

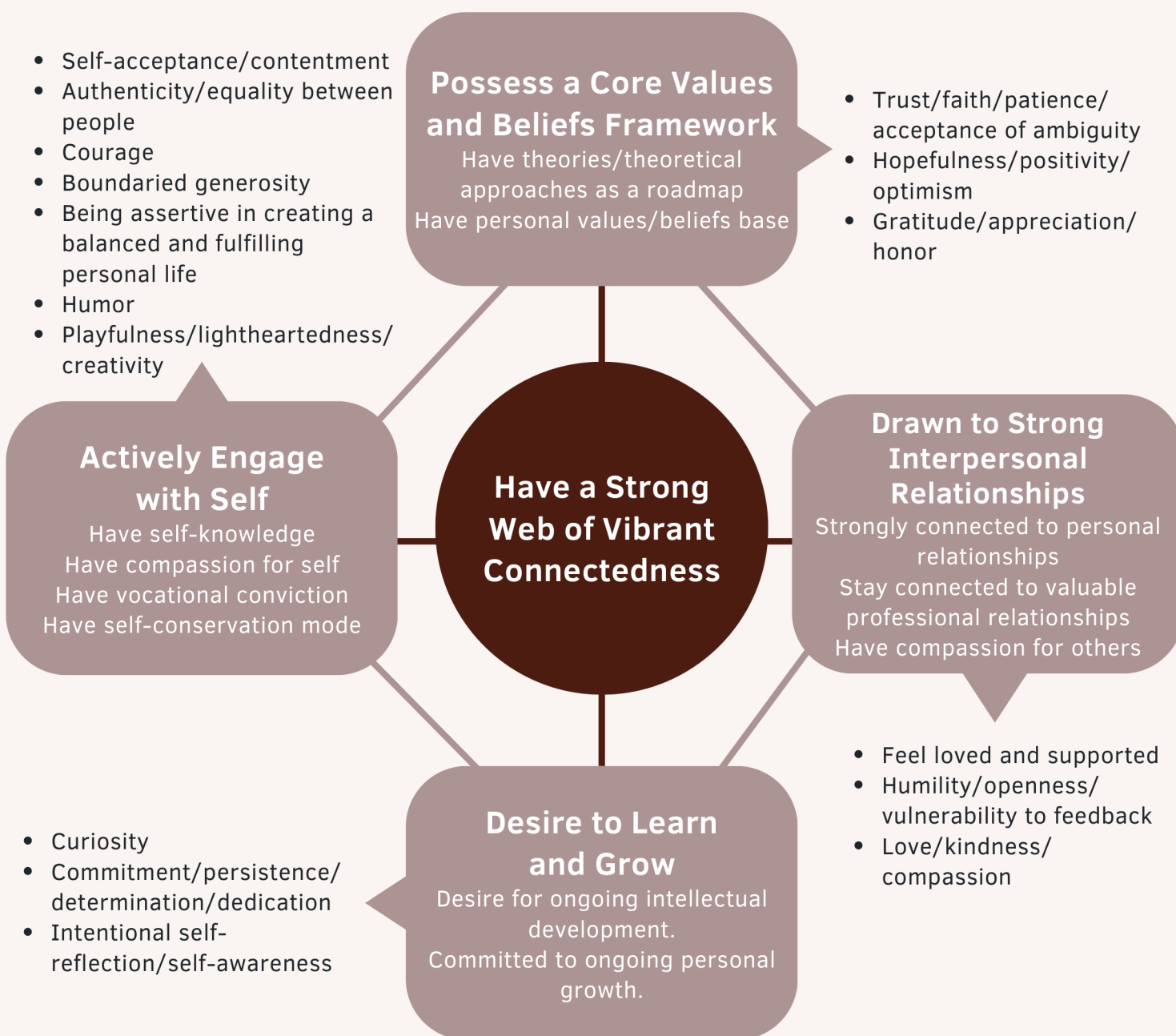


FOSTERING RESILIENCE WORKBOOK



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Characteristics of Highly Resilient Helping Professionals



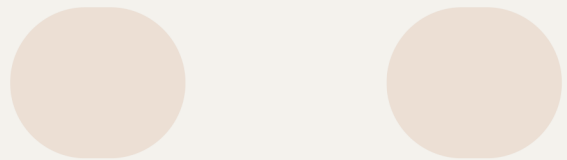
Adapted from Hou, Jian-Ming, and Thomas M. Skovholt. "Characteristics of highly resilient therapists." *Journal of Counseling Psychology*, vol. 67, no. 3, Apr. 2020, pp. 386–400, <https://doi.org/10.1037/cou0000401>.

