

RESILIENCE READY INSPIRING TEAM RESILIENCE



Purpose

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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 #2 Purpose

Because of the chaos during challenging times or crises, teams can get caught up in fighting fires and simply adjusting to change. We need purpose for fulfillment...to feel like we're doing meaningful work... that we're making a difference in the world.

1. **How do our customers need us right now?**
2. **What inspires us to show up strong every day?**
3. **What do we want to be known for after this crisis?**
4. **What are the most important priorities for our team right now?**
5. **What can I personally do to support our team and customers?**

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<https://ResilienceReady.today>