

# TRAINING ACTIVITY B-I: Resilient Teams

As with individuals, teams within organizations can experience setbacks, challenges, times of transition or change, and even stressful periods or circumstances. When teams and their 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 wellbeing of your team?

1. **Purpose-Focused Teams** possess a common and clear understanding of the goals and directions of the team and organization.
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-centered Teams** are aware of the feelings/needs of others and promote supportive interactions that build inclusion and wellbeing.
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.