

### Develop Your Resilience at Work

*Resilience is an individual's capacity to manage the everyday stress of work and remain healthy, adapt, and learn from unexpected setbacks and prepare for future challenges proactively.*

The Resilience at Work® (R@W) Individual is a scientifically researched measure of personal workplace resilience that measures the seven components that interrelate and contribute to overall resilience. The benefits of use include:

- Relates to everyday work behaviours that can be changed rather than personality factors
- Considers the impact of the organisational context in which people are working and the management of current work challenges
- Provides a comprehensive feedback report that is easily translated into practical actions
- Places emphasis on building strengths in addition to better managing the stress and specific issues people are facing
- Provides benchmarking on the seven components of personal work resilience
- Takes a holistic approach and considers all aspects of resilience – physical, cognitive, emotional, and spiritual (purpose and values)
- Is quick and easy to administer, taking only 5-10 minutes to complete on-line

Coaching with Julie Gillespie

### Coaching Format:

- 90-minute discovery session
- 4 x 1hour coaching sessions

**Profile:** You will be sent a link to complete the online Individual Resilience Assessment for session 2.



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### Resilient Teams at Work

*Team Resilience is the collective capability of the team to manage the everyday pressure of work and remain healthy, to adapt to and learn from unexpected setbacks and to prepare for future challenges proactively.*

The Resilience at Work® (R@W) Team Scale is a powerful diagnostic tool that provides your team valuable insights on sustaining performance in times of high pressure, uncertainty, complexity, and change.

The program aims to create a work climate that is adaptable, and stakeholder focused yet preserves employee wellbeing and engagement.

The results provide a clear snapshot of a team's strengths and areas to strengthen. Using the results, the team **co-designs** strategies in the areas that will most build resilience in their unique working environment.

### Coaching Format:

- 1 x 1-hour consulting sessions with the Team Manager
- Individual 1-hour debrief sessions with each team member
- 1/2-day or full-day team training and coaching session

Enquire now:

Let's get started

### Profiles:

Each team member will be sent a link to complete the online Resilience Assessment for the group session.

A team profile and toolkit are generated.



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### Leading Resilient Teams at Work

Effective leaders 'walk the talk' and model resilience without invulnerability. In addition, they act in a way that fosters the resilience of others.

The Resilience at Work® (R@W) Leader Scales are powerful diagnostic tools that provide leaders with valuable insights on how they can help their teams sustain performance in times of high pressure, uncertainty, complexity, and change.

There are two versions of the leader scales:

1. The R@W Leader Self-Rating: This scale allows a leader to self-rate their leadership in relation to the actions they take in fostering resilience in others.
2. The R@W Leader - 180: This allows leaders to compare their self-ratings with those of the employees they lead.

The results provide a clear snapshot of leadership strengths and areas to strengthen. Working with you and your results, strategies are co-created in the areas that will most benefit your team leadership.

### Coaching Format:

- 3 x 1-hour coaching sessions

### Profiles:

A link to either R@W Leader or R@W Leader - 180 assessments are sent to complete.

### RESILIENCE AT WORK (R@W) TOOLKIT

