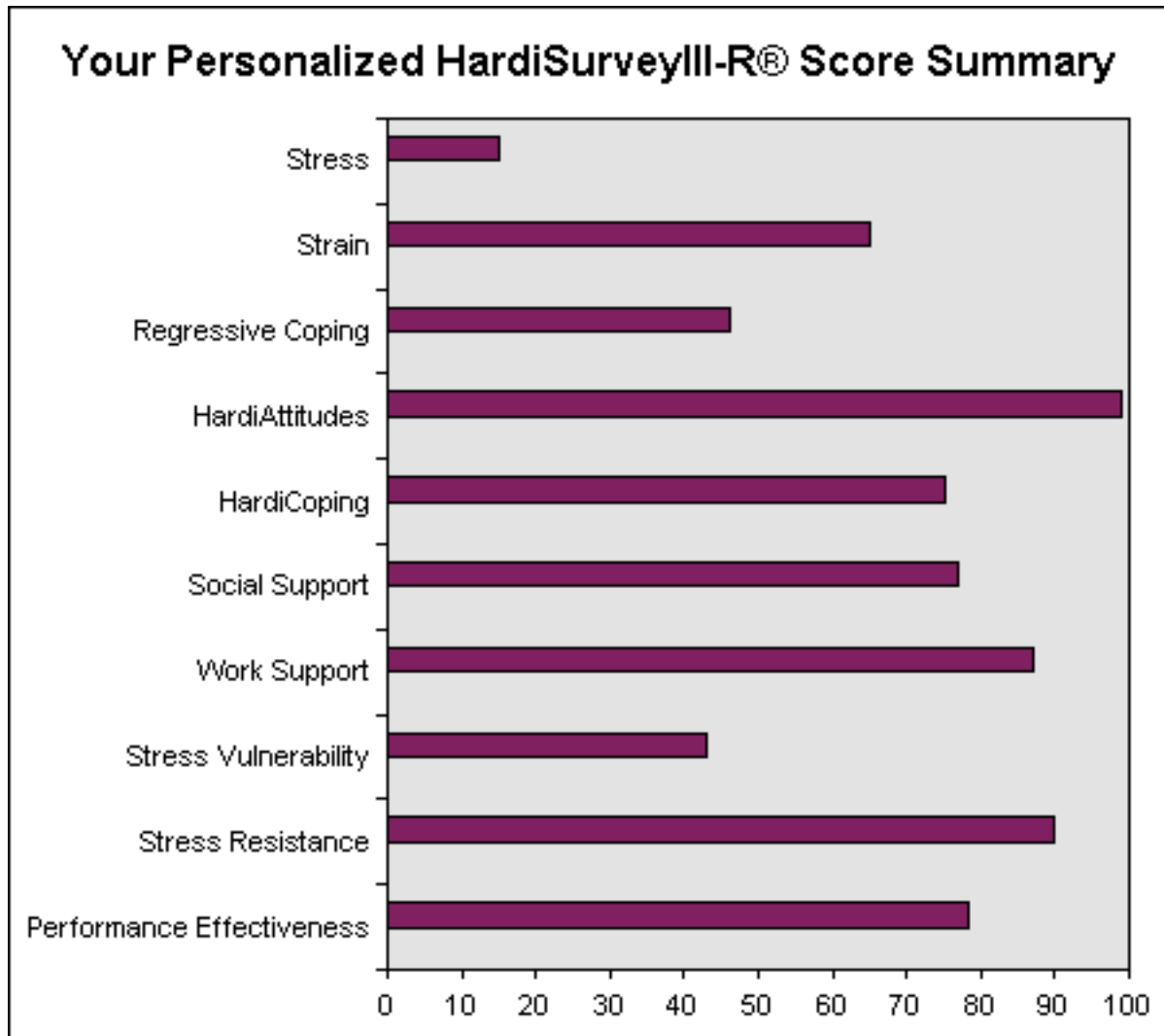
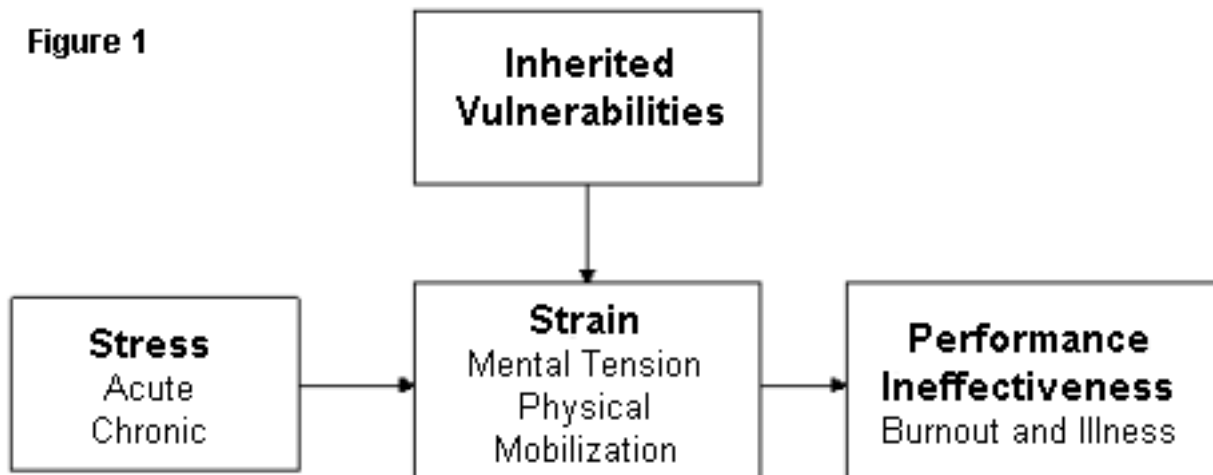


