

Building Team Resilience

WHAT DOES RESILIENCE MEAN AND HOW IS TEAM RESILIENCE DIFFERENT FROM INDIVIDUAL RESILIENCE?

Resilience refers to our capacity to manage the everyday stress of work and yet remain healthy, rebound and learn from setbacks and prepare for future challenges proactively.

We know from the research that resilience is not a personality characteristic; it's not a trait that we are born with. We can develop our levels of resilience; like building any skill, it requires focus, perseverance and commitment. Research in this area has demonstrated that building a resilient team is more than just having a group or collection of individually resilient people. There are different areas that we need to work on to build the resilience of our teams. The Resilience @ Work© framework, developed by Working with Resilience, outlines the seven factors that will build team resilience.

EXPLORING THE R@W FRAMEWORK

Robust – Having a shared purpose, values and goals – having the skills needed to do the job and being proactive around issues and future challenges.

Resourceful – Using and applying resources in the best way possible and having a focus on continuous improvement – looking for ways to make team processes work more efficiently.

Perseverance – Collectively re-grouping in the face of issues or hurdles, focusing on the solutions and not getting stuck worrying about the things we cannot change.

Self-Care – Supporting self-care and good stress management routines, being aware of signs of overload and having a genuine focus on recovery.

Capability – Building the capacity of the team through networks and supports, gathering regular feedback and understanding how our team is performing.

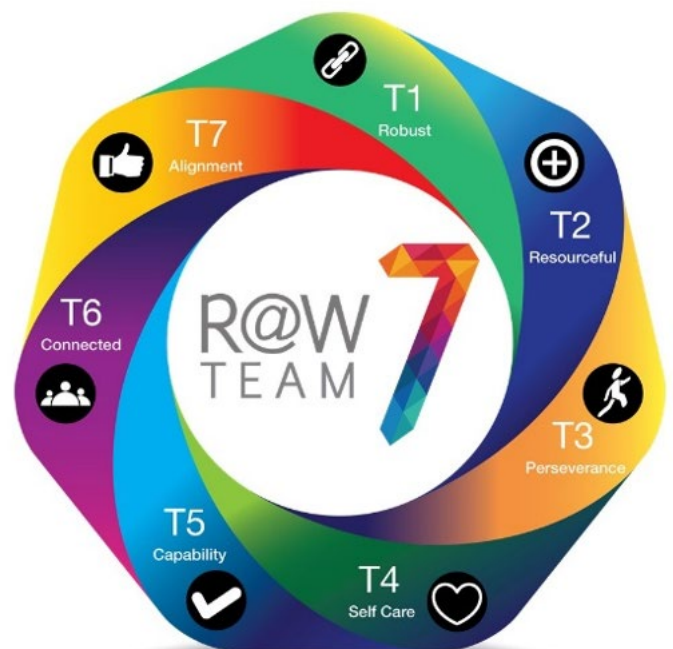
Connected – Having a sense of belonging, being supportive and cooperative of one another to get the work done.

Alignment – Shared motivation and a desire for positive team outcomes, noticing when progress is made and celebrating success.

QUESTIONS FOR FURTHER DISCUSSION

These questions are designed to prompt team discussion and interaction following the podcast:

- How resilient are we, as a team?
- Which of the seven aspects of the framework do we think our team does well?
- Where could our team improve?



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