# FOSTERING RESILIENCE WORKBOOK

Tom Allen, PhD, LP tom@tomallenphd.com www.tomallenphd.com

### Characteristics of Highly Resilient Helping Professionals

- Self-acceptance/contentment
- Authenticity/equality between people
- Courage
- Boundaried generosity
- Being assertive in creating a balanced and fulfilling personal life
- Humor
- Playfulness/lightheartedness/ creativity

#### Actively Engage with Self

Have self-knowledge Have compassion for self Have vocational conviction Have self-conservation mode Have a Strong Web of Vibrant Connectedness

#### Possess a Core Values and Beliefs Framework

Have theories/theoretical approaches as a roadmap Have personal values/beliefs base

- Trust/faith/patience/ acceptance of ambiguity
- Hopefulness/positivity/ optimism
- Gratitude/appreciation/ honor

#### Drawn to Strong Interpersonal Relationships

Strongly connected to personal relationships Stay connected to valuable professional relationships Have compassion for others

- Feel loved and supported
- Humility/openness/ vulnerability to feedback
- Love/kindness/ compassion

- Curiosity
- Commitment/persistence/ determination/dedication
- Intentional selfreflection/self-awareness

Desire to Learn and Grow Desire for ongoing intellectual development. Committed to ongoing personal growth.

Adapted from Hou, Jian-Ming, and Thomas M. Skovholt. "Characteristics of highly resilient therapists." Journal of Counseling Psychology, vol. 67, no. 3, Apr. 2020, pp. 386–400, https://doi.org/10.1037/cou0000401.

# Self Reflection Activity

- For each of the characteristics below, write a few words to summarize your current practices in that area of life. For example, for 'Drawn to interpersonal relationships' you could write, "weekly walks with co-worker, screen-free social time with family or friends after work." See the previous page for examples of each characteristic.
- 2. In the upper left box of each category, rate how important each characteristic is to you on a scale from 0 (low importance) to 10 (high importance). It's ok to have multiple characteristics scoring the same number.
- 3. In the upper right box of each category, rate how successfully you have used this characteristic during the past month on a scale of 0 (not at all successfully) to 10 (very successfully).

Possess a core value and	Drawn to interpersonal
beliefs framework	relationships
Desire to learn and grow	Actively engage with self

#### Self Reflection Activity Continued

Which characteristic are you living most congruently? What do you think helps you live out that characteristic so well?

Which characteristic are you living least congruently? What do you think would help you live out that characteristic more fully?

What does your own web of connectedness look like?

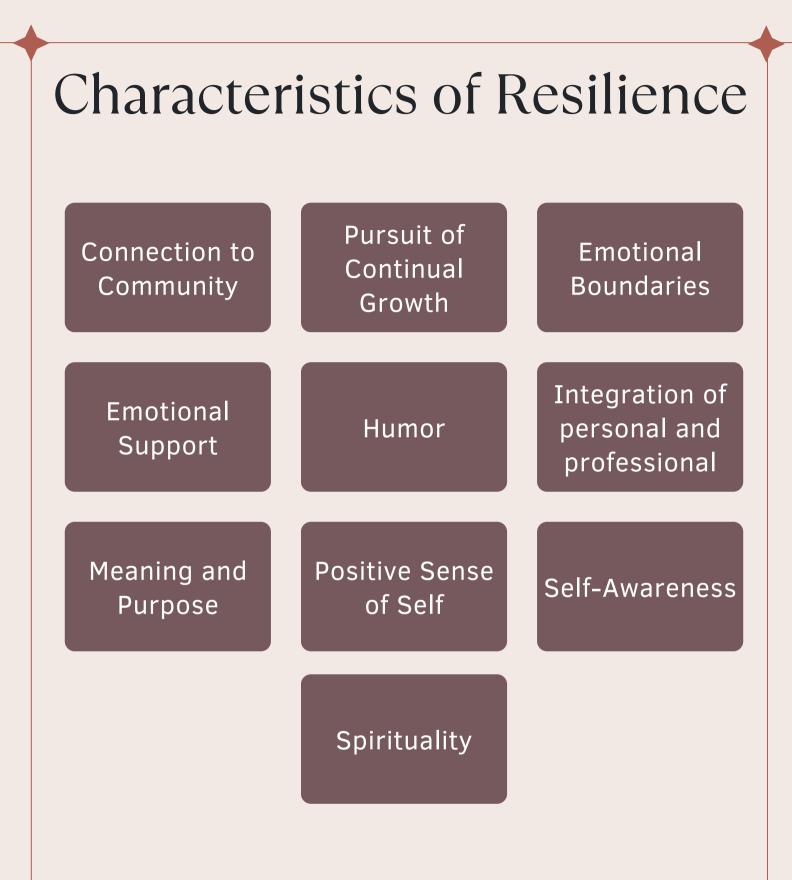
# Small Group Reflection

What are you currently doing as a team to foster connectedness?

### Small Group Reflection Continued

As a lifelong learner, how do you characterize your own professional and personal growth over your years of practice?

Is this encouraged for others on your team? If not, how might you help facilitate professional and personal growth amongst your team?



Cronin, S., Allen, T., Hou, J.-M., & Walker, L. (2023). Therapist Resilience in an Ever-Changing World: A Systematic Review. Journal of Prevention and Health Promotion, 4(1), 60-86. https://doi.org/10.1177/26320770221115862

### Resilience Personal Action Plan

Select **one** characteristic from the previous page that you feel motivated to focus on to improve resilience and overall well-being.

By focusing on this characteristic, my path to resilience will improve because...

What potential obstacles might I encounter? How can I overcome them?

What specific steps will I take to improve my resilience practice?