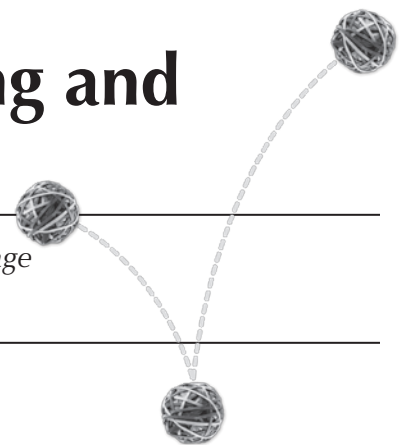


RESILIENCY: The Key to Surviving and Thriving in Non-Stop Change

A book club discussion guide for *The Resiliency Advantage*
by Al Siebert, PhD



1. How do you feel about all the pressures at work?
2. Why are the resiliency strengths described in chapter one important in the work you do? (p. 8-9)
3. What is the difference between highly resilient employees compared to those who are not resilient? Make two lists:

Resilient:	Not resilient:
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4. Take the quiz. How resilient are you? (Ch. 2)
5. How much do your answers to the ten pairs of statements on pages 22-23 reflect “internal” locus of control beliefs? How well can you work with people who hold many “external” locus of control beliefs?
6. Do you believe you could increase your resiliency if you wanted to? How much do the eight principles of resiliency reflect your beliefs and philosophy of life? (Ch. 3, p. 32-33)
7. What do you do to take care of yourself? How do you sustain your good health and energy? (Ch. 4)
8. Can you use all three methods of problem-solving? Do you encourage others to problem solve their challenges and difficulties? (Ch. 5)
9. What is your opinion about the importance of self-confidence and self-esteem? What led to the development of your self-confidence for doing the work you do? Are you comfortable talking about what you like about yourself and describing your reliable strengths? Do you accept compliments easily? How well do you handle people with negative attitudes about you or the work you do? (Ch. 6)

10. What are differences between co-workers with an attitude of professionalism and those who are unprofessional? Make two lists and discuss the importance of professionalism as a self-concept. (Ch. 6)

Professional:

Unprofessional:

11. How does a person learn to be really good at what they do? Do you engage in self-managed learning from experience? What is an important lesson you've learned from experience about how to do your job better? (Ch. 7)
12. How important is it to be optimistic and have a positive attitude? Do you see any drawbacks to optimism and positive thinking? (Ch. 8)
13. What is your opinion of the report about how successful people think? Do you have a negative attitude about negative thinking? (Ch. 9, p.124-126)
14. How many pairs of counterbalanced traits do you identify with? What other pairs of paradoxical traits can you add to your personal list? (p. 129)
15. What are examples that you have seen or experienced of the ways that people manifest the three ways of being with counterbalanced dimensions? (p. 135-136)
16. Why is empathy essential in your work? How do you handle being emotionally exposed to distress in others? Explain the difference between sympathy and compassionate professional empathy. Can you choose to respond with sympathy, express empathy, or remain emotionally detached? (Ch. 10, p. 149)
17. How good are you at handling angry people? (p. 153)
18. How much do you relate to the description of synergistic people? Are you known as a "go to" person? (p. 154-155)
19. Has one of the worst experiences made you stronger or better in some way? How much do you identify with the summary of resiliency responses? (Ch. 11, p. 169-170)
20. In what ways do you agree or disagree that the right hand list on page 193 describes the kinds of people you like to work with? (Ch. 13)