Reflection Activity

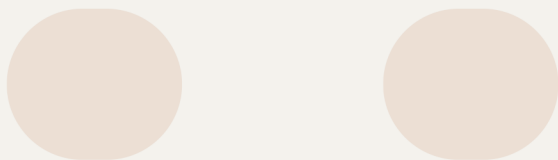
1. For each of the characteristics below, write a few words to summarize your current practices in that area of life. For example, for 'Drawn to interpersonal relationships' you could write, "weekly walks with co-worker, screen-free social time with family or friends after work." See the previous page for examples of each characteristic.
2. In the upper left box of each category, rate how important each characteristic is to you on a scale from 0 (low importance) to 10 (high importance). It's ok to have multiple characteristics scoring the same number.
3. In the upper right box of each category, rate how successfully you have used this characteristic during the past month on a scale of 0 (not at all successfully) to 10 (very successfully).



Possess a core value and beliefs framework



Drawn to interpersonal relationships



Desire to learn and grow



Actively engage with self

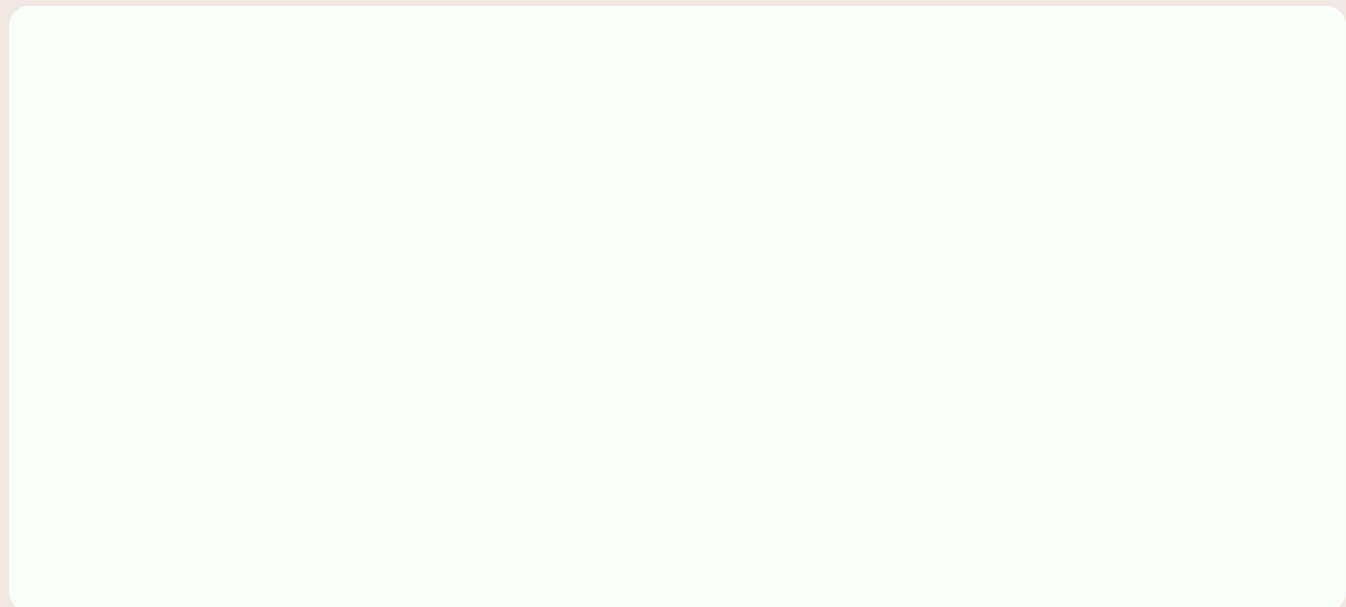
Reflection Activity Continued

Compare the upper left rating (importance) with the upper right rating (current success) on the previous page. When the two numbers are similar, you are currently living congruently.

Which characteristic are you living most congruently? What do you think helps you live out that characteristic so well?



Which characteristic are you living least congruently? What do you think would help you live out that characteristic more fully?



Questions for Reflection

What does your own web of connectedness look like?

What about your team/colleagues'/department web of connectedness?

What are you currently doing as a team to foster connectedness?

Questions for Reflection Continued

As a lifelong learner, how do you characterize your own professional and personal growth over your years of practice?

Is this encouraged for others on your team? If not, how might you help facilitate professional and personal growth amongst your team?

Characteristics of Resilience

Connection to
Community

Pursuit of
Continual
Growth

Emotional
Boundaries

Emotional
Support

Humor

Integration of
personal and
professional

Meaning and
Purpose

Positive Sense
of Self

Self-Awareness

Spirituality

Resilience Personal Action Plan

Select **one** characteristic from the previous page that you feel motivated to focus on to improve resilience and overall well-being.

By focusing on this characteristic, my path to resilience will improve because...

What potential obstacles might I encounter? How can I overcome them?

What behaviors and skills are needed to implement this plan?

What specific steps will I take to improve my resilience practice?