



Building Resilience: How to Move Past Fear into Real Toughness as a Team **Workbook**

To our Building Resilience team-

Thank you for your dedication to improvement, the passion to make tomorrow better than today and strive to achieve your full potential! In the pages that follow are listed the Points to Ponder from the chapters of Building Resilience. Reflecting on yesterday, journaling and intrinsically examining who we are and what we believe will lead to a better tomorrow and a better you.

Where do we go to find hope in a better tomorrow, regardless of what today had in store for us? Where do we find a strategy, a roadmap for persevering even as everything continues to fall apart? Where do we go to find inspiration, to pick ourselves up after a loss, to find a way forward even as our strength begins to wane?

Resilience is not set at birth. it is a taught and learned behavior It can be continuously improved. It is a taught and learned behavior. It can be continuously improved. As leaders, in our lives and as part of our organizations, we control the quality of that response. Our decisions and actions improve the outcomes in our lives. These positive decision impact our family and our organizations.

Resilience is not fixed; it is elastic. It's not a matter of whether you have resilience or not; it's a matter of how strong your resilience is. The good news is that it can be trained like any other muscle.

Resilience is not merely facing the tomorrow you almost lost after surviving a trauma. that is pure survival. Resilience is being better tomorrow than you are today and utilizing the experience of the trauma as an empowering force from which to grow and thrive. It is learning through knowing yourself and truly being honest about your fears, shortcomings and strengths.

As you continue this adventure of life, strive to be more and to be better. Please connect with our team, let us know how *Building Resilience* helped you in your life, and how we can improve ourselves. Life is a team sport, together we are stronger than alone.



Email us: BRWorkbook@MilitaryMentorshipMastermind.com



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Chapter 1

1.1. Start a journal. To truly embrace the challenge to reach our true protentional is a journey of deliberate growth. We find it beneficial to journal our thoughts and lessons learned, pen motivational quotes and nuggets of wisdom from our mentors. Start a journal, one that is dedicated to your growth on the journey of life. Keep it with you all the time, close at hand when a brilliant idea arrives, or a lesson is learned.

1.2. Who is your Peer 5? We believe you are the average of the five people you spend the most time with, who are yours? You should be able to promptly name your five at any given time, and it should be a list that when said out loud, others that know you well would acknowledge their agreement.

1.3. What is your focus? Understand your focus for this year and visit it often. This will lead you to a focus for this month, this week, this day and every interaction.



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Chapter 2

2.1. When disruption strikes, what is your natural response? Do you view it as something to be overcome in order to tell a better story or is it something that sets you back, crushes you for a bit...or something else, something in between? Why do you think this is your natural response?

2.2. What would you like your natural response to disruption and pain to be? What do you think it's going to take for you to get there, if you're not already where you want to be?

2.3. Imagine you just received some devastating news. Perhaps tens of thousands of dollars have just been stolen from your bank account. Maybe you just lost your biggest, most important client. Perhaps your #1 employee just tendered her notice. Pick something that to you that would be a devastating loss. Now imagine being in that moment and then taking a pause, taking the time to reflect on how you would like to look back on and see yourself behaving and responding to this event. And then imagine living the way you would like to look back on in the moment of despair, in the midst of the pain. Now try to do this the next time you are actually confronted with this kind of a circumstance.

2.4. Journal what you're thinking through here, keeping a record of those thoughts—a record you'll return to when you need them...



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Chapter 3

3.1. Do you know your calling? Are you aware of your personal talents, skills, and unique abilities? What are you great at doing? What do you love to do? Do you know what inspires you? Your answers define your calling.

3.2. If you are fortunate to be living your calling, what happens when disaster strikes? When everything you thought you were meant to do and be explodes? When your life appears to crash! Personal resiliency allows you to stand back and push forward. To be better tomorrow.

3.3. When life happens, what do you do to get back on the horse, get back in the saddle, and soar over that mountain of doubt, fear, and distrust? Where do you turn for guidance, for support, for a lifting hand? What are your personal resilient attributes?



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Chapter 4

4.1. Take an inventory of your current stress levels. On a scale of 1-10, how much cumulative stress do you currently have?

4.2. When thinking about past successes, what is your Safe Escape Maneuver? Specifically, look for the behaviors and characteristics that allowed you to bounce back quickly from adversity.



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Chapter 5

- 5.1. How did you learn to be resilient? Who taught you?

- 5.2. Who do you have in your life who could teach you about resilience?

- 5.3. 3. Who do you mentor in your life about resilience? In your family? In your workspace?
Do you share your challenging experiences with others with the goal of helping them?



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Chapter 6

6.1. What is hidden in your shadow? What is stored in your trauma closet that you have never fully dealt with or even openly discussed? What situation or event in your life do you need to be transparently honest with yourself about?

6.2. How can others learn from your life experiences? As military professions, we have dedicated our lives to the service of others. This is a concept that can be used to unpack trauma we do not want to deal with in life. When we look at our experience and realize the impact it can have on others, it gives an impetus to lower our defensive walls and openly share our challenges. In helping others grow, we grow. We develop a community of survivors who trust one another and help one another in life.