Figure 1





Stress Vulnerability Factors

Stress is the first stress vulnerability factor in the performance effectiveness process, and if poorly managed, it can undermine your performance, leadership, and health. There are two types of stress. Acute stress is a disruptive change in your day that requires you to adjust physically, mentally, or behaviorally. These adjustments are the actual cause of your stress. Acute stresses can vary in intensity (minor or major), type (positive or negative), or in predictability (expected or unexpected). Major, negative, and unexpected acute stresses have a greater chance of upsetting, distracting, and disorganizing you. The greater disparity between what you want and what you get, the more major the chronic stress becomes. When you let acute stresses pile up without resolving them, you get physical, mental, and behavioral symptoms of strain. Acute stress can result from changes in you, your work, family, friends, or belief system. Covering for an ill coworker, discovering your babysitter cannot make it today, receiving a call from your credit card company informing you that an unauthorized person is charging on your account, getting a work promotion, telling your spouse you want a divorce, or making last minute preparations for a vacation, are examples of acute stresses that vary in intensity, type, and predictability. Acute stresses generally have an end in sight. Importantly, your perception of the stress can determine your experience of it as minor or major, or positive or negative. Remember, daily stress threatens your performance, leadership, and health when you let it build up. The more stressful changes in your life at any given time, the more resounding your experience of it.

The other type of stress is chronic. A nagging, continuing mismatch or conflict between what you want out of life (ideals, goals, preferences, and beliefs), and what you think you get (actual circumstance) constitutes chronic stress. Examples of chronic stress include seeing yourself as creative but trapped in a routine job, preferring a home with a garden, but living in an apartment high-rise, wishing your mate enjoyed plays like you do, rather than sports, and desiring biological children of your own but you and your spouse are infertile. Like acute stress, chronic stresses vary in intensity. The greater disparity between what you want and what you get, the more major the chronic stress. In addition, chronic stresses also accumulate if unresolved. As conflicts mount, the undermining effect of chronic stressful changes on you can accelerate. If left unchanged, acute and chronic stresses can erode your performance, leadership, and health effectiveness. The more stress you have, the stronger your stress resistance resources need to be to effectively manage changes in your life.

