

Team Resiliency Inventory

Please complete the Team Resiliency Inventory using the following rating scale, where:

- ❖ "1" is ***Least Like My Team***
- ❖ "3" is ***Somewhat like My Team***
- ❖ "5" is ***Most Like My Team***

Circle the number that best represents your team profile.

1	Team members possess a clear understanding of established goals. (PF)						
		1	2	3	4	5	
2	Team members seek opportunities to grow professionally. (GO)						
		1	2	3	4	5	
3	Team members believe in the capacity of the team. (PO)						
		1	2	3	4	5	
4	Team members place emphasis on the inclusion of others. (OC)						
		1	2	3	4	5	
5	Team members adapt strategies during periods of change. (FL)						
		1	2	3	4	5	
6	Team members plan for change. (PR)						
		1	2	3	4	5	
7	Team members have shared goals and practices. (PF)						
		1	2	3	4	5	
8	Team members learn new skills to adapt to change. (GO)						
		1	2	3	4	5	

9	Team members are positive about the capabilities of their colleagues. (PO)					
	1	2	3	4	5	
10	Team members are concerned with the wellbeing of others. (OC)					
	1	2	3	4	5	
11	Team members explore new ideas and strategies. (FL)					
	1	2	3	4	5	
12	Team members build proactive solutions for emerging challenges. (PR)					
	1	2	3	4	5	
13	Team members work toward common goals. (PF)					
	1	2	3	4	5	
14	Team members help others learn new skills to meet challenges. (GO)					
	1	2	3	4	5	
15	Team members see challenges as opportunities for positive outcomes. (PO)					
	1	2	3	4	5	
16	Team members are sensitive to the feelings of others. (OC)					
	1	2	3	4	5	
17	Team members design solutions to meet emerging challenges. (FL)					
	1	2	3	4	5	
18	Team members undertake small-step changes. (PR)					
	1	2	3	4	5	
19	Team members are task focused. (PF)					
	1	2	3	4	5	
20	Team members share lessons learned from work experiences. (GO)					
	1	2	3	4	5	

21	Team members believe they can influence organizational outcomes. (PO)					
	1	2	3	4	5	
22	Team members are committed to mutual support and caring. (OC)					
	1	2	3	4	5	
23	Team adapt their perspectives as new lessons are learned. (FL)					
	1	2	3	4	5	
24	Team members set priorities. (PR)					
	1	2	3	4	5	

For Scoring, refer to the attached score sheet.

Scoring Sheet

Identify Your Highest Resilient Characteristics

Add up your rating scales for each of the following Resilient Team characteristics. Note your highest score:

PF: (Statements #1+#7+#13 + #19)= _____

GO: (Statements #2+#8+#14 + #20)= _____

PO: (Statements #3+#9+#15 + #21)= _____

OC: (Statements #4+#10+#16 + #22)= _____

FL: (Statements #5+#11+#17+#23)= _____

PR:(Statements #6+#12+#18+#24)= _____

The highest resilient team characteristic is:

Now you can examine your areas of strength and your areas for development related to the six characteristics of resilient teams.

SIX CHARACTERISTICS OF RESILIENT TEAMS

1. Purpose Focused (PF)

- When team goals or directions are not clear, team members may experience increased stress and uncertainty, especially during changing or challenging circumstances.
- Purpose-driven teams possess a common and clear understanding of the goals and directions of the team
- Informative exercise: Ask each member of your team to write on a cue card the goals of the team. Comparing your answers may bring some informative insights about how clear the team is about its goals.

2. Growth Oriented (GO)

- Growth-oriented teams encourage their members to take initiative and apply new skills in meeting areas of challenge
- When team members make mistakes, they are supported by others as they regroup.
- Discussion among team members leads to lessons learned and new ways for moving forward.

3. Positive (PO)

- Resilient teams see the positive aspects of difficult situations, and see opportunities for success.
- Team members are positive about the capabilities of each member to contribute to the team's work.
- Team members believe in the capacity of the team to influence the organization during periods of change.

4. Other Centered (OC)

- Being other-centered involves a focus on the inclusion and well being of others
- This characteristic highlights team members' sense of trust in one another and a commitment to mutual support and caring.
- Team members are aware of the feelings and needs of their colleagues and naturally extend appropriate levels of support to one another when stress or pressure increases.

5. Flexible (FL)

- Resilient teams are flexible in terms of shifting perspectives and adapting strategies for moving through periods of change and challenge.
- Flexibility is observed in the way ideas are explored and elaborated in open discussion forums with team members.
- Team members recognize the benefits associated with drawing on the strengths of all members in designing solutions in lieu of a siloed or isolated approach.

6. Proactive (PR)

- Resilient teams are proactive in terms of embracing and planning for change. Similarly, proactive responses are developed for anticipated and emerging challenges.
- Team members are willing to move forward with small step changes, monitoring their progress and re-adjusting their actions and responses as necessary.
- Proactive efforts include being organized, setting priorities, defining timelines and implementing workable solutions.