

Psychological Safety and Team Resilience: Translating the Big Idea Into Your Actions

7 COMMON TEAM CHALLENGES

- Difficult, hazardous or high consequence assignments
- Time pressures
- Lack of resources
- Conflicts – internal, colleagues, other teams
- Low performer on team
- Team member changes
- Unclear/changing roles or goals

TEAM RESILIENCE IN ACTION

- Support resilient self-management and self-talk in existing teams
- Share healthy behaviours
- Check in on preferences (boundaries, feedback)
- Mistakes - grow
- Document to decrease cognitive load
- Training
- Before - During - After actions
- Knowledge sharing meetings

MARKERS OF TEAM RESILIENCE

- Challenge resolution (address vs ignore)
- Health (sustained vs compromised)
- Resources (maintain or increase vs drain)
- Recovery (grow vs diminish)
- Ongoing viability (ready for more vs risk)

BURNOUT PREVENTION

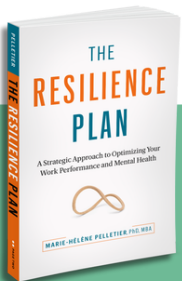
- Workload management
- Recognition and Reward
- Community
- Civility and respect
- Involvement and influence
- Fairness
- Alignment of values

RESOURCES

- Mental Health Commission of Canada (mentalhealthcommission.ca)
- Canadian Psychological Association (cpa.ca)
- American Psychological Association (apa.org)
- *The Burnout Challenge: Managing People's Relationships with Their Jobs* by Christina Maslach and Michael Leiter

Approach the next phase with curiosity. That will keep us in a growth mindset, which is so important for sustainability, innovation, resiliency and overall good health.

-Dr. Marie-Hélène Pelletier



THE RESILIENCE PLAN: A STRATEGIC APPROACH TO OPTIMIZING
YOUR WORK PERFORMANCE AND MENTAL HEALTH

THERESILIENCEPLAN.COM

Pre-Order today