

RESILIENCE READY

INSPIRING TEAM RESILIENCE

Perseverance

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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 #3 Perseverance

Overcoming times of crisis and challenge can be a tough, long road. Teams that persevere together have a common experience in the struggles they face and the triumphs they achieve.

- 1. What's the buzz? What are people talking about that you don't know whether or not is true?
I'll share what I know and what I can.**
- 2. What questions or concerns can I help with?**
- 3. Given our current priorities, what's getting in the way of being able to focus there?**
- 4. What small steps can we take collectively and individually to continue moving forward?**
- 5. What can we do to emerge from this adversity even stronger?**

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