Your Stress Score: 15% (Very Low)

You report much less stress than that of most people. Three self-report conditions can bring this about.

Some people are excessively optimistic when answering the items in the test, or too overwhelmed by the day, which makes it difficult to recognize how stress impacts them. It could be however, that this very low stress score indicates a very stress-free life right now. Moreover, a very low stress score can indicate the effectiveness of above average to high stress resistance resources. Your Performance Effectiveness Index helps to clarify which condition may apply to you.



Strain

Strain, the second stress vulnerability factor, is your physical, mental, and behavioral response to acute and chronic stresses. Your body registers stress, of any intensity or type, as a potential danger. As such, your body releases stimulating chemicals and hormones that heighten your senses and strengthens your brain, heart, and muscles, so that you can fight or run away. In addition, your immune and digestive systems temporarily shut down to support the fight or flight effort. We call this mobilization effort strain. The more dangerous we believe the stress to be, the greater our physical response to it.

Although the fight or flight response is vital to survival, it can cause problems. When prolonged, the stimulating chemicals and hormones, that help you to survive, undermine your body chemistry. In addition, your immune system cannot withstand prolonged suppression. If your life rarely permits downtime, or you do not possess strong enough coping resources to help you resolve stress, you risk physical, mental, and behavioral strain. When this happens, you experience strain as personal and professional burnout, and overall ineffectiveness. Strain, over time, can contribute to the onset of diseases such as type II diabetes, arthritis, multiple sclerosis, cancer, and stroke.

Physical strain shows up in frequent colds, flu, headaches, indigestion, constipation or diarrhea, aches and pains, shortness of breath, anxiety, cold hands and feet, and dry mouth and skin amongst other things. Prolonged physical strain can contribute to the onset or exacerbation of the wear-and-tear diseases mentioned above.

Mental strain decreases attention and concentration, imaginative problem-solving, logic and critical thinking, and increases confusion, difficulty recalling names or words, worries and fears, self-absorbed thinking, depression, and thoughts of life as hopeless and meaningless.

Behavioral strain decreases motivation, leadership, conduct, the willingness to give and to get help from others, and increases irritability, temper outbursts, disorganization, mood swings, destructive behavior, insomnia, and forgetfulness.

Your Strain Score: 65% (Above Average)

You report more strain, in the form of physical, mental, and behavioral symptoms, than most people. Above average to high strain can result from insufficient resistance resources. Or, perhaps your resistance resources are strong enough, but stress vulnerability is also high. This condition tends to "take the wind out of your resistance sails". The HardiSurveyIII-R composite scores helps to clarify this situation for you.



Regressive Coping

Regressive Coping, your third stress vulnerability factor, is the tendency to deny, avoid, and withdraw from the problems in your life. Let us look at an example of regressive coping. The following are some examples of regressive activities. You take a few vacation days when you have had difficulty with a boss or coworker. Rather than trying to understand and resolve the dispute, you ran away from the problem. A spouse chooses an extra-marital affair rather than to deal directly with the lack of intimacy in the marriage. An employee, who feels unappreciated and under-paid, drinks alcohol to cope with his hurt and anger rather than to ask his employer for a raise. A successful businesswoman, whose social relationships end with the workday, shops excessively to soothe feelings of loneliness. A student, having trouble mastering the course material in his math class, watches television excessively to avoid asking for the help he needs.

Although these persons avoided pain in the short run, the problems posed by the acute changes and/or chronic conflicts in their lives remain unchanged. This permits their stress to turn to strain, which can undermine their personal effectiveness. Although they may insist to themselves, and to others, that all is well, their stress slowly undermines their performance and satisfaction.

If you use regressive coping as your dominant coping habit, you shrink your life to the size of a postage stamp because you do not open yourself up to using life changes as an opportunity to renew yourself. You miss out on opportunity after opportunity to lead a productive and meaningful life. Whether or not your stress turns directly into strain depends a lot upon your dominant coping style. Regressive coping is definitely an ineffective performance and health habit.

