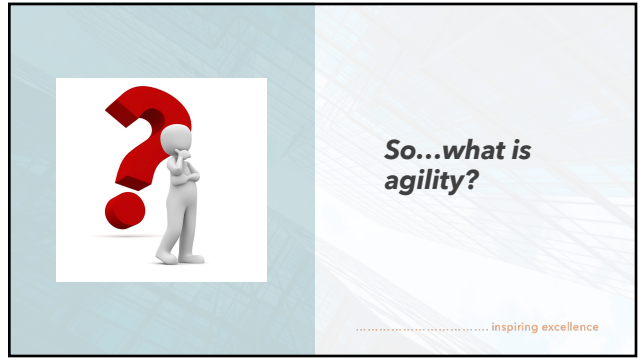
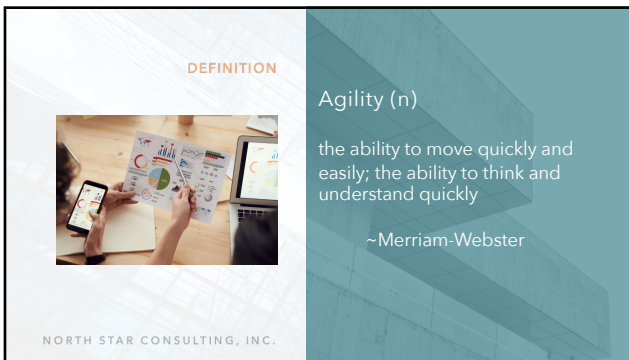


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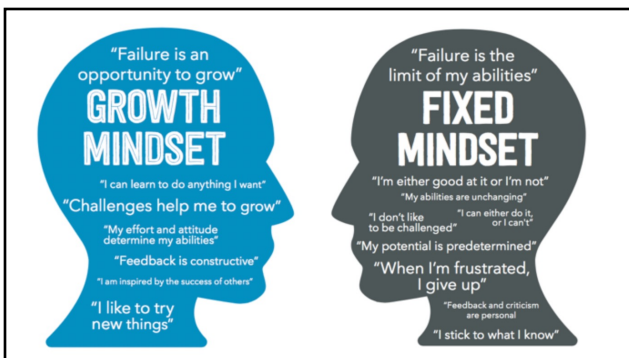
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6

**Evaluate the following statements (1 = strongly disagree; 5 = strongly agree):**

- I believe that everyone in this world experiences significant adversity
- I rarely compare my struggles with the struggles of others
- When something bad happens, I diagnose what can and cannot be changed/influenced

7

**Evaluate the following statements (1 = strongly disagree; 5 = strongly agree):**

- I see difficulties as temporary and expect to overcome them
- My feelings of anger, loss and discouragement don't last long
- When I am experiencing a challenge or adversity, I usually reach out for help

8

**Evaluate the following statements (1 = strongly disagree; 5 = strongly agree):**

- I'm strong and durable. I hold up well during tough times
- I'm good at solving problems. I'm good at making things work well
- I lean into challenging situations; they don't overwhelm me

9


**Resilience Self-Assessment**

- 36-45 Likely to be highly resilient
- 20-35 Likely to be inconsistently resilient
- 0-19 Likely to struggle with adaptation

University of PA: School of Positive Psychology

10

**CONSIDER**



So...  
how do we strengthen our resilience and agility?

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**OPTIMIZING OUR AGILITY**

<p><b>Alone</b></p> <ul style="list-style-type: none"> <li>• Routinely do/learn new things</li> <li>• Challenge yourself to see things a variety of different ways. Ask:             <ul style="list-style-type: none"> <li>• What if the opposite of what I think is true?</li> <li>• What are all the possible viewpoints?</li> </ul> </li> <li>• Sit in each seat - check the view</li> <li>• Expand your optimism</li> </ul>	<p><b>With Others</b></p> <ul style="list-style-type: none"> <li>• Invite others into your problem solving             <ul style="list-style-type: none"> <li>• Solicit diverse points of view - ASK for feedback</li> </ul> </li> <li>• Use tools like the Ladder of Inference to challenge your thinking</li> <li>• Practice collective reflection (debrief)</li> </ul>
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**EXPANDING OPTIMISM**

- Gut level acceptance that changes are part of life - everyone's life
- Capacity to see positive possibilities - usually alongside discomfort
- Courage to move forward

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**Optimism Activity**

Think of a situation you are struggling with or are frustrated with...(some examples):

- You are dealing with changes at home and/or work
- You have a lot of competing deadlines and are feeling overwhelmed
- You and your partner are fighting more than usual

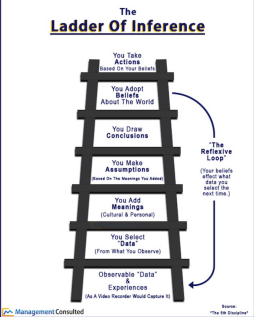
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**Optimism Activity**

- Make a note of what aspects of the situation you can control or influence.
- Then note which aspects you can't control and need to accept.
- What's one thing you can do to make the situation better?
- When will you take that step?

15


**The Ladder Of Inference**



Leveraging mental models - like the **Ladder of Inference** - can be useful in stretching your perspective and staying agile

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**Leveraging Debriefs**

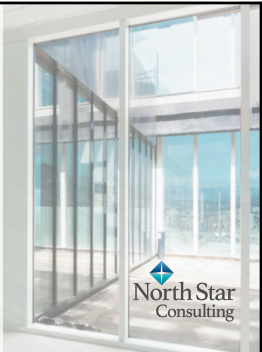
What were we trying to accomplish?  
Where did we hit or miss our objectives?  
What caused our results?  
What should we stop, start or continue doing?  
How do we codify this learning?

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**Make Feedback Routine**


- Get out in front - build a learning culture by asking for feedback
- Leaders - acknowledge when you don't know
- Language matters  
*Do you see anything wrong with this plan? vs. Give me three ways this plan can fail.*



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**Exercise:  
Encouraging Input**

**Do you have any questions?  
What do you think?  
Do you think I'm off base?  
What do you think of the plan?**

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19



**SUMMARY: HOW TO BE AGILE**

In the face of change:

- Fan optimism...even if alongside uncertainty
- Let go of perfectionism (there are many paths - **experiment**)
- Get outside input - from all kinds of people
- Step forward
  - Slow is okay most of the time
  - Evaluate progress
  - Course correct as you go
- Celebrate success!
- Repeat...

Many repetitions + speed = Mastery

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**THANK YOU!**



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21