

Hardy Personality Profile: Test Your Hardiness

Purpose: This questionnaire is adapted from the work of Suzanne Kobasa, co-creator of the hardy personality with Salvatore Maddi. The following twelve questions assess your degree of hardiness which indicates your ability to be resilient, or in other words, quickly buffer against stress. Three traits are associated with your ability to buffer stress: commitment, control and challenge.

Instructions: Please use a 0-3 scale to score each of the following statements. Answer how you are today, not how you would like to feel. Then score your answers below.

Scale: 0= strongly disagree 1= mildly disagree 2= mildly agree 3= strongly agree

- ____1. My best efforts at work/school make a difference.
- ____2. Trusting to fate/universe is sometimes all I can do in a relationship.
- ____3. I often wake up each day eager to start, work on, or complete a project.
- ____4. Viewing myself as a free person tends to promote stress and frustration.
- ____5. I would be willing to sacrifice financial security in my work if something really challenging came along.
- ____6. I get stressed when my plans go awry and my schedule is disrupted.
- ____7. Anybody, from any social demographic, can have an influence on politics.
- ____8. Without the right breaks, it is difficult to be successful in my field.
- ____9. I know what I am doing and why I am doing it at work/school.
- ____10. Becoming close to people makes me feel a sense of obligation to them,
- ____11. I relish the chance to encounter new situations as an important part of life.
- ____12. I really don't mind when I have lots of free time with nothing to do.

Score: Add or subtract as indicated below. A hardy personality = 10-18. Moderate hardiness = 0-9. A score less than 0 = low hardiness.

Control	Commitment	Challenge	Hardiness
(#1 score + #7 score) minus (#2 score + #8 score)	(#3 score + #9 score) minus (#4 score + #10 score)	(#5 score + #11 score) minus (#6 score + #12 score)	
Control Score =	Commitment Score =	Challenge Score =	Total Hardiness Score =

Adapted from Seaward, B. L. (2018). 'Stress-prone and stress-resistant personality traits,' in Seaward, B. L. *Managing stress: Principles and strategies for health and well-being*. Burlington: Jones and Bartlett Learning, pp. 156-159.