Your Regressive Coping Score: 46% (Below Average)

At this time, you regressively cope at a level that is typical of most people. Your average regressive coping score indicates you sometimes try to face stressful circumstances directly, but at other times you try to deny, minimize, and/or avoid them. Your total stress vulnerability relative to your stress resistance resources, shows the relationship that regressive coping has to your overall performance, leadership, and health.

Inherited Vulnerabilities

Inherited Vulnerabilities is your final stress vulnerability factor. You need to consider it as a risk factor, as these are the biological lines where you are most likely to show the effects of prolonged strain. Your ancestral genes contribute to your biological strengths and weaknesses. These inherited weaknesses or vulnerabilities can show up in prolonged periods of strain. In other words, the weakest link in your genetic makeup determines your strain symptoms. For example, if depression is common in your family, you may risk a biological depression in a prolonged strain reaction. If, on the other hand, cardiovascular illnesses are common in your family, you may have a cardiac problem during a prolonged strain reaction.



Stress Resistance Resource

There is good news in terms of your overall personal performance. There are four stress resistance resources that buffer you against the negative effects of strain. In fact, when you are strong in these four resources, a strain reaction has very little opportunity to develop, no matter how much stress and change you experience.

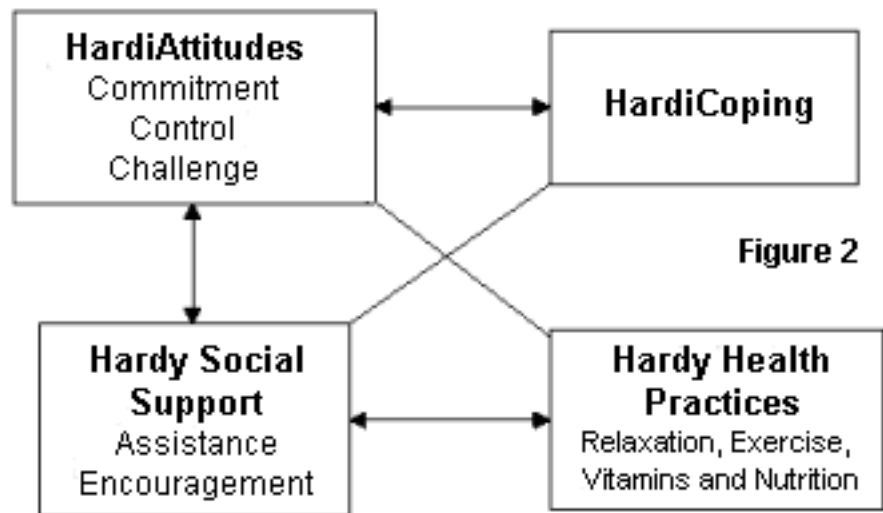


Figure 2

HardiAttitudes, the building block for the other stress resistance resources, consists of three beliefs that together show what you think about yourself, your world, and the interaction between the two. If you are high in Commitment, you believe that you and your world are important and worthwhile enough to engage in fully. In addition, you believe that involving yourself in life changes is the way to deepen meaning and purpose. You further believe that detaching and alienating oneself from life's difficulties is a waste of one's time, talent, and learning opportunities. Those high in commitment immerse themselves in an active coping process that transforms the stressfulness of a problem so that it becomes manageable, and growth promoting.

If you are high in Control, you believe that if you try, you can positively influence much of what happens to you in life. By constructively influencing outcomes, you strengthen your view of yourself as capable, hardy, and an active participant of your world. In addition, you maintain that even when a personal or professional problem has unchangeable aspects to it, if you are resourceful, there are ways to use the stressful circumstance as an opportunity for new learning. Those who do not seize these opportunities give into powerlessness and passivity.

