

Organizational Resilience Attribute Areas & Reflection Questions

Area	Questions
Vision & Purpose	<ul style="list-style-type: none"> - Do we all share the same vision of success? - Are we sure, or might we be holding some assumptions?
Priorities & Focus	<ul style="list-style-type: none"> - Are we in agreement on the difference between “all the important things” and “the most important thing right now”?
Learning & Developmental Mindset	<ul style="list-style-type: none"> - Are we using a learning and developmental mindset? - Do we pause to reflect on lessons learned and how to improve? - Do we have a culture where it’s safe to say, “I don’t know” or “This isn’t going well”?
Courageous Conversations	<ul style="list-style-type: none"> - How willing are we to have the difficult conversations? - How well do we manage conflict and differences of opinion?
Engaging others	<ul style="list-style-type: none"> - Are we engaging those who are most impacted by our decisions in the decision-making process? - Do we encourage and value diverse views and perspectives?
Impact and Relevance	<ul style="list-style-type: none"> - How relevant is our work right now to our constituents? - What might we need to do differently to increase our relevance and impact?
Risk Management	<ul style="list-style-type: none"> - What are the biggest risks or uncertainties we face? - What are the key scenarios we need to be prepared for?
Opportunities & Assets	<ul style="list-style-type: none"> - What assets and resources do we have? - What are the unique opportunities we can act on right now to make a positive impact?
Emotional lens	<ul style="list-style-type: none"> - What are people feeling right now? - What emotions need to be honored or processed? - What would give us the most energy moving forward?

by Tip Fallon