Resilience-Building Development Plan

If we regularly encourage employees to renew and refuel, they will create practices that allow them to keep their energy levels up and will increase their resilience. Here is a 3-part process to support team members to renew and refuel, which involves the creation of a development plan. The development plan template that follows can capture and track all the pieces of the 3-part process.

It is ideal for the team member to own his/her development plan and for you, as the leader, to enhance the plan and aggressively support the plan.

3-Part Process to Support Team Members to Renew and Refuel

1 Understand *current* interests, motivators, and development desires.

Avoid making assumptions. Ask frequently, so you have up-to-date information and thoughts. Ask the team member in different ways: What's most important to you? What are you passionate about? What do you want to learn next? What do you want to accomplish in your work? in your life? in the next 5 years?

2 Support creation and execution of a development plan.

Require each team member to create a development plan. (Development plans that are not focused on closing gaps, yet on how to have the individual pursue her passions or shift work to his strengths. This is what will keep them fueled for the long-haul.) Have regular meetings about progress and support needed. Give opportunities to use and develop newly acquired skills/knowledge. Remove obstacles. Acknowledge progress.

3 Support personal resilience practices.

Understand what refuels and reenergizes each team member, beyond the pursuit of the objectives on the team member's development plan. Is it energizing for him to watch his daughter's big volleyball game? Encourage him to leave work at 4:30pm to do so. Does it refresh her to get out and take a walk at lunchtime? Help make sure that others don't schedule her for meetings during the lunch hour. Find out what refuels each team member mentally, emotionally, physically and spiritually. Possibilities include: meditation, stretching, listening to music, taking a walk, time with family, attending specific family events, prayer, volunteering, workout classes, going for a run/bike ride/roller blading session, engaging in hobbies, etc, etc. These are called resilience practices. And, these may change at times, so be sure to discuss them regularly.

Do what you can to support each team member to engage in resilience practices. Ask each team member: How can I support you to refuel and be resilient over time? How can I support you so you can [insert resilience practice here]?

Resilience-Building Development Plan Template

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