Manager Resilience Recharge Toolkit

FOUR WEEKLY TEAM ACTIVITIES + RESILIENCE APPLICATION FRAMEWORK

PURPOSE:

Give managers a simple, facilitator-ready way to deliver the four Resilience Recharge activities with their teams while connecting each practice to a broader resilience framework: perspective, attention, capability and connection.

PROGRAM FOUNDATION:

The four weekly activities in this toolkit are based directly on the Mather Institute Resilience Recharge participant handouts: Gratitude, Noticing/Savoring, Personal Strengths, and Acts of Kindness. The activities retain the original individual reflection, small-group sharing, and continuing-practice structure.

THE RESILIENCE SHIFT

ADVERSITY → PERSPECTIVE → GRATITUDE → GROWTH → ACTION

Use the Resilience Shift as an application lens—not as a replacement for the four Mather activities. It helps participants connect the weekly practices to how they respond when something is difficult.

WEEK	MATHER ACTIVITY	RESOURCE	KEY QUESTION
1	GRATITUDE	Perspective	What is positive?
2	NOTICE & SAVOR	Attention	What am I noticing?
3	STRENGTHS	Capability	What can I draw upon?
4	KINDNESS & CONNECTION	Connection	Who can I support or lean on?

MANAGER PRINCIPLE

Resilience training is not a substitute for good management. Continue to address workload, priorities, communication, staffing, systems and accountability where you can. These practices help people build resources for navigating challenges that cannot be eliminated.

Source note: Mather Institute, Resilience Recharge Participant Handouts (2026). Expanded resilience application language is an adaptation developed for this manager toolkit.

MANAGER RESILIENCE RECHARGE TOOLKIT

HOW TO FACILITATE THE FOUR-WEEK PROGRAM

The original Resilience Recharge format is intentionally brief and interactive. Use one activity per week, ideally within an existing team meeting. Allow approximately 10–15 minutes so participants have enough time for individual reflection and small-group sharing.

SIMPLE SESSION FLOW

1. INTRODUCE THE SKILL | 2 MINUTES

Explain why the skill can support resilience and how it connects to the week's resource.

2. INDIVIDUAL ACTIVITY | 3–4 MINUTES

Use the specific activity from the Mather handout.

3. SMALL-GROUP SHARING | 3–4 MINUTES

Groups of two or three share the reflection requested in the activity.

4. RESILIENCE CONNECTION | 2 MINUTES

Ask one application question that connects the activity to challenge, stress or change.

5. CONTINUING PRACTICE | 1–2 MINUTES

Invite participants to select one practice to try during the week.

FACILITATION GUARDRAILS

- Participation in sharing should be encouraged, not forced.
- Keep the conversation practical and appropriate for a workplace setting.
- Do not turn the activity into counseling or require people to disclose personal challenges.
- Avoid forced positivity. Gratitude and savoring should broaden perspective, not dismiss legitimate concerns.
- Use the Mather activity as the core exercise; use the Resilience Shift questions only to deepen application.
- Close with a practice participants can realistically repeat during the week.

SUGGESTED PROGRAM INTRODUCTION

“Over the next four weeks, we'll spend a few minutes in our regular meeting practicing four skills that can strengthen resilience: gratitude, noticing and savoring positive experiences, recognizing our strengths, and acts of kindness. The goal isn't to pretend challenges aren't real. It is to build resources that can help us maintain perspective, direct our attention, draw on our capabilities and stay connected to others when things are difficult.”

MANAGER RESILIENCE RECHARGE TOOLKIT

WEEK 1 | GRATITUDE

RESILIENCE RESOURCE:
Perspective
KEY QUESTION:
What is positive?

WHY THIS MATTERS

Gratitude is the practice of noticing and appreciating people, experiences or things that support us or bring meaning. In this activity, participants identify things they are thankful for at work and reflect on why those things matter.

STEP 1 | INDIVIDUAL

Think back over the past week and identify two or three things you are thankful for at your job. These may be things that went well, experiences you enjoyed, or people you appreciated. They can be big or small. For each item, reflect on why you are grateful for it and how it positively affects your work or life.

1. WHAT I AM GRATEFUL FOR:

WHY IT MATTERS TO ME:

2. WHAT I AM GRATEFUL FOR:

WHY IT MATTERS TO ME:

3. WHAT I AM GRATEFUL FOR:

WHY IT MATTERS TO ME:

STEP 2 | SMALL GROUP

In groups of two or three, share at least one thing you are grateful for and why. Once everyone has shared, continue with additional examples if time allows.

