

Organizational Resilience Discovery Training

using the

Cerny Resilience Inventory (CRI)

What is resilience?

Donald Meichenbaum PhD describes resilience as “the capacity to adapt successfully in the presence of risk and adversity.” While agreeing with Meichenbaum, Leonard Cerny PhD, the author of the “Cerny Resilience Inventory,” takes a broader view emphasizing that Resilience is a multi-faceted concept as is expressed by descriptive terms such as “Buoyancy,” “Resilience Resources,” and “Bouncing Back.”

Resilience goes beyond stress management in the same way that being on offense goes beyond playing defense in response to concerns. In fact, Dr. Cerny asserts that concerns and challenges are absolutely essential for our growth in both skill and character development and that discovering and developing resilience is core to that process.

What is the Cerny Resilience Inventory (CRI)?

The CRI is a proprietary 21 item comprehensive assessment developed by Dr. Leonard Cerny that takes just a few minutes to complete. The goal of the CRI is to help people track where they are and encourage them towards greater resilience. The Inventory and accompanying Discovery Exercises are successful because they help coaches and clients discover and develop greater resilience.

What is Resilience Discovery Training?

The goal of this Discovery Training is to help leaders, coaches, and other organizational participants identify, appreciate, and share 3 life areas with each other in which resilience resources are abundant.

In preparation for the 2.0-hour PowerPoint online or in person presentation, participants complete a Cerny Resilience Inventory (CRI). Then participants apply his/her CRI results by completing Discovery Exercise #1 – Resilience Resources.

After introducing the CRI to participants and demonstrating its value in discovering and developing resilience, participants are divided into small groups of 3 or 4 persons to discuss the resilience resources they have identified in completing Discovery Exercise #1. A moderator is chosen in each small group to record and share core findings in specific life areas with the larger group.

Participants are also requested to enter the resilience resources that they identified and discussed in the Zoom Chat Box. This enables the CRI Trainer to compile the resilience resources, skills, and group wisdom being shared into an anonymous Organizational Resilience Report.

The organizational cost for Resilience Discovery Training is \$300. There is an additional \$50 per person CRI Test Fee which gives participants unlimited personal access to retake the CRI inventory in the future. Follow-up coaching of CRI results is available for interested participants at a moderate fee.

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