



Resilience Power Tools

Your people are navigating constant change in your organization and your industry. You cannot remove their stress but you can use it to build their resilience, reliability, and success.

Use these 3 simple strategies in meetings, huddles, and 1:1s to turn today's stress into tomorrow's resilience and results.

Tool 1: Resilience Check-In

Use at the start of a meeting or 1:1 (2–3 minutes)

- Ask: "On a scale of 1–10, how ready are you feeling towards work today?"
- Then: "What's one win since we last talked?"
- Then: "What's one challenge you're facing that we can't ignore?"
- Listen, thank them, name one concrete support or next step.
- Why it works: Your people feel seen and supported, not "managed," which increases engagement and retention

Tool 2: Growth Reframe

Use after a mistake, setback, or tough change (3 min)

- Start with: "Looking at what happened, what are we learning?"
- Ask: "What skill does this build – communication, problem-solving, oversight?"
- Ask: "What can we do differently next time because of this?"
- Reflect back something you heard that connects to your mission or goal
- Why it works: You turn stressors into exercise, building the exact skills your business needs to grow, instead of reasons to shut down or quit

Tool 3: Assumption Buster

Use when you hear frustration, helplessness, negativity (3 min)

- Ask: "What's one assumption we're making about this situation?"
- Ask: "What is one small action we can take this week to test what's actually true?"
- Capture the action, assign an owner, and circle back at the next huddle.
- Why it works: Instead of getting stuck in fear or frustration, your team learns to test reality and find options – the core of resilience and innovation

Want to learn more? Contact us at www.AskDrG.com