EXAMPLES TO HELP PARTICIPANTS GET STARTED

- Having a great team or getting help from a team member
- Learning or developing new skills
- Having a good relationship with a manager or a close friend at work
- A positive work environment or meaningful work
- Being able to provide for yourself or your family
- Benefits, experience or opportunities available through work

RESILIENCE CONNECTION

"When work is difficult, how might deliberately noticing what is still good or supportive change the perspective from which you respond?"

OPTIONAL CONTINUING PRACTICE

- Start a daily gratitude journal and write down at least one thing you appreciate.
- Tell a colleague that you are grateful for them.
- Use the prompt: "What was difficult today—and what was still good?"

MANAGER RESILIENCE RECHARGE TOOLKIT

WEEK 2 | NOTICING & SAVORING

RESILIENCE RESOURCE: Attention

KEY QUESTION: What am I noticing?

WHY THIS MATTERS

This activity distinguishes noticing positive experiences from savoring them. Savoring means intentionally increasing enjoyment and appreciation of a positive event—during the moment or afterward.

TIPS FOR SAVORING

Slow down, pay attention to details, engage your senses, and focus on enjoying the experience while it is happening.

AFTER THE MOMENT:

- Write or journal about the experience.
- Tell someone about it.
- Keep a photo, memento or other reminder.

STEP 1 | INDIVIDUAL

Rate how enjoyable each activity is for you. Use: Enjoyable / Neutral or Not Enjoyable / Unenjoyable.

ACTIVITY	MY RATING
Being outdoors	
Spending time with friends and family	
Doing a hobby	
Exercising	
Watching movies/shows or reading	
Being with animals or your pet	
Caring for others	
Learning new things	
Other activity	

STEP 2 | SMALL GROUP

In groups of two or three, share one activity you rated as most enjoyable. Discuss why you enjoy it and how often you do it. If time allows, share additional activities.

THEN DISCUSS

"What are some ways you can savor the time you spend on these activities to get even more enjoyment from them?"

RESILIENCE CONNECTION

"When stress narrows your attention toward problems, what positive experiences or resources might you stop noticing?"

OPTIONAL CONTINUING PRACTICE

- Each day, write down at least one thing at work that was positive, went well or made you feel good. Relive the experience briefly in your mind.
- Make time for one activity you rated as enjoyable and pay attention to how you feel during and after it.

MANAGER RESILIENCE RECHARGE TOOLKIT

WEEK 3
PERSONAL STRENGTHS

RESILIENCE RESOURCE: Capability
KEY QUESTION: What can I draw upon?

WHY THIS MATTERS

Recognizing personal strengths can remind people that they already possess resources they can use to cope with stress, complete difficult tasks and work toward goals.

CORE ACTIVITY | BASED ON THE MATHER HANDOUT

STEP 1 | INDIVIDUAL

Select three to five qualities from the list that describe strengths you have that help you do your work. Add another quality if something important is missing.

☐ Enthusiastic	☐ Curios	☐ Supportive	☐ Integrity/Ethical
☐ Outgoing	☐ Ambitious	☐ Creative	☐ Compassionate
☐ Generous	☐ Resourceful	☐ Cheerful	☐ Assertive
☐ Independant	☐ Thoughtful	☐ Fair	☐ Determined
☐ Honest	☐ Adaptable	☐ Inspiring	☐ Open-Minded
☐ Loyal	☐ Funny	☐ Courageous	☐ Empathetic
☐ Conscenentious	☐ Calm/Steady	☐ Agreeable	☐ Kind
☐ Dependable	☐ Easygoing	☐ Interesting	☐ Other

Now think about a time at work when you used one or more of these strengths to complete a task or overcome a challenge.

SITUATION: _____

STRENGTH I USED: _____

HOW THE STRENGTH HELPED

_____

STEP 2 | SMALL GROUP

In groups of two or three, share one strength and an example of how you use that quality at work. Once everyone has shared, continue with additional strengths if time allows.

If appropriate, tell a teammate about a strength you have noticed in them that they did not mention, and give an example.

RESILIENCE CONNECTION

"Which of your strengths could help you with a current challenge—and how could you use it intentionally?"

