Coping Resources Inventory

The Coping Resources Inventory (CRI) tells you about resources you have that can help you handle the stress that is a natural part of life. Resources are more than just the specific coping mechanisms or coping strategies that you use when you are under stress. While specific coping strategies help you to feel better at the time, resources are more powerful and enduring. Resources are reserves that you can draw on.

These reserves are the result of continually or habitually using certain behaviors or ways of thinking. For example, you may cope with a particular stressful event--such as looking for a new job--by jogging. But if you are not in shape, this activity may have limited effect, and you could end up hurting yourself. On the other hand, if jogging is part of your lifestyle, you will have built up reserves--or resources--that can help you deal with those inevitable stressful events whenever they do come along.

Having a high level of coping resources, therefore, can help you:

1) limit the ill effects of stress
2) recover faster from a stressful event

SUMMARY OF YOUR RESULTS

The CRI scales shown below represent important areas for balance in your life.

If you scored 17 or more on any scale:
You show strength in that area. Continuing to do what you are currently doing in that area can help you cope with the stress of a career change.

If you scored 16 or less on any scale:
You may be indicating a need to strengthen that area of your life. When going through a career change, you may find yourself feeling anxious or drained of energy.

Click in the Comments column in your Summary of Your Results box to get in-depth information on your scores. If you need to develop resources, you will find some action steps that can help you develop ways to deal with stress and anxiety. You may want to print your results.

<table>
<thead>
<tr>
<th>SCALE NAME</th>
<th>SCORE</th>
<th>COMMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical</td>
<td>20</td>
<td>Your body can deal with the physical demands of stress.</td>
</tr>
<tr>
<td>Spiritual</td>
<td>25</td>
<td>You probably know what is important to you.</td>
</tr>
<tr>
<td>Self-esteem</td>
<td>24</td>
<td>You seem to face stress with a positive attitude.</td>
</tr>
<tr>
<td>Social</td>
<td>29</td>
<td>You most likely have friends or family with whom you can talk.</td>
</tr>
<tr>
<td>Emotional</td>
<td>28</td>
<td>You seem to be able to express your feelings easily.</td>
</tr>
<tr>
<td>Total Score</td>
<td>126</td>
<td></td>
</tr>
</tbody>
</table>

See how coping resources or lack of resources can affect a career change. Check out the examples in the next column.

Examples

If you have strength in at least 4 areas, read about Greg.

If you have some areas of strength and some that need developing, read about Maria.

If you need to develop resources in 4 or more areas, read about Kevin.

Physical Resources

You have a high score on the Physical scale. Keep up the good work. Your physical resources will help you cope with stress and prevent your body from wearing down.

Physical resources come from taking care of your body: from eating right and from getting enough sleep and exercise. If you are strong and rested, you will have more energy to deal with stress and your body will be more resistant to injury or disease.

Spiritual Scale

You have a high score on the Spiritual scale. You are doing a great job of knowing what is dear to you and making it a priority. When a stressful situation arises, you can effectively decide how important it is in the “big picture” and therefore deal with it more successfully.

Because you seem to have Spiritual strength, you probably feel connected to the world around you. You feel as if you have purpose in your life and priorities that you value. You can rely on your beliefs to help you cope with stressful situations.

Self-esteem Scale

You have a high score on the Self-esteem scale. To have self-esteem means that you are a positive thinker. You can look on the bright side. You don’t let worry cripple your actions. You have confidence in your abilities. You are able to fall back on the assurance that you can overcome obstacles to pull you through stressful situations. You are probably viewing career change as an exciting challenge and opportunity, even though the process can be stressful.

Social Scale

You have a high score on the Social scale. To have strength in this area, individuals must have friends and/or family with whom they can relax. You have reported that you can talk with others comfortably. You can call on people to help get you through rough times, even if that “help” is just spending time with those other people. You relate well with others and can use this resource when stress seeps into your life and to get you through times of career unrest.

Emotional Scale

You have a high score on the Emotional scale. You are reporting that you can deal with stress by identifying and communicating your emotions. Such behavior results in emotional strength.

Just being aware of your emotions can be helpful. Acknowledging what you are feeling, and expressing it in a constructive and appropriate manner can help you to move on. Expressing feelings appropriately can help you feel good about yourself, help others know what is going on with you, and give you more energy to move ahead.

Case Study: Greg

Greg is seeking a new job in marketing. While he is fairly confident that he will eventually be able to find a job to match his talents and interests, he is feeling the stress of being in transition. Although anxious about finding the right job, he is optimistic and sees this time as an exciting opportunity.

Greg has a score of 24 or higher on each of the 5 coping resource scales, which means that he does have abundant resources in all the areas identified on the Coping Resources Inventory. He likes being in shape, paying close attention to what he eats and working out at the gym about three times a week. While not a social butterfly, he does have a small circle of close friends with whom he feels comfortable sharing his anxiety about being in the job market. Some of his friends have given him tips about job openings. He also knows what is important to him, which helps him to focus his job search on companies with values similar to his own. Like anyone seeking a job, he does experience stress. However, he has a lot of resources available that help him cope with this difficult period.

Case Study: Maria

Maria’s position was eliminated when her company merged with a larger firm. Although she has many skills and a proven track record, she has experienced a high level of stress at the surprise announcement. Her scores on the
Coping Resources Inventory indicated that she had high social and emotional resources. She has a wide circle of friends and an even wider group of casual acquaintances. She feels comfortable talking about her feelings of anger and anxiety, and her friends provide a lot of support and comfort. Her large network may be able to help her identify new opportunities.

On the other hand, her physical resources are low and as a result the stress is taking its toll; she is feeling tired and is not sleeping well. Despite her previous success, her self-esteem resources are also low. Her low spiritual resources reveal that she has never really stopped to reflect on how important work or other things are in her life. She tends to discount her accomplishments and therefore may have a difficult time presenting herself in job interviews. While her social and emotional resources may get her through this stressful period, she will have to be careful not to deplete them. Even close friends are not always available or may tire eventually of listening to someone with a negative attitude. She may need to take some action steps to increase her physical and spiritual resources and especially her self-esteem.

Case Study: Kevin

Kevin is a college student who is trying to make a decision about what to do after he graduates. The thought of being on his own scares him. His coping resources scores are below 16 on all five scales, which means that he has few resources to rely on.

Kevin lives on fast food and gets little exercise. He has a few friends with whom he hangs out but has no really close friends. He is embarrassed talking about his feelings; his self-esteem is low and he does not have any clear sense of values or tradition that he can fall back on to help guide him. Since he has so few resources to draw upon in this highly stressful period of his life, he feels overwhelmed by having to decide on his future. He tries not to think about the decisions he has to make, but that only adds to the pressure. He has finally decided to seek help at the college counseling center. Although he felt that taking this step was admitting failure, he also felt a sense of relief that he had finally acted and taken a step forward.

Copyright 1987 by CPP, Inc. All rights reserved.