

**Introduction Handout
 Independent Study 2**

Organizational Challenges

Complete the assessment form and bring it to the onsite training. Based on your “No” answers on this assessment, identify at least three resiliency challenges in your organization. Identify the resiliency element connected with the challenge.

Assessment Form

Does your organization:	Yes	No	Related component
Encourage staff and volunteers to speak up when necessary?			Strong Relationships
Attempt to help staff and volunteers see meaning in the work they do?			Personal Perspective and Meaning
Convey a sense of what is right and what is wrong?			Personal Perspective and Meaning
Encourage connection with others in your organization?			Strong Relationships
Allow staff a sense of control over their work and work lives?			Self-Knowledge and Insight
Promote the sense of a brighter future, no matter how sad the stories?			Sense of Hope
Have policies and procedures that consider the well-being of staff and volunteers?			Healthy Coping
Convey a sense of optimism?			Sense of Hope
Have clear organizational values?			Personal Perspective and Meaning
Acknowledge that this work is very difficult and stressful?			Healthy Coping
Allow staff and volunteers to have a voice in the organization?			Strong Relationships
Provide ways to help staff and volunteers deal with stress?			Healthy Coping

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Encourage open and trusting relationships?			Strong Relationships
Demonstrate respect for all staff and volunteers?			Personal Perspective and Meaning
Provide opportunities for staff and volunteers to have fun and socialize?			Sense of Hope
Recognize and accept the personal values of staff and volunteers?			Personal Perspective and Meaning
Encourage staff to support one another and be heard throughout the organization?			Strong Relationships
Encourage humor in the workplace?			Sense of Hope

Organizational Resiliency Challenges

Challenge	Related Resiliency Element
1.	
2.	
3.	
4.	
5.	

Module 1 Handout

T-Shirt Template for the “Design a T-Shirt” Activity

Distribute one sheet to each participant.

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