

Coaching to Support Resilience

Session	Focus	Coaching Questions
General Readiness for participation in Resilience Alliance	Promoting interest and engagement in Resilience Alliance through coaching staff in unit/team or regular supervision	<ul style="list-style-type: none"> ➤ What makes you hopeful about participating in Resilience Alliance? ➤ What worries you? ➤ What is one thing you'd like to achieve as a result of attending Resilience Alliance? ➤ How will you manage competing demands to be able to fully participate? ➤ When you think about how the agency responds to stress now, what is one area you'd most like to see change? ➤ What opportunities do you see to participate in the change? ➤ What is one thing you that might prepare you for Resilience Alliance?
Post – Orientation Promoting Transfer of Learning from Resilience Alliance Kick-Off	Reinforcing the key concepts that are the focus of Resilience Alliance through coaching staff in unit/team or regular supervision coaching staff in unit/team or regular supervision	<ul style="list-style-type: none"> ➤ How do you recognize emotional, physical, personal indicators? What triggers the symptoms? ➤ What impact (body, feelings, thoughts, behaviors)? ➤ What direct contact events (work related adversities) put one at risk of STS? ➤ How aware are you? How to become more aware? ➤ What are techniques to reduce tendency to go into survival mode? ➤ What do you do now to help reduce stress? ➤ What would you like to add to your practice? ➤ How do you encourage staff to focus on what is going well (efficacy)? ➤ What are the opportunities for cognitive restructuring (cognitive distortion)? ➤ What optimism trait do you hope to develop? ➤ What are the opportunities for collaboration? ➤ How can you promote collaboration in your unit?

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Module 1	Resilience and Survival Mode	<ul style="list-style-type: none"> ➤ What strategies went well in the past week? ➤ Where did you find opportunities for collaboration and optimism? ➤ What opportunities might have been missed? ➤ What might you do differently this week? ➤ What resilience characteristic will you be mindful of this week? ➤ What characteristic would you like to strengthen? ➤ How will you notice when you go into survival mode? ➤ What will you commit to practice this week?
Module 2	Reactivity	<ul style="list-style-type: none"> ➤ What did you notice about your resilience characteristics in the last week? ➤ How were you able to increase their usage? ➤ What might you like to do more or less of this week? ➤ How will you practice your 3 Ps? ➤ How will you pay attention to your heat level? ➤ What is your plan for when you need to cool down? ➤ What would you like to accomplish this week?
Module 3	Collaboration	<ul style="list-style-type: none"> ➤ What emotions (positive and negative) did you perceive? ➤ What thoughts and behaviors did you notice with these thoughts? ➤ How did you process the intensity (reactivity) of these emotions? ➤ What opportunities did you take to practice controlling negative emotions? ➤ What might you like to do differently this week? ➤ How will you increase collaboration this week? ➤ On what common goals might you collaborate? ➤ What work relationship could benefit from strengthening? ➤ What is one action you can take to improve collaboration?

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Module 4	Optimism	<ul style="list-style-type: none"> ➤ What did you notice about your body heat in the past week? ➤ How did you increase collaboration? ➤ What impact did it have on relationships? ➤ What will you continue to do to strengthen relationships? ➤ How will you focus on the positive this week? ➤ What avoidance behavior might you like to address? ➤ How/when will you practice positive self-talk? ➤ What optimism skill would you like to strengthen?
Module 5	Positive Thinking	<ul style="list-style-type: none"> ➤ How did you practice positive reframing? ➤ What situations did you notice were in your control? ➤ What strategies helped improve optimism? ➤ What would you like to continue to focus on this week? ➤ How will you use a resilience lens this week? ➤ What is one way you can reframe a negative thought? ➤ How will you stay mindful about reframing this week?
Module 6	Optimism and Reactivity	<ul style="list-style-type: none"> ➤ How have you used positive self-talk have this week? ➤ What are the 5 resilience concepts? ➤ What ways were you able to shift negative reactions to positive reaction ➤ What steps were you able to take to increase optimism or decrease reactivity? ➤ What are additional steps you could take in the week to come? ➤ How did you address work place conflict without getting “heated”?
Module 7	Mastery	<ul style="list-style-type: none"> ➤ What resilience concept has been most useful to you in the past week? ➤ What self-efficacy characteristic did you (will you) focus on mastering? ➤ What steps did you (will you) take to achieve your goal? ➤ What was the impact of strengthening this characteristic? ➤ How did you (will you) approach time management this/last week?

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Module 8	Self-Care	<ul style="list-style-type: none"> ➤ What self-care activity have you identified to practice? ➤ How did you feel before and after practicing? ➤ How did the self-care activity impact your unit/team? ➤ What additional self-care activity ideas do you have for yourself/unit? ➤ What barriers did you encounter practicing self-care?
Module 9	Self-Awareness	<ul style="list-style-type: none"> ➤ What signs of overall stress did you identify or experience? ➤ How were you impacted by the stressor? ➤ How were you able to stop /pay attention to feelings during stressful situations? ➤ What did you notice? ➤ How did you use a resilience lens to think about the event differently? ➤ How did using a resilience lens impact your body/thoughts/behaviors?
Module 10	Using a Resilience Framework	<ul style="list-style-type: none"> ➤ What signs of healthy stress have you noticed? ➤ What stressful situations did you experience or observe by colleagues? ➤ What resilient responses did you observe from yourself/unit members/staff? ➤ What non-resilient responses did you observe from yourself/unit members/staff? ➤ How were you able (or able to help your staff) reframe a non-resilient response to a resilient response?
Module 11	Self-Reflection	<ul style="list-style-type: none"> ➤ How did you engage in self-reflection throughout the last week? ➤ What opportunities did you identify to think first, then respond? ➤ How has self-reflection impacted your relationships with colleagues? ➤ How has self-reflection impacted you work with families/children? ➤ Given what you've learned/practice around self-reflection, how might you utilize this skill in the future?
Module 12	Integrating Resilience	<ul style="list-style-type: none"> ➤ How were you able to foster an optimistic work environment? ➤ What resilience concepts did you put into action? ➤ How did you reframe a situation using a resilience lens? ➤ How did you demonstrate respect to your staff/colleagues/self? ➤ What areas might you like future RA sessions to focus on?