RESILIENZA Cards Sort – Brief User Guide

RESILIENZA – Cards Sort (© S. Rochat, 2020)

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Purpose	Resilience refers to the process and outcome of successfully adapting to difficult or challenging life experiences (APA, 2015). It can be developed by cultivating a person's resources.
Background	RESILIENZA is based on Ford and Smith's (2020) model of optimal functioning, which distinguishes four broad categories of factors involved in performance and adaptation: motivation, skills, biology, and context. The instrument's 12 domains provide a practical operationalization of these categories in the field of career counseling.
Rationale	The RESILIENZA instrument aims to support the career counseling process by helping participants to: • Identify the internal and external resources available to them. • Draw on these resources to adapt to a challenging career transition. • Strengthen their plan to help prevent setbacks or withdrawal. These factors can also be explored using an inventory, but sorting cards encourages dialogue, collaboration, and reflection rather than assessment.
Process	With reference to the 5As model of career counseling, the RESILIENZA instrument is particularly relevant during: • Accompanying the planning: strengthening the implementation of the action plan by fostering conditions that support commitment and adaptation.
Content	RESILIENZA contains 70 cards, each describing an activity that may serve as a resource. The cards are organized into the following 12 domains: psychological, emotional, skills-based, biological, natural, material, social, institutional, cultural, spiritual, strategic, and professional. Each domain is represented by five cards, except for the professional domain, which contains 15 cards because of the importance of these resources in career counseling situations.
Administration	1. Invite the participant to sort the cards according to the extent to which each activity already serves as a resource for them. 2. Identify the activities they would like to draw on more often to navigate their transition as successfully as possible. 3. Explore together the practical feasibility of using these resources, their expected benefits, and how they can be incorporated into the action plan.
Interpretation	The pictograms on the cards can help identify patterns among resources: = psychological; = emotional; = skills based; = biological; = natural; = material; = social; = institutional; = cultural; = spiritual; = strategic; = professional.
Further Reading	• Les 5As du conseil en orientation (Chapter 5.1).
References	American Psychological Association. (2015). *APA dictionary of psychology*. Author. Ford, M. E., & Smith, P. R. (2020). *Motivating self and others.* Cambridge University Press.