

Resilience Programme Resilience Dynamic® Questionnaire, Toolkit & Coaching



Angus Council uncovered an area with higher-than-average sickness absence rates, as staff struggled with overwhelm due to high levels of complexity and change.

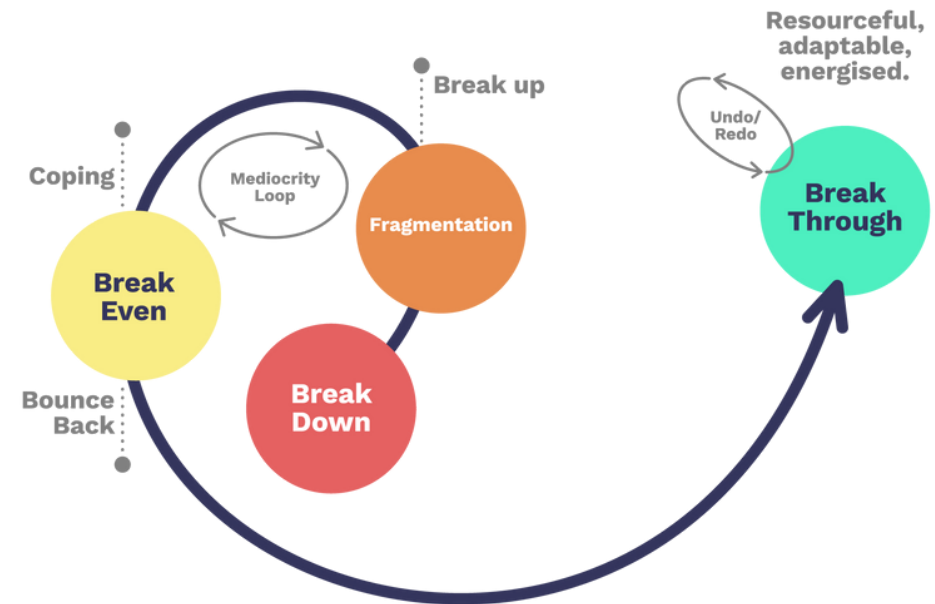
80% of managers at Angus Council felt their resilience improved after using the Resilience Dynamic® Questionnaire, Toolkit and coaching between 2016-18.

What is Resilience?

Resilience is your capacity for change.

Workforce resilience is key to reducing stress, adapting to change, boosting your business, and re-energising your whole team. The Resilience Dynamic offers a window into this.

The Resilience Dynamic® model is the result of over 15 years of research. It shows the dynamic nature of resilience, going beyond the normal definitions of resilience like 'coping' or 'bouncing back'.



See it-Understand it-Optimise it Framework: Go at your own pace

Begin exploring your resilience to See, Understand, then Optimise it.

See resilience levels and drivers. Understand patterns and triggers. Optimise through resilience habits.

SEE IT

UNDERSTAND IT

OPTIMISE IT



The Challenge

Angus Council needed to address an area experiencing higher sickness absence rates than elsewhere in the organisation. Staff were overwhelmed due to extreme change and complexity at work.

They sought solutions to minimise overwhelm and support staff in their resilience and wellbeing.

The Commission

To provide simple ways to support the resilience and wellbeing of managers and staff at Angus Council.

In particular, the Resilience Dynamic's online capabilities were commissioned for simple and quick access to resilience-boosting tools.

The Approach

Between 2016-2018, the following services were used in phases to support the resilience and wellbeing of managers and staff.

- Resilience Dynamic® Questionnaire (RDQ) & Debrief for managers
- Resilience Dynamic® Indicator (RDI) for all staff
- Resilience Toolkit
- Resilience Dynamic® Coaching
- Resilience Accreditation Programme

The Success Measures



Individuals gain a better understanding of personal resilience, the importance of resilience, and how to maintain and boost it



Managers adopt practices to support their own resilience, and begin to role model these at work



Individuals can talk about resilience at work and share their experiences

Our Impact

SEE IT



Managers and staff gained valuable insight into their own resilience levels and drivers through their personalised RDQ and RDI reports, while all participants saw the importance of resilience through use of the Resilience Toolkit.

Pragmatic tools like Being (mindfulness) and Energy Mapping helped individuals to see how they might shift their resilience in tangible ways.

UNDERSTAND IT



All staff delved deeper into our Toolkit to boost their understanding of the key concepts of resilience. Managers participated in further coaching sessions; exploring how they might better support their teams in resilience.

Within coaching sessions, managers created a Resilience Action Plan, providing simple, practical ways to improve their resilience each day.

OPTIMISE IT



A sustainable, inhouse resilience capability was created by investing in the Resilience Accreditation Programme. Resilient behaviours were modeled and shared by managers, while conversations around resilience and wellbeing became normalised in staff meetings.

30+ Resilience Dynamic® Questionnaires and debriefs have been carried out internally since the programme, helping these individuals to gain an awareness and understanding of their resilience.

"The toolkit raised awareness and would certainly be helpful for people who need some guidance and support with their overall resilience."

"[The Toolkit provided] manageable chunks of information."

70%

of managers found that the Toolkit helped to boost their wellbeing

"[Coaching sessions enabled me to] go at my own pace."

"The toolkit has helped me to address and manage [...] the stressors associated with [perfectionism]."

70%

of managers felt that the Toolkit improved their performance

"It's given me a better perspective in meetings [...] getting involved in this personally and professionally was good for me."

"I think everyone should do this [...] It made me take a minute to think about how everyone else is."

78%

felt more confident in supporting their own resilience

Our Solutions



Our game-changing workforce solutions transform performance and wellbeing.

Resilience Dynamic Dashboard®

Dashboard Solo

The solution for all leaders and managers wishing to invest in adaptability, resilience and wellbeing.

Dashboard Team

The solution for all teams wishing to shift their ability to operate in challenging and changing circumstances. An individual and team level dashboard with key data insights.

Dashboard Enterprise

The solution for any organisation committed to leveraging resilience and wellbeing to service the organisation's goals and its people, using real-time data across teams, the whole workforce, and the enterprise.

Resilience Dynamic® Coaching

1:1/Group Coaching

The solution for all leaders and managers wishing to accelerate and deepen their adaptability, resilience and wellbeing.

Resilience Skills For Managers

The solution for managers and leaders committed to boosting both the performance and wellbeing of themselves and their teams through 6 weekly sessions.

Accreditation Programme

The solution for experienced, regularly practicing internal or external coaches, or OD professionals who want to incorporate and hone how to enable resilience in their practice. Run as an open programme in partnership with the AOEC and as an in-house programme for any organisation.

How might the Resilience Dynamic Solutions help you to See, Understand and Optimise resilience across your organisation?

Contact Us

Want to know more?

If you are interested in the Resilience Dynamic Dashboard® for yourself, your team or organisation, book in a demo with us today to see how you can boost your resilience!

Get in touch with us via info@resilienceengine.com where one of our team will be able to discuss your needs with you.

1.

Get in
touch via
email

2.

Talk to us
about your
needs

3.

Use the
dashboard for
real

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