

TRAINING ACTIVITY B-3

Resilient Team Strategies



Discuss with a colleague or members of your team the practices highlighted under each strategy for Building Resilient Teams. There are eight strategies, each with corresponding practices. For each practice on the following page, indicate whether the action is:

- Often Used
- Sometimes Used
- Could be Further Developed

*At the close of this activity, compile a list of practices that are often used that reflect the **current strengths** of your team in building resiliency.*

In addition, compile a list of the practices that could be further developed and applied to expand the resiliency of your team.

Share with your team!

Strategies for Building Resilient Teams

1. Create a Shared Sense of Team	Often Used	Sometimes Used	Could be Further Developed
Take time to build a shared understanding of the team's purpose and direction.			
When challenges are experienced, reaffirm a sense of unity among team members related to mutual goals and actions, sustaining a common focus and momentum.			
2. Leverage Team Member Strengths	Often Used	Sometimes Used	Could be Further Developed
Provide opportunities for team members to get know each other's strengths and need for support.			
Encourage team members to ask for help when needed, and to step up for others when required.			
Adapt team routines to support the use of collective strengths during pressing or stressful time periods.			
3. Respond to Emerging Issues	Often Used	Sometimes Used	Could be Further Developed
Ensure that emerging issues or challenges are not ignored or passed over.			
Provide time at team meetings to openly discuss areas of challenge or concern.			
Keep discussions positive with a focus on solution-building.			

Strategies for Building Resilient Teams

4. Reframe Challenges	Often Used	Sometimes Used	Could be Further Developed
Encourage team members to become adept at picking out positives in any situation.			
Begin team meetings by identifying three good things (in spite of current challenges or difficulties)			
Invite team members together to rewrite problem statements using strength-focused vs. deficit focused language (instead of redefining the problem, describe the direction you would like to pursue).			
5. Stimulate Learning and Professional Growth	Often Used	Sometimes Used	Could be Further Developed
New challenges and points of transition often stretch teams, requiring the development of new skills and ways of interacting with each other.			
Consult team members on relevant areas for team professional growth and development.			
Engage opportunities for mentorship relationships to develop within and across teams through the sharing of expertise.			
6. Empower Team Problem-Solving	Often Used	Sometimes Used	Could be Further Developed
Ongoing communication is critical for ensuring team members' awareness of key issues, changes or transitions facing their team or organization.			
Beyond ensuring effective communication of issues, invite team members to be active participants in problem-solving or decision-making processes.			
Encourage team members to demonstrate their creativity and capabilities in putting proactive solutions into action.			

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7. Engage Accessible Resources	Often Used	Sometimes Used	Could be Further Developed
Encourage team members to carry out regular check-ins with one another.			
Identify and use support resources that are accessible to all team members.			
Identify personalized supports for individual team members when needed.			
8. Amplify Team Progress	Often Used	Sometimes Used	Could be Further Developed
Create time in meetings to share ongoing progress related to projects, initiatives or set goals.			
Progress reports may include early successes, issues resolved, innovative strategies developed, and advances made.			
Take time to celebrate the completion of initial steps, milestone and acknowledge team contributions.			