If you are high in Challenge, you believe that most everything that happens to you, whether positive or negative, is grist for the mill; an opportunity to enhance your performance, leadership, morale, conduct, and health. You maintain that continual personal and professional growth leads to fulfillment, and change brings this about. In contrast, persons low in challenge fear change because it threatens their right to comfort and security. As you might have already guessed, HardiAttitudes motivate you. Persons high in the HardiAttitudes engage fully in their personal and work life, use life circumstance change to promote learning and renewal, and report greater life meaning, purpose, and satisfaction.

Your HardiAttitudes Score: 99% (High)

Your HardiAttitudes are much stronger than in most people. At this time, you have high motivation to work on the problems posed by the acute and chronic changes in your life, to build constructive social relationships, and to engage in performance and health enhancing behaviors. The overall strength of your total stress resistance resources, and your total stress vulnerability factors, determines the effect of average HardiAttitudes on your performance, leadership, and health. The higher your total stress vulnerability factors, the more it challenges your HardiAttitudes in providing you with sufficient motivation to cope effectively with the stressful changes you currently experience. This is especially true as your total stress resistance resources lower.



HardiCoping

HardiCoping, your second stress resistance resource, is the opposite of regressive coping. HardiCoping transforms the root of the problem, which turns it around permanently, unlike other less effective ways that merely band-aid the problem. Your HardiAttitudes, and your performance, leadership, morale, conduct, and health strengthen when you tackle problems in this way. HardiCoping efforts deepen perspective and understanding, which open the way for innovative solutions. Only then can you formulate and carry out an effective course of action. Why do some people choose regressive coping over HardiCoping? For some, the effort needed to transform stressful changes seems too much. In addition, people who are inexperienced in the HardiCoping task, often times, lack the courage to open themselves up to possibility. When you experience the numerous benefits by coping in this effective way, regressive coping just becomes too painful to persist in. Meeting the stressful circumstance head-on, rather than to deny, avoid, and withdraw from it, increases your value to your family, friends, coworkers, and most importantly, to yourself. Together, HardiAttitudes and HardiCoping, stimulate a coping momentum that solves problems, strengthens relationships, and deepens personal and professional meaning and satisfaction. When you review your HardiCoping and Regressive Coping score, remember that it is possible to have both a high regressive coping, and HardiCoping score at the same time. If this is the case for you, it most likely means that you use HardiCoping in some parts of your life, and Regressive Coping in other parts. It could also indicate that after you do the work of HardiCoping, you retreat into Regressive Coping. Simultaneous use of HardiCoping and Regressive Coping can undermine your overall hardiness.

Your HardiCoping Score: 75% (Above Average)

Your HardiCoping efforts are stronger than most people. You regularly solve the problems posed by the acute changes and chronic conflicts in your life. The strength of your resistance resources relative to your stress vulnerability determines how much HardiCoping contributes to your performance, leadership, and health at this time.



Hardy Social Support

Hardy Social Support is your third stress resistance resource in the performance effectiveness process. The quality of your support network helps you to solve the stressful changes and conflicts that come your way. There can be several reasons for an inadequate social support network. Often times, stressful living or work changes preoccupy us to the point of limiting our contact with others. Times of change, also, can shift or end our relationship to others, which complicates the stressful situation on-hand. In addition, social interaction skill deficits can also prevent you from developing or maintaining a strong social support network.

We give and get assistance and encouragement, daily, from, family, friends, teachers, parents, church members, coworkers, or clients. The more meaningful a relationship is to us, the more important it is to feel supported by it. Others express their value of you by assisting you through help, expertise, mentoring, and friendship, and in encouragement for your HardiCoping efforts. Social support, both given and received, increases your personal and professional satisfaction, performance, and health. The HardiSurvey analyzes these two support areas separately because these two areas of support do not always agree in their supportiveness. The Performance Effectiveness Index evaluates how much Hardy Social Support contributes to your overall stress resistance resources.

