



TOGETHER IN WELLNESS: A GUIDE FOR LEADERS AND WELLNESS CHAMPIONS

BOUNCING FORWARD

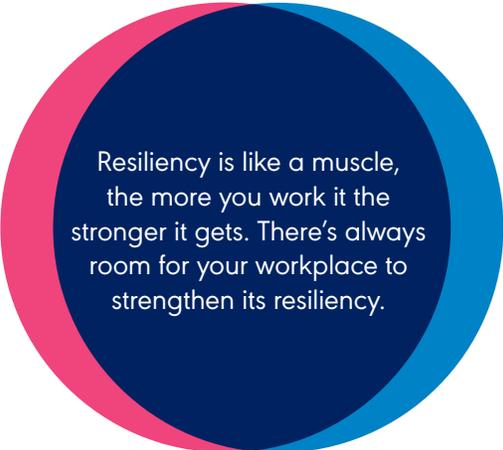
KEEP THAT BALL BOUNCING

When people think of resilience, they often think of it as an individual characteristic. But did you know that a workplace can also be resilient? Well it can!

Whether in a school, office or other workplace setting, changes of any sort can be stressful. The ability to respond in a healthy way—to effectively cope and adapt to change—is called resilience. Resilience in the workplace means your work environment and the people in it can respond and adapt to change in a positive way.

A bouncing ball is a perfect analogy: the height it bounces when it's dropped represents the amount of resilience in any given situation. If care and attention isn't given to the ball it'll eventually stop bouncing. But, if some collective energy is applied to the ball, it will keep bouncing. The same is true of your workplace—you need to give it some care and attention to ensure it can keep bouncing and continue to thrive.

Keep your eye on the ball and re-energize your workplace by connecting with your colleagues and peers about your experiences and strategies to help build a healthy and resilient work community.



Resiliency is like a muscle, the more you work it the stronger it gets. There's always room for your workplace to strengthen its resiliency.

TEAM ACTIVITY

How to prepare:

Review [Bouncing Forward \(Together in Wellness: Your Guide to Wellbeing\)](#), focusing on the following Bouncing your Resiliency Ball section:

Learn from others: Collaborate with colleagues or partner with other schools or organizations to share solution-focused learnings.

Take mindful action: Communicate with those around you about how to respond to common stressors and respond with collectively created and solution-oriented strategies.

Optimize performance: Explore ways—such as technologies or processes—to get your work done sooner and free up some of your time.

Be open-minded: Encourage innovative thinking and progressive problem-solving.

Keep things light: Say yes to you and build recreational and positive activities into your life, whether that's at work or during your free time.

How to include your team:

Version A: Complete Worksheet During a Team Meeting

1. Hand out copies of [Bouncing Forward \(Together in Wellness: Your Guide to Wellbeing\)](#).
2. Review both pages with your team.
3. Have participants complete the worksheet either individually or in pairs focusing on the “What We Will Do” as a team action for each of the five resiliency building strategies.
4. Give participants five to 10 minutes to complete.

Version B: Complete Worksheet Prior to a Team Meeting

1. Send your team a link to [Bouncing Forward \(Together in Wellness: Your Guide to Wellbeing\)](#).
2. Ask everyone to read both pages.
3. Have participants complete the worksheet individually prior to the team meeting, focusing on the “What We Will Do” as a team action for each of the five resiliency building strategies.
4. Ask participants to bring their completed worksheets to a team meeting for further discussion.

How to debrief:

For this next section, you can choose to either debrief through a facilitated conversation or by recording notes for all to see.

5. Have participants share back what they wrote down in the “What We Will Do” action for each of the five resiliency building strategies. Consider the following conversation prompts as you guide the discussion:
 - What are some common actions in each section?
 - Are there any actions that you hadn’t thought of?
 - Are there any actions that you’d like to learn more about?
6. Now that you have looked at all the resiliency building actions it’s time to bounce the team’s resiliency ball. To help build resiliency as a team consider the following:
 - Pick one action for each of the five categories to set a whole team approach.
 - Have each team member identify a couple of the actions that resonate with them. Personalize the actions by filling out the corresponding “When / Will Do It” section.

How to continue:

7. Try some of these options to keep the ball bouncing:

Keep your eye on the ball! Put up a posterboard, or use the Bouncing Forward [poster template](#), and title it “What Was Done” to record actions as they’re completed. Give it a star if it’s something you want to keep bouncing.

Pump it up. Take time to celebrate your accomplishments and learnings from each other. Aim to celebrate at least one accomplishment for each category at future team meetings.

Bounce as required. Revisit this exercise once or twice a year to keep the momentum going.

Building a resilient team may seem like an overwhelming task. But if you set the stage by focusing on the five strategies introduced above, you just might find that your team and their environment will be better able to support and grow resiliency. Who knows, maybe your team’s resiliency ball may just bounce so high it will touch the clouds!



Is there a resiliency approach that resonates with your team? Why not incorporate it into your annual plan or mission statement.

RELATED RESOURCES

Want to learn more? Here are some handy online resources about resiliency:

Support: From questions to planning a customized session, ASEBP’s [workplace wellness consultants](#) (WWC) can assist you with your change management needs, any step of the way.

Website: [5 Steps to a Healthy School](#) by Alberta Health Services has information on how to build resiliency in your organization.

Workbook: Workplace Strategies for Mental Health’s [Plan for Resilience: Employee Guide](#) helps to build resiliency by developing plans to get through issues impacting a person’s life.



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