**Developing Your Resilience**

Everyone has strengths and areas which need a little work. Whether you are a leader, part of a team, or a volunteer, resilience is important to your success. When you strengthen your own resilience, there is a domino effect for the people around you. Since most good leaders lead by example, follow your leader to help you build those positive, “bounce-back” characteristics.

Regardless of your situation or your role, the following strategies can be used and shared to make everyone’s life easier. Your ability to bounce back makes a difference to everyone. Assess your situation and needs. Then apply the strategies that are most relevant to your specific needs in the immediate situation.

* Focus on positive-impact behaviors. - Model the specific positive behavior you want others to emulate.
* Display calm-cool “In Command” attitude. - Keep emotions and thoughts under control in order to weigh options accurately, make the best decisions, and stabilize the environment.
* Counteract negativity of “difficult people.” - If you discover a “Negative Nora or Norman” is bringing down morale, discuss it. Help them make healthy changes.
* Encourage voicing vulnerabilities, fears, and concerns. - Provide an outlet to talk about “worries” to keep them from growing, spreading, and becoming debilitating.
* Project realistic optimism through words and actions. - Accept the realistic facts while also focusing on viable positive solutions.
* Critical refocus and prioritization. - Focus on critical events, attitudes, and mindsets that promote positive results and hope for the future.
* Acknowledge “Grapevine” realities. - Accurate, grapevine news reaches everyone before the “official” news. It needs to be discussed quickly. When people are prepared and feel supported, they continue to do a good job.
* Share hardships and support. - Shared hardships unite people. Compassionately sharing real-life solutions also promotes strong, healthy, team bonding.
* Invite concepts that challenge the status quo. - Innovative ideas often seem counter-productive. However, offering an opportunity for discussion can open doors to options that weren’t previously understood or considered.
* Foster adaptability and flexibility. - Encourage and show others how to “go with the flow” instead of sinking into the depths. This keeps everything and everyone moving forward in a productive, positive, and optimistic way.
* Develop and grow a “We” attitude. - By acknowledging the part each person and team plays in a project, you give them an individual sense of pride, as well as an idea of “what we can accomplish together.”
* Break down overwhelming challenges. - Help people understand concepts, tasks, expectations, and results without stressing over the volume, limited time, or other aspects. Break things down into smaller, more manageable components to keep “human factors” from inhibiting progress and dragging down morale.
* Look beyond the current view to the final view. - People know what they contribute to a project but may not understand why it’s crucial for success. Show them how the final view would be far different without their “small” part.
* Share resilience strategies. - Some people have had more resilience training than others. Level out the playing field for your people. Share what you know from experience and encourage others to do the same.
* Find and implement individuals’ inner superpowers. - Each person has, at least one, amazingly powerful strength. Point it out. Many people don’t recognize its importance. They think everyone has the same strength. Show them how to access and apply their superpower for the best success.
* Make self-care a top priority. - Many dedicated people tend to go above and beyond what’s required or even needed. Encourage everyone to know and accept where their healthy limit is. Insist on self-care and make suggestions.
* Prioritize appreciation, especially during tough times. - Appreciation is always welcome but it means even more when you recognize and identify the extra efforts during tough times. Make it very specific and personal for the most impact.
* Comfort with decisiveness, familiar routines, and orderliness. - Change and difficult times unsettle everyone. Soothe fears by being positive, confident, consistent, decisive, and compassionate. Your attitude and behavior will set the tone for your expectations of others.
* Accentuate the positives in and about negative or uncertain situations. - Help ground your people and suggest positive and possible results or outcomes.
* Remind others of past rough spots and successes via storytelling strategies. - Describe how people felt during that time and afterwards. Compare & contrast similarities between then and now for a more positive view.

Date: Team: Name:

In this worksheet, answer the questions and provide details to create a plan that helps you with common issues found in your workplace. Include the strategies above where appropriate.

**1. Am I seeing signs of stress in myself and/or in others? What are the signs?**

Myself:

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**2. What is the source/cause of the stress?**

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**3. What teams are currently affected?**

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**4. What individuals are affected and to what degree?**

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**5. How is the stress affecting/showing up in the project or production process?**

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**6. What strategies would result in positive actions and the changes needed?**

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**7. What other strategies would help us to maintain the positive momentum?**

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**8. If anyone needs extra assistance, how can we provide that support as a team?**

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**9. What resource material can we provide to compliment these strategies?**

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**Follow Up Notes**

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