

Individual Resiliency ION Talk Discussion Guide

This Discussion Guide is to aid in your thinking about your resiliency to change before and after watching the Individual Resiliency video. Use it to guide conversations with yourself, your office, team or partners about what you learned and how to apply new understanding to your work.

Change is Constant

Change is constant in our work and personal lives. How we adopt and cope with change is both an involuntary and learned response. WIOA is requiring change at many levels – maybe your role, the programs you manage, your relationships with states and locals, partners and employers. Your role may also be to support others to manage change. This ION Talk on Individual Resiliency will explore the individual factors that impact how we cope with and effectively manage change.

Before Viewing the Video

Consider the reasons people resist change, such as:

- ❖ Fear of the unknown
- ❖ Mistrust among the team/with partners
- ❖ Loss of control
- ❖ Too much too soon or bad timing
- ❖ Individual tolerance for change

After Viewing the Video

- ❖ Complete the self-assessment attached.
- ❖ Respond to the question – What steps can I take to increase my resiliency?
- ❖ Reflect on or share with your group:
 - o What did you learn about your own resiliency?
 - o What does resiliency mean to you now?
 - o What actions might you take to support your colleagues/partners to manage change?

Additional Discussion Questions (Adjust for the venue: office, group, team, etc.)

- ❖ How many changes has your team embraced lately? How many has it resisted?
- ❖ How would you describe this *office's* attitude towards change? Opportunity or obstacle?
- ❖ Is changing your procedures and preferences considered a pain in the neck or an opportunity to provide better services?
- ❖ How do bureaucratic rules, regulations or processes get in your way? How do they slow you down or prevent you from taking initiative?
- ❖ Do you talk with your customers, employers and service partners about changes they have encountered? Was it viewed as an opportunity or obstacle?
- ❖ What strategies/next steps can you recommend that would enable your *office* to better adjust to the changes brought on by WIOA?

Individual Resiliency to Change – Self-Assessment

The Individual Resiliency ION Talk provided an overview of the elements of personality (derived from the “Five Factor Model of Personality” that may assist individuals to cope with change. Using the scale below, consider how you would rate yourself on each of the factors. Place a check in the box that best describes your self-rating for each factor.

Personality Factors	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
High Motivation to Achieve – I possess a resolve to fight through difficult times	☐	☐	☐	☐
Open to New Experiences – I naturally tend to embrace new things, new ideas, new ways of approaching problems, new opportunities	☐	☐	☐	☐
Emotional Responses – I am usually confident, relaxed, and even-tempered in challenging times	☐	☐	☐	☐
Self-Efficacy – I generally believe I have the skills and experience to cope well and succeed through change	☐	☐	☐	☐
Moderately “Agreeable” – I work well with others and with my team, but I’m also able to advocate for what I believe	☐	☐	☐	☐

We all have natural traits – strengths and limitations - that characterize our TENDANCIES when facing life changes (either to embrace or resist life’s challenging times).

Based on your results, what areas for personal development can you identify? Do you need to be a bit more “open” to new experiences – more agile and willing to advocate for the changes you’d like to see? Consider setting personal goals to be more resilient to change.

What steps can I take to increase my resiliency to change?