Your Social Support Score: 77% (High)

You report a much greater level of social support from family and friends than most people. The strength of your social support network contributes strongly to your motivation to solve the acute and chronic changes in your life. This is especially true if your other stress resistance resources are high, and your stress vulnerability factors low.

Your Work Support Score: 87% (High)

You report much more work support (or school support) than is typical of most people. You almost always get the assistance and encouragement you need to build and maintain your HardiAttitudes. This level of work support strongly motivates you to solve the problems posed by the acute changes and chronic conflicts in your work environment. High work support strongly enhances your performance while it protects your health.



Hardy Health Practices

Hardy Health Practices is your fourth stress resistance resource. Although the HardiSurveyIII-R does not directly measure this resource, self-care health practices relax your body by decreasing the negative effects of strain. Nutrition, exercise, relaxation, and health care supplements are ways in which we take care of our health. Hardy individuals engage in self-care habits that support their ability to effectively manage daily problems. Hardy Health Practices strongly buffer you against the negative effects of strain, and regressive coping. Keep in mind however, that self-care practices, although effective in decreasing strain, do little to solve problems. Hardy Health Practices are symptomatic rather than cure. Moreover, HardiCoping is the only way to turn a problem from adversity into opportunity, and Hardy Health Practices support you in these efforts by helping you to manage strain.

Your Stress Vulnerability Score: 43% (Below Average)

Your stress vulnerability is lower than is typical of most people. The strength of your resistance resources influences how much this level of stress, strain, and regressive coping affects your performance, leadership, and health. At the least, however, you need average resistance resources to adequately protect you against the stressful changes and conflicts you now experience.

Your Stress Resistance Score: 90% (High)

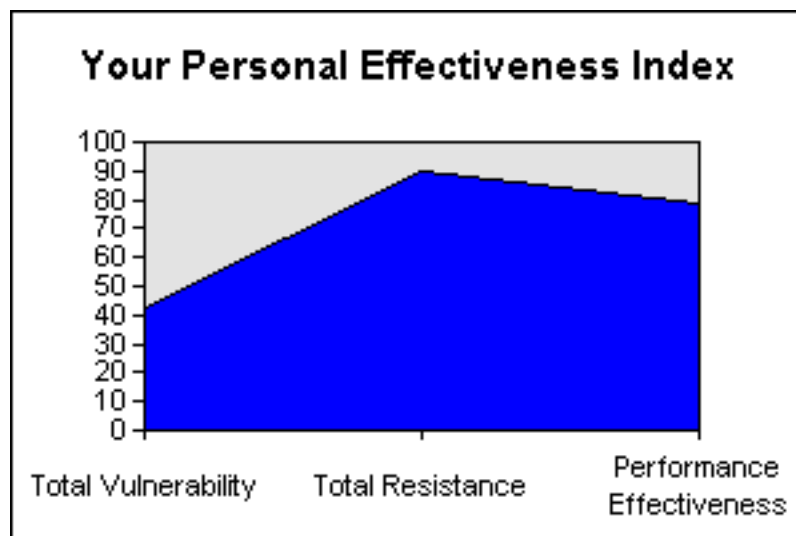
At this time, you report stronger resistance resources than is typical of most people. You regularly solve the stressful changes and conflicts in your life. Even if your stress vulnerability is above average, this level of resistance more than adequately buffers you against performance, leadership, and health deficits.



Performance Effectiveness Index

The Performance Effectiveness Index combines the total stress vulnerability and total stress resistance resource scores. This yields a composite index percentile rank that estimates your current capacity for managing stressful changes relative to other people who have taken this test. Similar to the personal score summary, a 50% composite index means that half of the people who have taken this test manage stressful changes more effectively than you, and half are less effective than you. In addition, a 50% percentile rank means that, at this time, your stress vulnerability parallels your stress resistance resources. You have just enough stress resistance resources to counteract the negative effects of stressful changes. This can be risky if there is a downward shift in you or your circumstance.

