

## Developing Team Resilience

*With your help, team members can practice behaviors and steps to become more resilient. Below are some steps leaders can take to help team members develop resilience.*

- **Help them develop a more positive world view and self-concept**
  - Set the example of having a positive mindset
  - Discourage the use of negative self-talk
- **Identify specific opportunities for the team when facing challenges**
  - Encourage them to identify growth opportunities as well
- **Ensure the team maintains a focused sense of purpose**
  - Establish a clear direction for moving forward
  - Set new priorities when faced with the disruption of change
- **Encourage flexible thinking for addressing uncertainty**
  - Caution the team to suspend judgment if you are in the middle of a change
  - Have the team list three positives and three negatives about a new idea or concept
- **Use organized, structured approaches to manage ambiguity**
  - Help the team to find patterns in new situations
  - Break down complex or ambiguous situations into manageable chunks
- **Encourage the team to experiment proactively with new approaches and solutions**
  - Have the team discuss the worst-case scenario and list how they would address each risk
  - Have the team view a risk associated with a change as a “win-win” situation and determine what they can learn by assuming the risk