

RESILIENCE READY INSPIRING TEAM RESILIENCE

Perspective

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As a leader, how can you inspire resilience within your team? Bring your team together to talk about their concerns, work through the challenges, and strengthen resilience for the future.

The discussion questions for each of the five Resilience Principles (Perspective, Purpose, Perseverance, Partnership, Praise) will guide you in holding these conversations. Team members need to feel that they're not alone and trust that together, you can make it through the chaos. You, as their leader, are key to building a team that is Resilience Ready.

Engaging Your Team

Here are some ideas for how to engage your team in these discussions:

- Introduce these Inspiring Resilience discussions as an opportunity to share concerns and ideas as you work together through a crisis.
- Gather the team a couple of times a week for these Inspiring Resilience discussions. (You also may have more frequent wellness check-ins during the week.)
- Select one resilience principle for each session; however, don't push to finish a topic in one session. People need time to process and to relay their emotions and thoughts.
- The team may want to set some ground rules that keep your sessions productive and resourceful.
- Rotate the discussion leader role to different members of the team.
- Give people the opportunity to pass if they prefer not to share on a particular question.
- Schedule one-on-one conversations so that you are attentive to individual needs.

Discussion Questions: Resilience Ready Principle #1 Perspective

During a crisis, we can be left feeling overwhelmed and powerless. A change in perspective shifts power away from the challenges facing us to freeing the power within us.

1. **What are the realities of our situation right now?**
2. **What are we most concerned about?**
3. **What is the best possible outcome that could result from this experience?**
4. **What's getting in the way of being hopeful and positive as we work through this crisis?**
5. **What can we do about the barriers that are in our control?**

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