You are in an ideal performance, leadership, and health circumstance if your stress resistance resources exceed your stress vulnerability. The extent of this challenge shows up in a performance index percentile rank that exceeds 50%. When this happens, your stress resistance resources strongly buffer you against the negative effects of stressful changes. You are in a less than ideal performance, leadership, and health circumstance when your performance index percentile rank lowers below 50%. The extent of this challenge is shown in an increasingly lower percentile rank score. In this circumstance, your stress resistance resources do not adequately buffer you against the negative effects of stressful changes.



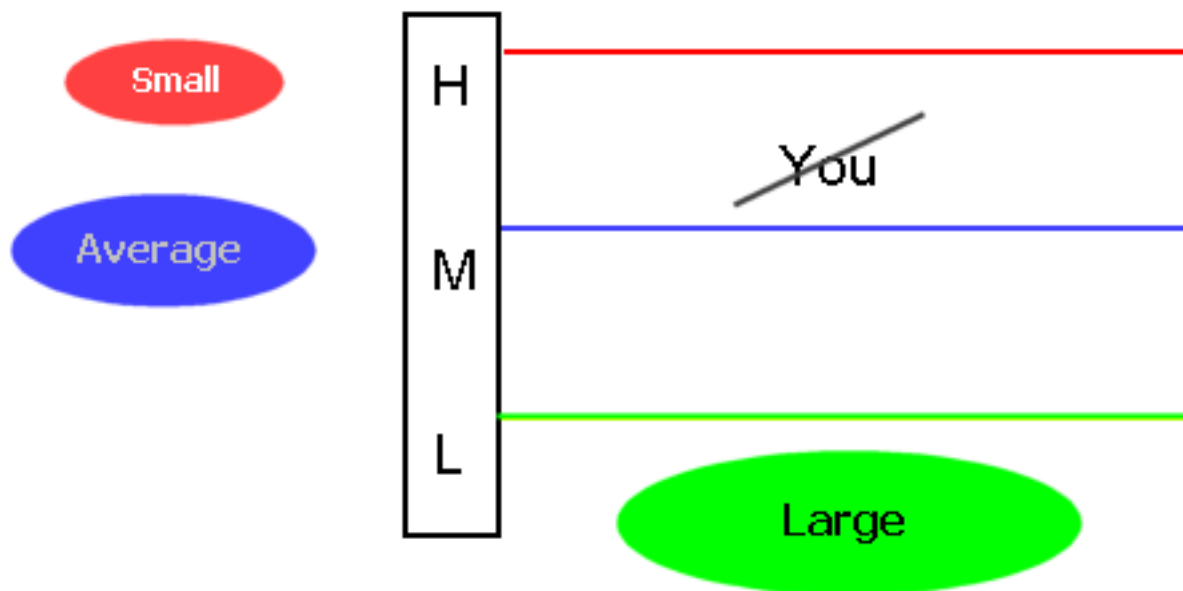
Your Performance Effectiveness Score: 78.3% (High)

At this time, your ability to perform, and to lead, and to do so in a way that preserves your health, is high. If you want to maintain this condition, you need to keep this level of resistance resource. Moreover, continue to decrease the stress vulnerability you now feel, especially those aspects that are within your control.



Your High Wire Analogy: Medium Wire - Large Net

This particular combination of vulnerability factors and stress resistance resources places you at a low risk of health and performance breakdown. This combination of scores is like walking a medium height tight rope (stress and strain) with a large net (Hardy Attitudes, Coping, and Social Support) below. You have strong buffers against any level of stress and strain. This is to your health and performance advantage. Keep up the good work!

