Assessing Resiliency in the Workplace Using The Resiliency Wheel

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Employees Feel Cared For/Supported:

__Well-being of employees is prioritized
__Flexibility is granted as needed
__Employee contributions routinely acknowledged
__A good wage, with good benefits provided
__Employees feel they have needed support

Meaningful Participation Prevalent:

__ Employees have voice and choice at work
__ Employees' strengths are recognized/noted
__ Employees have opportunities to use strengths
__ Culture of innovation encouraged with…
__ Employees' ideas for improvement utilized

Clear, Consistent Boundaries in Place:

__ Job roles clearly defined/no confusion
__ Workplace rules defined & communicated
__ Employees clearly know what is expected
__ Respect for each person is prioritized
__ Fairness is prevalent – no favorites

High Expectations Communicated:

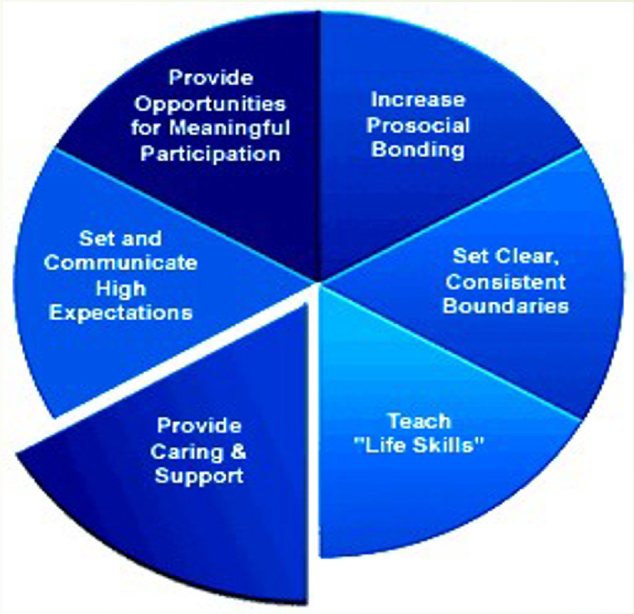
__ "I believe in you" is communicated often
__ A shared mission/vision is set and adhered to
__ Employee opinions are solicited & acted on
__ The reality of Resiliency is recognized/taught
__ Training/mentoring provided as needed

Pro-social Bonding Encouraged:

__ Employees have fun ways to connect
__ Birthdays/weddings/holidays celebrated
__ Successes are shared with the group/team
__ Employees volunteer in the community
__ Teamwork encouraged at work

Needed Life (Work) Skills Taught:

__ Employees get training to do job well
__ Workshops/mentoring on conflict resolution, communication, etc. provided
__ Self-care is encouraged as needed, with opportunities for personal development provided



Information from the research on "The Best Place to Work" by Forbes, Glassdoor, Inc., and the Gallup Organization connected to The Resiliency Wheel – conditions that foster resiliency and healthy human development

"Communication is key. Employees need to feel they are receiving constant feedback and they need to feel they have an outlet for sharing their observations and ideas. Employees should feel that someone cares, meaning that supervisors do not simply collect ideas and do nothing with them. Expectations should be clear, so individuals understand what they are working toward and what they need to do to get there. There also needs to be meaningful recognition from multiple levels within a company…Employees should feel that they have the necessary tools to do their job well. They should feel that their workload is manageable, they have support in dealing with stress…" ***--"What are Characteristics of 'the Best Places to Work?'" https://hraffiliates.com/what-are-the-characteristics-of-the-best-places-to-work/***