

Organizational Resiliency T- Chart

1. Think of one particular area or problem within your organization that you are concerned about (i.e. staff development, staff burnout, problems with a particular program component, etc.) and write it here (can be a short title or paragraph, or if you want to write more, feel free to use back of sheet):

2. Jot down a list of both challenges and strengths in the T-chart below. (Identify strengths to address challenges and weaknesses).

| What makes you worried/ concerned? Include the range of things that make you concerned, including internal factors (attitudes, behaviors, individual, organizational) and external factors (outside organizations, environment, communities, systems). CHALLENGES/ PROBLEMS | What are the strengths in this area? Include internal strengths and qualities, as well as external resources, protective factors. List every positive you can think of, including the people, location, environment, organizations (internal and external). Include past, present and potential talents, capabilities, AND positive interests. STRENGTHS/ POSITIVE SUPPORTS |
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3. Use this chart to add as many items as you think about. This worksheet can facilitate use of the strengths list to inform you about how to address the challenges. A tool for your action practice of what is commonly called a “strength-based approach” or “resiliency approach.”