Assessing My Change/Resilience History

The following questions offer a starting point to help you understand how you show up in situations of change and which resiliency strategies are best to bring with you.

1. When I think about change, the following statement best describes me.
   a. I live for change! Constant and non-stop, bring it on!
   b. If there is a good enough reason, then change is good.
   c. Change is inevitable – you may as well go along.
   d. There’s a good reason why we are doing it this way, why do we need to change?

2. What are my experiences with change? Are they more positive or negative? What biases do I have regarding change? What has been the hardest thing for me and change? What has been my best/worst change experience?

3. What kinds of situations or events have been most stressful for me?

4. How have those situations or events typically affected me?

5. Who have I reached to for support in working through a stressful experience?

6. What have I learned about myself and my interactions with others during challenging times?

7. Has it been helpful for me to assist someone else going through a similar experience?

8. How have I been able to overcome obstacles? What resources do I use?

9. What has helped make me feel more hopeful about the future?

10. What seems to have worked for me in the past?

Adapted from the American Psychological Association Help Center
Now consider what you can do to assist your team in being resilient through change.

1. The following statement best describes my team and change.
   a. We live for change! Constant and non-stop, bring it on!
   b. If there is a good enough reason, then change is good.
   c. Change is inevitable – we may as well go along.
   d. There’s a good reason why we are doing it this way, why do we need to change?

2. What are my team’s experiences with change? Are they more positive or negative? What biases does the team have regarding change? What has been the hardest thing for the team and change? What has been their best/worst change experience?

3. What kinds of situations or events might be stressful for the team?

4. How have those situations or events typically affected the team in the past?

5. How can the team be supported working through a traumatic or stressful experience?

6. What has the team learned about themselves and their interactions with others during difficult times?

7. Has it been helpful for the team to assist others else going through a similar experience?

8. How has the team been able to overcome obstacles?

9. What has helped make the team feel more hopeful about the future?

10. What seems to have worked for the team in the past?