Resilience/Transformation

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Resilience

[rəˈzilyəns]

NOUN

resilience (noun) · **resiliency** (noun) · **resiliencies** (plural noun)

1. *the capacity to recover quickly from difficulties; toughness.*
2. *the ability of a substance or object to spring back into shape; elasticity.*
3. *the **capability of a strained body to recover its size and shape after deformation** caused especially by compressive stress*

Organizational Framework

- Communication
- Connection
- Self-care
- Growth

Resiliency Enhancing Actions in the Workplace

- Communication

  Management language

  Resilient leadership

  Timely, clear, interactive/questions

  (ex: expanded rounding publications and distribution)

- Connection

  Active listening

  Recognition

  Involvement-intra/interdepartmental

  Mentoring

  (ex: heightened use of TEAMS, Webinar, Zoom with visual colleagues, huddles, thank you notes, mission, play)

Resiliency Enhancing Actions in the Workplace

- Self-Care

  Workplace schedule

  Breaks/Lunch

  Flexibility

  Environmental safety

  (Ex: transparently explore colleague concerns, grace with protocols, lunch time and place, sharing solutions, facilitated workgroups

- Growth

  Provide or support necessary training for responsiveness, adaptability and confidence

  Support meaning making

  Recognize organizational bandwidth building

  Personal and professional skills building noted and utilized

  (Ex: problem solving challenges, celebrate accomplishments, identify and develop champions

Honor the space
between no longer
and not yet.

-Nancy Levin