



Change is constant. Your capacity to meet it can grow. Use this tool to reflect on three key questions, monthly, quarterly, or whenever you need a reset.

How to use this:

- Set aside 10–15 minutes. Work through all three questions or focus on one.
- There are no right answers- just honest ones.
- Come back to it each month or quarter. Notice what changes over time.
- Share it with your supervisor or a trusted colleague if it helps.

Question 1: What do I need to be resilient?

Resilience is your internal state- what keeps you grounded when things feel hard.

What helps me stay steady during stressful times at work?

Your notes:

What's one thing I can protect this month to stay grounded? (a routine, a check-in, a boundary)

Your notes:

Is there something I need right now that I haven't asked for yet?

Your notes:

Question 2: What do I need to be adaptable?

Adaptability is how you apply your steadiness- how you flex and find a new way forward.

What change have I adjusted to recently - big or small? What helped me get there?

Your notes:

What skills or strengths do I have that carry forward even when things shift around me?

Your notes:

Where do I tend to get stuck when things change? What would help me move forward faster?

Your notes:

Question 3: How do I help others through change?

For supervisors, team leads, and anyone who others lean on.

Who on my team might be struggling with a transition right now? How do I know?

Your notes:

What's one thing I can say or do this week to help someone feel less alone in the uncertainty?

Your notes:

How am I modeling resilience and adaptability for the people around me?

Your notes:

Reminder

You can't control how many changes come your way.
But you can build the capacity to meet them.

Change is constant. And so is your ability to grow through it.