

# Build Resilience – for yourself and your business

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In times of difficulty we need to draw upon our resilience to push through as individuals, as a team and as businesses.

*Is your organisation resilient enough to weather a local or global disaster?*

*How can you make sure it is?*

This worksheet will assist in walking you through 9 *simple questions* to support you building your business resilience in a time when we all really need it most.



## 1. RESILIENCE OF THE LEADER / BUSINESS OWNER

Building your business resilience requires you, as a manager, leader or business owner, to lead from the front.

Being a flexible and adaptable leader is imperative for navigating situations of flux. It will require you, as an individual, to acknowledge your own discomfort and overall uncertainties to develop a broader perspective your staff can draw upon to frame their own coping mechanisms as employees during difficult times.

**Ask yourself these 3 quick questions to test your resilience as a leader:**

1. Are your processes & policies suitable for adaptation? Yes      No  
What necessary changes do you need to build in-to these documents to keep pace with unsettling times?

2. On a scale of 1 to 5, rate your personal and mental resilience to lead a team of employees through a difficult situation. *1 - improvement needed to 5 - extremely resilient.*

1 ————— 2 ————— 3 ————— 4 ————— 5

What are some areas you need to work on to build your arsenal of coping techniques?  
*Examples; more quiet time, review social networks, reading / self-learning, etc.*

3. What does your organisation need to survive in this environment?

Are there mechanisms in place for the organisation to access the support it needs, as an entity, to overcome obstacles? *Examples; government support, engage a consultant, outsource skilled resources, etc.*



## 2. RESILIENCE OF THE STAFF

The resilience of your staff will have a direct impact on the output of your business, even when we are not in a state of global unrest.

There are many factors that can affect staff morale and overall capability, and as a leader or business owner, it is important to remain on top of staff-related issues so the cogs of your business operations keep running smoothly.

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|-----------|---|-----|----|
| <b>1.</b> | Are your staff open to adapting to change without obstinacy or ego?<br>What changes or improvements can you implement to encourage cooperation? | Yes | No |
|-----------|---|-----|----|

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| <b>2.</b> | Has your business overcome a hurdle before, small or large?<br>What did you learn from past mistakes? | Yes | No |
|-----------|---|-----|----|

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Can you use those learnings to frame direction in these trying times?	Yes	No
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|-----------|---|-----|----|
| <b>3.</b> | Do you have a support plan in place to acknowledge staffing issues? | Yes | No |
|-----------|---|-----|----|

How can you implement processes to better communicate with employees to ensure harmony and morale remains intact amongst your people?

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3. What are the things that are out of your control?

*Accept the things you cannot change.*

While it is important to focus on the things you can change, it is also important, from a resilience perspective, to concede that not every obstacle is one which you can overcome. Make a list and acknowledge the things that are out of your control and let them go so you can stop worrying about them, giving headspace to focus your time and attention on moving towards success.

Things outside my control;



*Times of change and difficulty are often also times of growth. No time you spend building the resilience of your business is wasted, so ensure you remind yourself of the great opportunities for growth available in times of struggle. You are not alone and you're doing a great job!*



About Us

Ingredior is your ‘whole-of-business’ multi-discipline approach to strategy and operation activity for businesses in the GROWTH SCALE phase.

