

RESILIENCE @ WORK

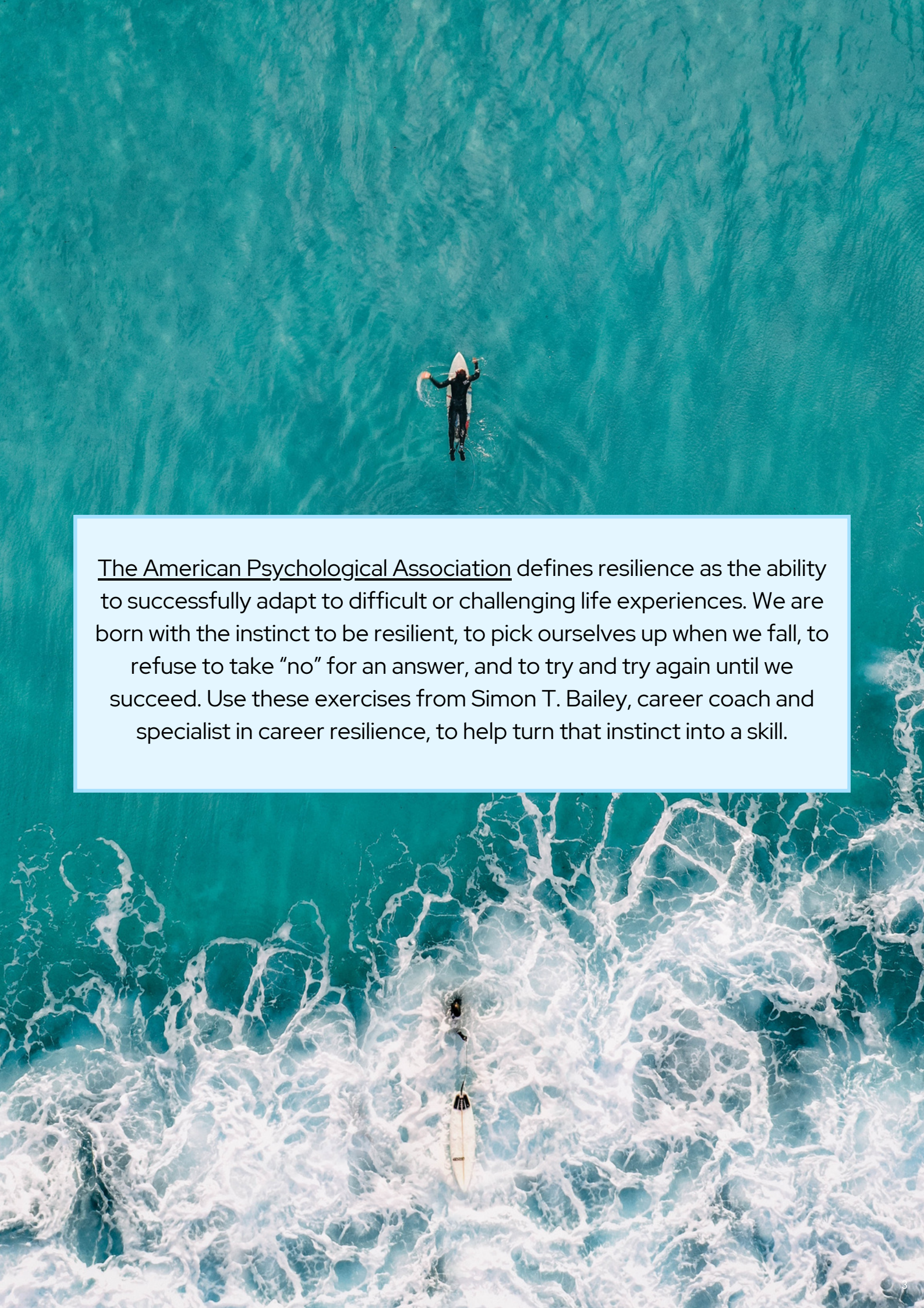
*How to coach yourself
into a thriving future*

BRILLIANCE
BUILDER

Welcome to the Resilience@Work Brilliance Builder

By completing the Resilience@Work Brilliance Builder exercise, you will learn to:

- Leverage resilience as your superpower to transform adversity into opportunity.
- Learn three game-changing questions from the four archetype personality types that equip you to outperform your competition and emerge stronger in a rapidly changing reality.
- Leap into the future by embracing a self-coaching mindset that shows you how to take charge of your own destiny.



The American Psychological Association defines resilience as the ability to successfully adapt to difficult or challenging life experiences. We are born with the instinct to be resilient, to pick ourselves up when we fall, to refuse to take “no” for an answer, and to try and try again until we succeed. Use these exercises from Simon T. Bailey, career coach and specialist in career resilience, to help turn that instinct into a skill.

TAKEAWAY 1

RESILIENCE AS SUPERPOWER

Fatigue, disappointment, and feelings of inadequacy are the kryptonite of a resilient person. It takes practice and perseverance to turn it into a superpower. That begins with an honest, regular assessment of your intentionality toward growth and resilience.

To help you get started, here are three reflection questions to ask yourself at the end of each day:

1. How did I grow today?
2. What difference did I make today?
3. What am I going to do better tomorrow?



TAKEAWAY 2

GAME CHANGERS

The most resilient people are fully in tune with their thoughts, feelings, and actions. Their ability to articulate their motivations and fears is a game changer, giving them the clarity needed to increase performance and project strength to those around them. If you are still seeking clarity, it can be beneficial to have a friend act as a mirror to help bring these aspects of your personality together.

Invest in Resilience@Work to go deeper into the process. Find a partner to prompt you with the following questions:

1. What do you want for you?
2. What are you feeling?
3. What are you doing to get what you want?

***Bonus Content* Partner Protocols: Game changer Exercise**

When asking the questions in the Game changers activity, remember these guidelines:

- Your role in this exercise is to ask the questions.
- Create a safe space through active listening that encourages your partner to respond openly and honestly.
- Don't accept "I don't know" as an answer.
- Do not offer advice or force solutions on your partner. However, you can support them in developing an action plan for getting what they want.

TAKEAWAY 3

SELF-COACHING

Coaches are all about drawing out the strengths of their players while mitigating their weaknesses. The truly successful take ownership of their development by examining areas of opportunity, committing to growth, and following through on development by becoming their own coach.

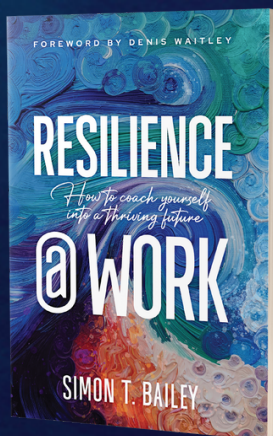
Start your self-coaching career by answering these questions:

1. What tasks do I regularly struggle with?
2. Of those, which am I most interested in improving?
3. What resources (training materials, people, etc.) are available to help improve my skills?
4. How much time per week can I commit to skill development?
5. How will I demonstrate my newly improved skills in the workplace?

Use your answers to create an action plan to improve at least one skill you want to invest in over the next 90 days.

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