

PARTNERS GLOBAL
RESILIENCY + FRAMEWORK
RESILIENCY ETHOS

RESILIENCY+

Wellbeing & Staff Readiness

RESOURCES

for Organizational
and Individual Resiliency



the**contact**project

RESOURCES FOR RESILIENCY

WELLBEING & STAFF READINESS

Webinar Support Materials

WELLBEING AND STAFF READINESS are essential to an organization's sustainability and resiliency. Yet too often, organizational culture, leadership, and resources don't provide frameworks and policies to ensure these key elements can be meaningfully supported. In conjunction with the webinar series for **PartnersGlobal's RESILIENCY+ framework** for civil society actors, this resource guide aims to provide basic insights for developing a culture and policies for wellbeing and staff readiness.

One of the important factors for a wellbeing and readiness program to be effective is **trust**. Without actively cultivating a culture of trust within an organization, leadership and staff fail to have a foundation to discuss issues that often times include difficult emotions and personal issues. Creating a work environment that supports trust among team members, leadership, and staff is always challenging. In times of crisis, organizational changes, and financial uncertainty, it's hard to find the bandwidth. However, **it is possible**. Below are some links to help staff and leadership strengthen a culture of trust.

what's included

- [How to build trust with teams](#)
- [What leadership can do](#)
- [What individuals can do](#)
- [Ways to encourage accountability](#)
- [Working with limited resources](#)

[Links to research, aids, and articles](#)

*Click on underlined material for resource links

Resources for building trust

[CREATING TEAM CHARTERS: GETTING YOUR TEAM OFF TO A GREAT START](#)

[TRAINING TO BUILD TRUST: SHARED VALUES, TRANSPARENCY, AND MORE](#)

[5 WAYS TO BUILD RAPPORT](#)

WHAT CAN WE DO?

COMMUNICATE

STAFF SURVEYS
ONE-ON-INTERVIEWS
10MIN CHECK-INS
CREATE SOCIAL TIME

PROVIDE

CREATE
GUIDELINES
CREATE SPACE
COMMUNICATION
SAFETY & SECURITY

OBSERVE

ROLES FOR LEADERSHIP
TEAM MEMBERS
BE AN EXAMPLE
LISTEN AND REFLECT

REVISIT

PLAN ON CHANGES
MAKE IT A PRIORITY
REPEAT TO INTEGRATE

For Leadership

You set the pace. Develop your awareness of what's happening, not only with workflow, deadlines, and budgets. **Listen** and talk openly with staff to show them you trust them. Be an example for healthy behaviours and work/life balance. Prioritize and **provide** wellbeing and readiness initiatives, even it's a **commitment** to take the first ten minutes of staff meetings for a wellness check-in. Learn more about how leaders can contribute and have a look at this comprehensive outline: [Leadership Support](#)

For Individuals

Only one you. It's hard to make the time to take care of yourself. Worries about job security, office politics, and meeting deadlines in a 24/7 world is more than enough to keep your head under the overs but you aren't sustainable without some **self-care**. Create a **space** for yourself to take a 5 minute breather, whether you're working remotely or at the office. Trust me, you really can find 5 minutes to help you keep your perspective and nervous system healthy. **Communicate** with leadership, team members, and your personal support circle. It's important to talk about a stress, workloads, and concerns. Find a few ideas on how to carve out time and do something good for yourself. Here are [45 Simple Self-Care Practices](#).



HOW CAN WE DO IT?

Accountability

It's one thing to say it, but another thing altogether to do. So, how can we hold ourselves, our teams, and leadership **accountable**? Regular check-ins, **team reporting**, staff surveys, all can **encourage** people to stay committed to a program. Put structures and initiatives in place to help by provide access and encouragement, and have leadership be an example and actively engage in **dialogues and feedback** to see how teams and people are doing. Remember that during times of crisis, uncertainty, and **change**, expectations need adjustment as 'normal' working conditions are being balanced with increased fear, stress, and personal obligations. There is hope in these times, as science has discovered sometimes **feeling down can make you mentally strong.**



Low Cost Ways to Engage Wellbeing and Readiness

SIMPLE SURVEY FOR ASSESSING STAFF READINESS

GREAT IDEAS AND INSIGHTS FROM THE GREATER GOOD SCIENCE CENTER

A LINK TO FREE WELLNESS ACTION PLANS FOR MANAGERS AND STAFF