# Resilience Recharge

## LEADERSHIP SESSION HANDOUT

EXPERIENCE IT. UNDERSTAND IT. LEAD IT.

*Resilience is not about ignoring what is difficult. It is about expanding perspective, accessing the resources available to us, and choosing how we respond.*

## THE RESILIENCE SHIFT

ADVERSITY → PERSPECTIVE → GRATITUDE → GROWTH → ACTION

| SKILL | RESOURCE | QUESTION | TEAM WEEK |
|---|---|---|---|
| GRATITUDE | Perspective | What remains good? | 1 |
| NOTICE & SAVOR | Attention | What am I noticing? | 2 |
| STRENGTHS | Capability | What can I draw upon? | 3 |
| KINDNESS & CONNECTION | Connection | Who can I support or lean on? | 4 |

## EXERCISE 1 | RESILIENCE THROUGH GRATITUDE

Choose a current challenge that is meaningful but appropriate for a work setting.
You do not need to share the details.

### NAME THE CHALLENGE

*What is happening? What are the facts?*

### SEPARATE FACT FROM STORY

*What am I telling myself about what is happening?*

# RESILIENCE RECHARGE
## LEADERSHIP SESSION HANDOUT

### SHIFT THE LENS
*Who or what is supporting me? What is still working or available?*

### FIND GENUINE GRATITUDE
*What is one thing I can genuinely appreciate within this situation?*

### RECLAIM AGENCY
*What can't I control? What can I influence? What can I control? What will I do next?*

**PAIR DEBRIEF: What changed—if anything—between how you initially viewed the challenge and how you viewed it after the exercise?**

## EXERCISE 2 | STRENGTHS UNDER PRESSURE

Think of a difficult situation you navigated successfully.

**What strength helped you through it?**

**Which strength could help you navigate your current challenge—and how will you use it?**

**What strength do you need to lean into—and what strength might you need to manage?**

## TWO MORE RESILIENCE RESOURCES

### NOTICE & SAVOR

*Think of one thing that went well in the last 24 hours. Did you fully notice and enjoy it—or immediately move on?*

### KINDNESS & CONNECTION

*Who on your team could use something from you right now? What is one intentional action you could take this week?*

| YOUR 4-WEEK TEAM ROLLOUT | | |
|---|---|---|
| WEEK 1 | GRATITUDE | Perspective |
| ***What is positive?*** | | |
| WEEK 2 | NOTICE & SAVOR | Attention |
| ***What am I noticing?*** | | |
| WEEK 3 | STRENGTHS | Capability |
| ***What can I draw upon?*** | | |
| WEEK 4 | KINDNESS & CONNECTION | Connection |
| ***Who can I support or lean on?*** | | |

### 10-MINUTE FACILITATION FORMULA

2 MIN **INTRODUCE** > 2 MIN **REFLECT** > 3 MIN **CONNECT** > 2 MIN **APPLY** > 1 MIN **COMMIT**

*Manager reminder: resilience training does not replace the leadership responsibility to address workload, priorities, communication, staffing, systems and accountability. Do both: improve the environment where you can and build resources for navigating what you cannot eliminate.*

*Program foundation: Mather Institute in collaboration with Northwestern University, Resilience Recharge: A Program for Workplace Well-Being (2026). Expanded application framework integrates gratitude, perspective, growth and agency concepts informed by Arthur C. Brooks' work. The Resilience Shift is a synthesis for this training, not a named Brooks framework.*