

Conceptualizing and measuring resilience: development of the Military Resilience Monitor

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The last decades research on resilience has grown exponentially. However, the way resilience is conceptualised and operationalised is still very heterogeneous. Resilience is conceptualised as a personality trait, a mix of person characteristics and social support, behaviour, or a process (Boermans et al, 2012). Likewise, different resilience questionnaires have been developed to measure resilience (e.g. CD-RISC, RSA, DRS). Most of these resilience scales are developed for a general population and context. However, when validated for a specific context or population many of these questionnaires show inconsistent factor structure and only marginally predict important outcomes of resilience such as health or well-being. We argue that a resilience measure should be developed for a specific domain and/or context. TNO developed the Military Resilience Monitor (MRM) based on the conceptualisation Military Psychological Resilience Model of the Netherlands Armed Forces (Kamphuis et al, 2012). The MRM includes resources, demands and outcomes that are relevant for resilience in the military domain. Resources on individual, home front, team, and organizational level are operationalised. Demands and outcomes are specified for different phases of the military life-cycle. The development process, strengths, applications and future developments of the MRM will be discussed.