

Resiliency Activity 4:

Resilient Teams

As with individuals, teams can experience setbacks, challenges, times of transition or change, and even stressful periods or circumstances. When team members are resilient, they come through such experiences feeling stronger, having more coping capacity, and possessing increased wisdom and readiness to face new challenges.

Review with a colleague the **Six Characteristics of Resilient Teams** listed below.

As part of your conversation, identify one or two characteristics that you have seen in action during a time of change or challenge.

How did these characteristics make a positive change in the functioning or well-being of your team?

1. **Purpose-Focused Teams** possess a common and clear understanding of the goals and directions of the team and school.
2. **Growth-oriented Teams** encourage their members to take initiative, apply new skills, and learn from challenging experiences.
3. **Positive Teams** see the positive aspects of difficult situations and the potential of their members to influence outcomes and be successful.
4. **Other-centred Teams** are aware of the feelings/needs of others and promote supportive interactions that build inclusion and well-being.
5. **Flexible Teams** embrace new ways of thinking and adapt strategies in order to meet emerging challenges or to move through periods of transition.
6. **Proactive Teams** make timely plans for upcoming changes, set priorities, move forward with small steps, and monitor and adjust actions as needed.