

**INFLUENCING  
RESILIENCE  
TIP SHEET**
**#4**

# SUPPORTIVE ACTIONS



## Leader Tool #4: Supportive Actions

**This Leader Tool #4 – Supportive Actions Tip Sheet provides you with a range of options that you have as a leader to take practical steps to assist you to influence the resilience of your team.**

We learnt through the Building Resilience Course that one of the defining qualities of a resilient individual is having the capacity to understand their current reality whilst knowing that they will prevail in the end.

Remember, this is understanding the **Brutal Facts** whilst maintaining a **Sureness of their Success**.

As such, an important element of influencing resilience, is to support individuals with pathways to enable them to overcome the difficulties they are facing. Leaders and their organisations are in a unique position to support individuals who are facing challenges in either their personal lives or workplace in practical ways.



*In fact, the most recent research into resilience tells us that when an individual who is experiencing change, challenge and adversity is provided with helpful information and positive and practical support – they are more likely to demonstrate the thinking patterns and behaviours of a resilient individual.*



*This is because a sense of support, facilitation, realistically acknowledging and understanding brutal facts, and current reality, triggers our quartet of happy and activating neurochemicals and fosters empowerment*

### **Here are some supportive and practical actions a leader can take:**

- ✓ Explore options for taking time off and offer access to EAP.
- ✓ Challenge flawed perceptions and provide factual data to assist with reframing.
- ✓ If it is the case, and other organisational factors prevent immediate change - acknowledge the reality of high workload and competing job demands and provide support with time frames, off-loading tasks, and prioritising.
- ✓ Provide training opportunities to help an individual develop time management and organisational skills.
- ✓ Review position descriptions and identify improved work distribution opportunities.

If you or someone you know needs help contact **TIACS** on 0488 846 988 or your organisation's Employee Assistance Program (EAP), your GP or call: **LifeLine** on 13 11 14, **Kids Helpline** on 1800 551 800, **MensLine Australia** on 1300 789 978 or the **Suicide Call Back Service** on 1300 659 467.