

Exploring Individual & Team Resilience in Healthcare

Boston Children's Hospital Academy
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Disclosures

- The speaker(s) do not have any financial relationships to disclose.



When I think ‘team resilience,’ I think...



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Objectives/Agenda

- List at least 2 characteristics of individual and team resilience
- Compare and contrast examples of individual and team resilience
- Define the relationship between individual resilience and team resilience
- Use a multi-level model of team resilience to identify at least 2 strategies to improve team resilience



Team Resilience: A Story

ACTIVITY:

1. Rate this team's resilience (low-moderate-high)
2. Why do you think so?
3. Which individual(s) demonstrate resilience?
4. What specific factors enable the team's resilience?



B Cox Photo



Team Resilience:

- Team resilience is defined as a team's capacity to withstand or recover from adverse events (i.e., events that may lead to losses or breakdown of independent team processes), which is conceptualized as an emergent team state the results from preparative, adaptive, and reflective team processes and which is demonstrated by a persistence, recovery, or growth trajectory of team functioning following exposure to adversity.

- Hartwig et al, (2020). Workplace Resilience, Organizational Psychology Review, 2020, Vol. 10(3-4) 169–200.
<https://journals.sagepub.com/doi/full/10.1177/2041386620919476>



Hartwig: Inputs – Mediators – Outcomes

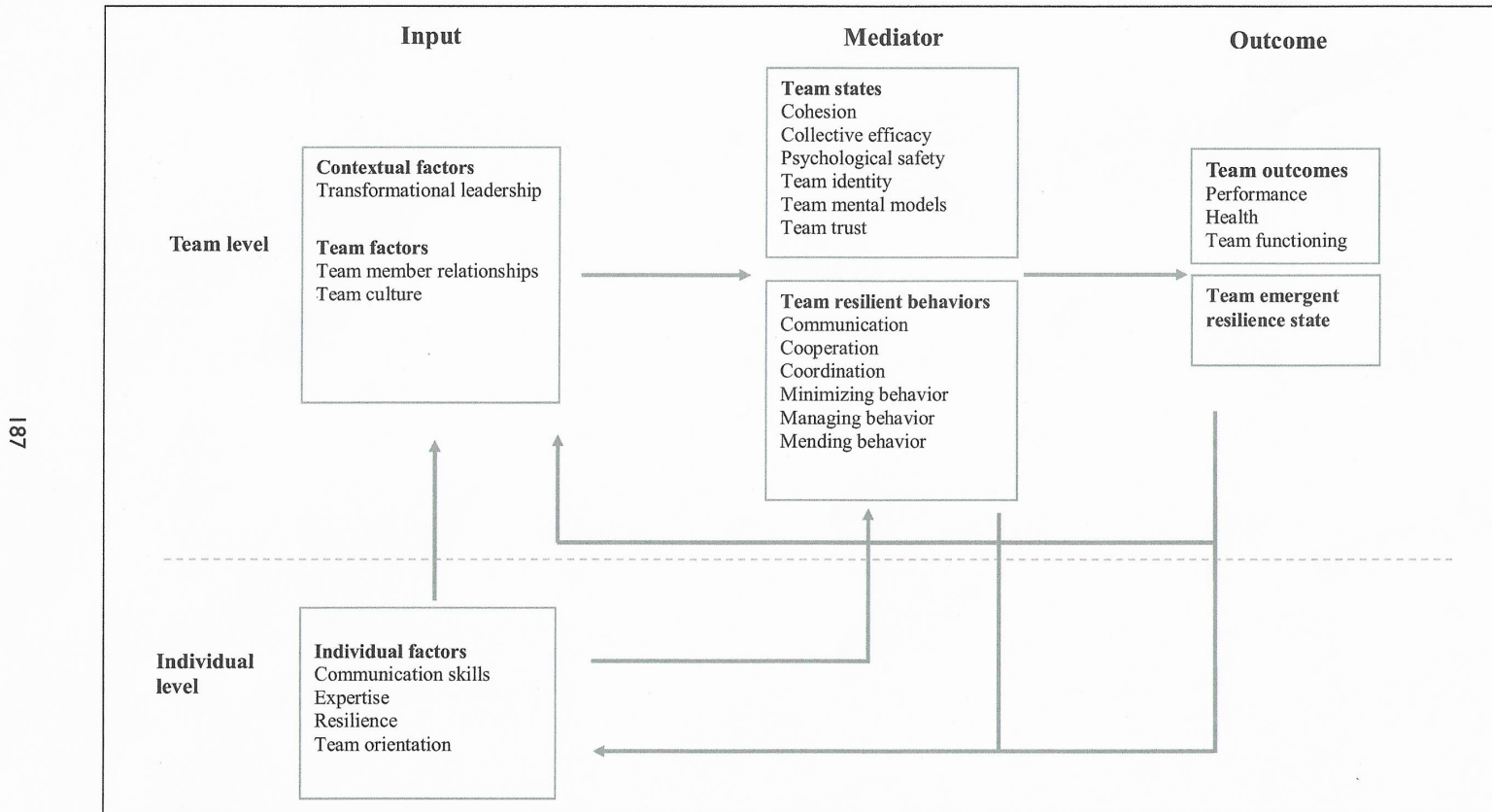


Figure 2. A multilevel model of workplace team resilience.

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A quick quiz: individual and team resilience

- A resilient team can adapt to change during healthy and during adverse times.
- If the individuals on your team all have resilience capacity, then your team will be resilient under adverse conditions.
- Individual resilience and team resilience characteristics are different.
- Leaders who inspire and motivate their team through a shared vision and purpose foster a team state that can be resilient.



Return to the case:
final thoughts for improvement



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Take home points



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References

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Discussion: Talking about resilience



Activity:

Small group discussion

- What aspects of this activity could you adapt to your own learners?
- What challenges would you anticipate to teaching this topic?



Questions?



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