

# RESILIENCE READY INSPIRING TEAM RESILIENCE

## Perspective

Author: Vivian Blade



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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### 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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### Perseverance

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#### 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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### Partnership

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#### Discussion Questions: Resilience Ready Principle #4 Partnership

**Partnership results from the humanity that leaders have the privilege of practicing not only in a crisis, but every single day. Your greatest opportunity in building partnerships is a genuine focus on supporting others in achieving their greatest potential.**

1. **How are things going for you with our current work arrangement? What questions or concerns can I help with?**
2. **What do you most need from me right now? Are there ways I can better support you personally and our team during this time?**
3. **What ideas do you have that can help us better support our customers? Each other?**
4. **What solutions are you finding have helped you transition to our new work arrangements that may help others?**
5. **In what ways can we as a team give back to the community?**

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### Praise

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### Discussion Questions: Resilience Ready Principle #5 Praise

**Praise infuses a sense of gratitude that fuels a renewed purpose and energy. When you extend praise, light and hope emerge for you and for others.**

1. **What are you personally thankful for in this time?**  
**What went well today?**
2. **What ideas do you have for how we can recognize each other?**
3. **What did you accomplish today that may even seem small but took some effort to get done?**
4. **What do you appreciate about your colleagues?**  
**[I appreciate that / how you...]**
5. **What do you appreciate about this team overall?**

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