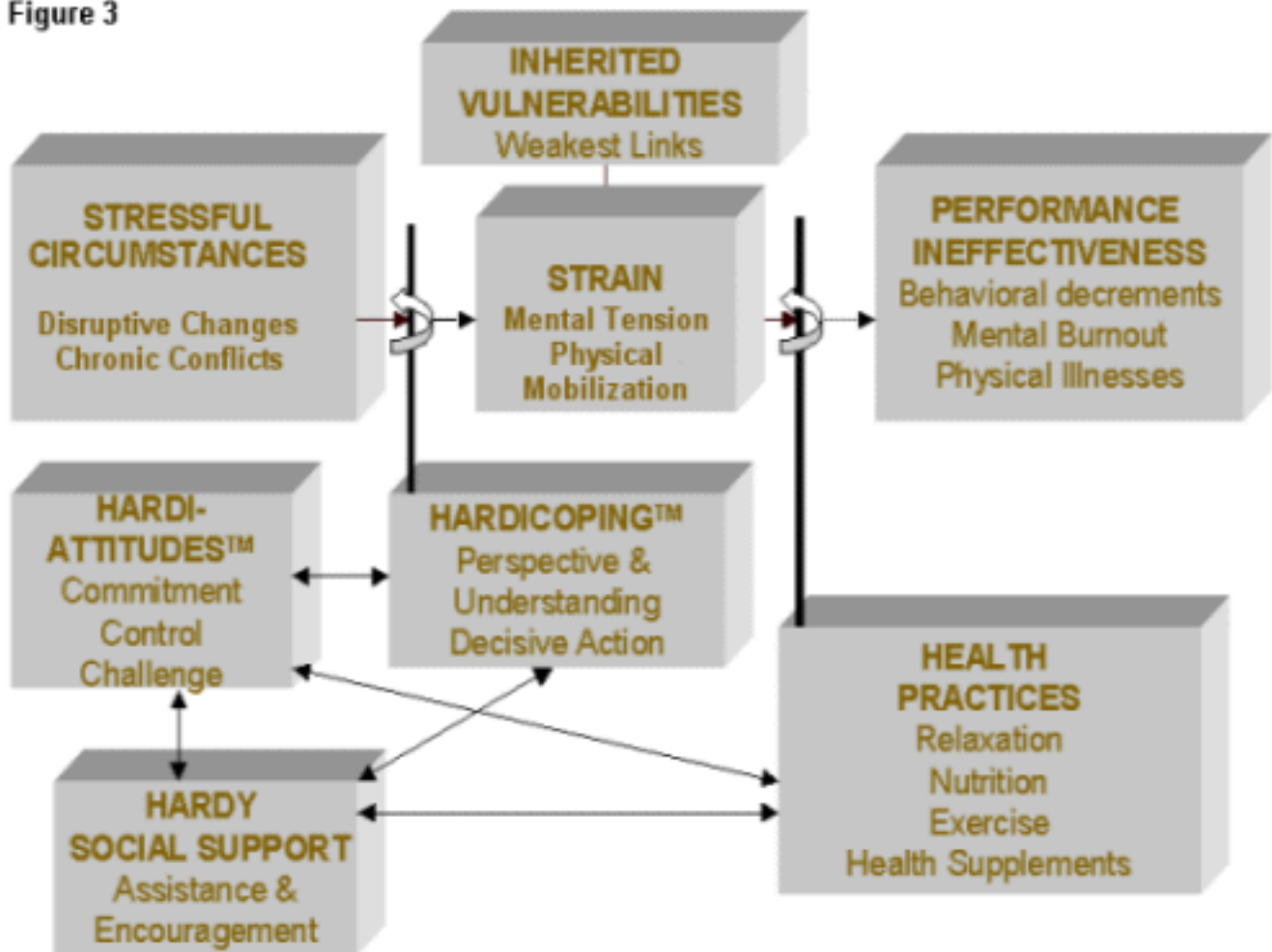




Putting it All Together

The Hardiness Model

Figure 3



There you have it, the Hardiness model of performance, leadership, and health enhancement. We hope your profile of scores has been illuminating to you. Please see our website: www.hardinessinstitute.com for a directory of training and education services offered by the Hardiness Institute, Inc., as well as for Certified Hardiness Trainers (CHT) in your area. We wish you success in everything you do.

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