



# TOOLS FOR A RESILIENT WORKFORCE

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## MATERIALS

11May2023

Theresa Bailey

Starfish Synergies Inc

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## ACTIVITY 1: REACTING AND RESPONDING

Are you aware of patterns in how you respond to stress? Are there times when you are more likely to react vs. respond?

When are you most likely to react? <ul style="list-style-type: none"><li>• Flight, fight, freeze</li></ul>	When are you more likely to respond? <ul style="list-style-type: none"><li>• Change your focus (distraction)</li><li>• Heighten your focus (action)</li></ul>

## ACTIVITY 2: VIA CHARACTER STRENGTHS SURVEY

This may be done on your own time.

Take some time to complete the VIA Character Strengths Survey

- **Free** Scientific Survey
- Help you better understand your strengths
- One for 18 plus and 10-17
- <https://www.viacharacter.org/survey/account/register>
- Requires an email
- Can pay for the full report (you do not need to)

The screenshot shows the VIA Institute on Character website. At the top, there is a yellow banner with COVID-19 resources. Below that is a blue navigation bar with a language selector, accessibility icons, and links for SIGN IN, a shopping cart, and a search icon. A prominent orange button says "TAKE THE FREE SURVEY". The main navigation menu includes links for CHARACTER STRENGTHS, PROFILE REPORTS, TOPICS, COURSES, RESOURCES, PROFESSIONALS, and RESEARCHERS. The main content area is titled "The VIA Character Strengths Survey" with the tagline "Your greatest strengths lie within." It describes the survey as a free, scientific test that takes 15 minutes or less. A "SAMPLE SURVEY QUESTION" is provided: "Being able to come up with new and different ideas is one of". On the right, there are two buttons: "VIA ADULT SURVEY For Ages 18+" and "VIA YOUTH SURVEY For Ages 10-17". Below these is a registration form with fields for First Name, Last Name, Enter Your Email, and Create a Password. A privacy notice states: "Your privacy is important to us. We ask for your email to create an account so you can save your progress and always access your results. We do not share our email lists, and your results are private and confidential. See our [Privacy Policy](#)."

### ACTIVITY 3: BASELINE NORMAL COPING STRATEGIES

What are your “Baseline Normal” Coping Strategies?

At Home?	At Work?

#### ACTIVITY 4: DISCOVERING GROUNDED OPTIMISM

Step 1: Can you recall a recent example of something that was challenging for you? Describe something that you struggled with but that made it through. Describe it in a couple sentences

Step 2: Who are the people who helped you? *Did you go to anyone for advice, call anyone, talk to anyone, Look up to anyone?*

Step 3: What strategies did you use at that time to change your focus or distract? *Did you mediate? Take a course? Watch Netflix?*

Step 4: What “sagacity” helped you to bounce back? *What wisdom, insight, quotes, songs, stories from grandparents, etc.*

Step 5: What solution seeking behaviours/responses did you use? *Did you problem solve? Did you reach out to someone? Did you put together a plan?*

#### ACTIVITY 4B: DEVELOPING A RESILIENCE PLAN

Step 1: What is the current situation you are struggling with?

Step 2: Who are the supportive people who can help you?

Step 3: What are helpful strategies you can use to change your focus/distract?

Step 4: What “sagacity” can provide inspiration? (Quotes, music, stories)

Step 5: What are solution-seeking behaviours you can try?

### ACTIVITY 5: ROLE MODELS – WHO INSPIRES YOU?

Think of someone you think is able to handle adversity well.

What is it that makes them appear resilient?

What do they do?	How do they talk?
Do they react or respond?	What is it that you admire in them?



## ACTIVITY 6: THE FEELING WHEEL – WHAT ARE YOU FEELING?

The Feeling Wheel is a tool that can help to identify what you are feeling at any given moment. Identifying your emotions is the first step toward regulating your emotion.

To use the feeling wheel:

1. Notice/observe what you are feeling
2. Label the emotion on the feeling wheel
3. Decide if you want to accept the emotion
4. Understand the need that the emotion is alerting you to
5. Take action – respond to the need that you have identified



## ACTIVITY 7: BEING HONEST ABOUT MOVEMENT

Workers who exercised at least 30 minutes through the work day reported an average performance boost of 15%.

What are you currently doing for exercise or to keep moving throughout the workday?

Is there an opportunity to incorporate more exercise into your workday?

## ACTIVITY 8: FINDING MEANING AND PURPOSE

Resilient people are able to find meaning and purpose in their lives, especially in the face of struggle.

What are the ways you find meaning and purpose in your life?

What are other ways people can find meaning in their lives?

## ACTIVITY 9: HEALTHIER YOU ACTION PLAN

Healthy coping strategies I already use to decrease stress and maintain wellness:

New strategies I plan to try:

Pitfalls I face when I am not taking care of myself:

Early warning signs that I am coping rather than practicing resilience (e.g. sleep changes, appetite changes, irritability, sadness, reduced anxiety):

Distraction activities I can use when I am stressed or experiencing uncomfortable emotions:

Ways I can be sure to support my work network:

Ways I can be sure to support my family and friends:

## HOW RESILIENT ARE YOU? NICHOLSON MCBRIDE RESILIENCE QUESTIONNAIRE (NMRQ)

This is an abbreviated version of the Nicholson McBride Resilience Questionnaire (NMRQ). For each question, score yourself between 1 and 5, where:

1 = strongly disagree, and

5 = strongly agree.

Be honest: understanding the specific areas in which you lack resilience will allow you to focus your work on your areas of greatest need.

Resilience Questionnaire: Questions	Score 1 – Strongly Disagree 5 – Strongly Agree
1. In a difficult spot, I turn at once to what can be done to put things right	
2. I influence where I can, rather than worrying about what I can't influence.	
3. I don't take criticism personally.	
4. I generally manage to keep things in perspective.	
5. I am calm in a crisis.	
6. I'm good at finding solutions to problems.	
7. I wouldn't describe myself as an anxious person.	
8. I don't tend to avoid conflict.	
9. I try to control events rather than being a victim of circumstances.	
10. I trust my intuition.	
11. I manage my stress levels well.	
12. I feel confident and secure in my position.	
<b>TOTAL</b>	

# Your Score

0 - 37	38 - 43	44- 48	49 - 60
<b>A developing level of resilience.</b>	An established level of resilience.	A strong level of resilience.	An exceptional level of resilience.
<b>Your score indicates that, although you may not always feel at the mercy of events, you would in fact benefit significantly from developing aspects of your behaviour.</b>	Your score indicates that you may occasionally have tough days when you can't quite make things go your way, but you rarely feel ready to give up.	Your above average score indicates that you are pretty good at rolling with the punches and you have an impressive track record of turning setbacks into opportunities.	Your score indicates that you are very resilient most of the time and rarely fail to bounce back – whatever life throws at you. You believe in making your own luck.