Leadership extension: *strengths can sometimes be overused. Responsibility can become taking everything on yourself; empathy can become avoiding accountability; decisiveness can become moving before listening.*

OPTIONAL CONTINUING PRACTICE

- At the end of each day, name one strength you used and how it showed up in your behavior.
- Reflect on the strengths of your teammates and how different strengths can work together.
- Ask trusted colleagues, your manager, family or friends what strengths they see in you.

MANAGER RESILIENCE RECHARGE TOOLKIT

WEEK 4
ACTS OF KINDNESS

RESILIENCE RESOURCE: Connection
KEY QUESTION: Who can I support or lean on?

WHY THIS MATTERS

Acts of kindness are intentional actions that benefit someone else without expecting something in return. This activity asks participants to reflect on both receiving and giving kindness, then consider how to practice it more intentionally.

STEP 1 | INDIVIDUAL

Think back to a time when you were the recipient of an act of kindness.

WHAT HAPPENED?

HOW DID IT MAKE YOU FEEL, AND WHY?

Now think of a time you did something nice for someone else—a selfless act or act of kindness.

WHAT DID YOU DO? WAS IT FOR SOMEONE YOU KNEW OR A STRANGER?

HOW DID THE PERSON RESPOND? HOW DID IT MAKE YOU FEEL?

STEP 2 | SMALL GROUP

In groups of two or three, share one example of an act of kindness you gave or received. If time allows after everyone has shared once, continue with additional examples.

THEN DISCUSS

"Did reflecting on your own experiences—or hearing others' examples—inspire you to do more for people around you without expecting anything in return?"

RESILIENCE CONNECTION

"Who can you support this week—and who is part of the support network you can lean on when you need perspective or help?"

OPTIONAL CONTINUING PRACTICE

- Identify one or two kind things you want to do for someone this week. Small actions count.
- At the end of each day, reflect on something you did to show kindness and how you felt afterward.
- Pay it forward: when someone does something kind for you, look for an opportunity to extend kindness to someone else.

AFTER WEEK 4 | BRING THE SKILLS TOGETHER

The four activities are distinct practices. This final reflection helps participants see them as four resources they can draw on when navigating stress, change or adversity.

RESOURCE	PRACTICE	QUESTION
Perspective	Gratitude	What is positive?
Attention	Noticing / Savoring	What am I noticing?
Capability	Personal Strengths	What can I draw upon?
Connection	Acts of Kindness	Who can I support or lean on?

RESILIENCE THROUGH GRATITUDE | APPLICATION EXERCISE

Use this exercise after the four-week series or as a later refresher. It is an expanded application tool.

1. NAME THE CHALLENGE

What is happening? What are the facts?

2. SEPARATE FACT FROM STORY

What am I telling myself about what is happening? What might I be assuming, predicting or fearing?

3. SHIFT THE LENS

Who or what is supporting me? What is still working? What resources remain available?

4. FIND GENUINE GRATITUDE

What can I genuinely appreciate within this situation?

5. FIND THE GROWTH

What might this experience be teaching or strengthening?

6. RECLAIM AGENCY

What can't I control? What can I influence? What can I control? What action will I take?

30-DAY RESILIENCE RECHARGE REFRESHER

TIME: 10–15 minutes
PURPOSE: Reinforce the four practices and help participants use them as resilience resources.

TEAM CHECK-IN

WHICH OF THE FOUR PRACTICES HAVE YOU USED MOST SINCE THE PROGRAM?

WHEN DID IT HELP YOU DURING A DIFFICULT OR STRESSFUL SITUATION?

WHICH PRACTICE HAVE YOU USED LEAST?

WHAT HAS CHANGED, IF ANYTHING, ABOUT WHAT YOU NOTICE OR HOW YOU RESPOND UNDER STRESS?

CHOOSE ONE RESOURCE TO RECHARGE

- **PERSPECTIVE** — Repeat the Week 1 gratitude activity.
- **ATTENTION** — Identify and savor one positive experience from the past week.
- **CAPABILITY** — Name a strength you used recently and where you need it next.
- **CONNECTION** — Identify one act of kindness or support you will offer this week.

For ongoing reinforcement, rotate one five-minute refresher monthly or quarterly. Repeating the activities with new examples keeps the practices relevant.

Source: Mather Institute, Resilience Recharge Participant Handouts (2026). The four weekly activities in this toolkit are adapted from those participant handouts; supplemental resilience-application questions are identified as additions.