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Chapter 7

- 7.1. How well does your team “team”? If you were to rate your current team against others that you’ve been on, where does this one stack up? Why is it there?
- 7.2. Thinking back on the definition of a high-performance team, how close is yours to that definition? And how good is your team with the understanding and practice of the ethos that says, “if one of us fails, we all do?”
- 7.3. In this chapter, we’ve examined two versions of a debrief. Which one typifies the kind of debrief you’re naturally inclined to deliver? Why is that so—why are you pre disposed to debrief this way? How about your teammates? What are their predispositions?
- 7.4. How prevalent is “constructive criticism” in your organization? What is constructive criticism doing to the culture you’re building? How do our teammates respond to it?
- 7.5. You now have a very solid understanding of what a debrief is. What, if anything, was revealed to you as you thought on and pondered this definition? What, if anything, surprised you?



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Chapter 8

8.1. Do you have events ongoing in your life that are distracting and overflowing into other parts of your life like work or home?

8.2. Are you able to compartmentalize those distractions and keep them separate from other parts of your life so you can focus clearly?

8.3. Should they be compartmentalized for short-term benefit, or should they be addressed professionally for long-term health? Who can help you decide?



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Chapter 9

9.1. Think through one of the biggest challenges you are facing. It could be losing weight, getting a new job or promotion, or finding deep connection with a loved one. If you fast forward to a time in the future, how will you know you have arrived? Take the time now to close your eyes and to live into this future version of you. What would a camera see? Would they see a version of you with a 6 pack? Would there be a dinner table full of your friends to celebrate your promotion? Is there a special place you envision being with your spouse?

9.2. Be as specific as you can. Identify this reality using all of your senses. What will you see? What will you hear? What will you smell? What will you touch? What will you taste?

9.3. Now that you have this reality in mind, on a scale of 1-10, rate the following:

Is it possible?

Is it possible for me?

Is it possible for me, now?

9.4. Now, focus on the lowest score. To create agency for yourself you must identify specific steps that make this new reality more possible. List three actions that you can take within the next 7 days that would lead you closer.



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Chapter 10

10.1. We are all Human. That means we have the same mental, physical, spiritual, emotional, and social attributes and needs. We are whole when all these personal needs are in order. Are you whole and complete?

10.2. The characteristics that make us whole and who we are also empower us to support others. To bless others. To lead. Are you looking outward, toward another to help them? Air Force Weapons School shares a tenant of principle: always be humble, approachable, and credible. That ideal is a proven life methodology for success and effective leadership.

10.3. Historically successful leaders have been emotionally intelligent giants! They are complete inside affording them the opportunity to focus on other people, not just themselves. A powerful leader is at peace in their personal life. Their professional performance is enhanced as a result. They are resiliently forged from life and now possess the Moral courage to lead. Your moral compass affords you confidence and empowers you to lead!



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Chapter 11

11.1. How well have you prepared your teams to be resilient? If you were to rate your satisfaction on a 10-point scale, what score would you award yourself? Why? What's driving that score? And how does that score compare to your ideal score?

11.2. Assuming you're not fully satisfied with your score, what is it costing you to not be at your best here? And what is it costing your teammates? Now flip your internal conversation—how would your team benefit from boosting your resilience capabilities?

11.3. What would keep you from implementing the flight plan outlined in this chapter? If you answer with:

- a. Time: What can you remove from your plate to buy you the time to implement the flight plan?
- b. Team buy-in: How can you work to improve your team's buy-in to adopting a high-performance team approach to resiliency?
- c. Distributed workforce: How can you overcome the challenge of distance and harness technology to adopt the above approach?
- d. Too much happening right now: How can you accomplish the current mission sets while finding time to take action on the above?

11.4. How might the approach outlined in this chapter apply to your home team? And how will you take action to build resilience on the home front?



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Chapter 12

12.1. State the problem. Humans speak in distortions, deletions, and generalities. We do it to facilitate communication ease and help others understand our case. But often we omit

12.2. Ask yourself if the problem statement as written is completely true? What would make it more true? If I were to act as an impartial observer of your statement, what questions would I ask to gain more clarity and more granularity.

12.3. Who would you be without the thought

12.4. Accept your role. When you look at the problem statement above, how do you react when you believe that statement?

12.5. Take the time now to figure out your level of responsibility in the situation. No matter how insignificant, it's important for you to have accountability for the role you are playing in the event.

12.6. Identify the outcome.

12.7. How will we know what direction we need to go, if we don't know where we are going? Would you pack your bags, load the car, and fill the tank if you didn't know where you were going?

12.8. Think through what an acceptable outcome would be, even if it isn't your perfect outcome. You'll be surprised how much ground can be gained if you can clearly articulate what you want to happen.



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Chapter 13

13.1. Why are you here? Why is it important? That is the basic fundamental question of life. Do you have a purpose? How do you know?

13.2. Knowing, understanding, and believing you have a purpose and what it is defines your life baseline. This is your “Why”. It is unique to you. You have clues that show you your purpose. Your personal natural gifts, talents, and skills. Activities you thoroughly enjoy doing. Activities that energize you! When you are doing what you were created for, you Soar in both your personal and professional life!

13.3. We all face challenges in life. We grow and mature our resilient character with each experience; good or bad. With the confidence of owning your purpose in life, you are empowered to quickly recover and Soar to even greater heights tomorrow. Tomorrow will always be better than today. And, with your power to overcome, you are free to carry your brother! Your purpose driven life is a resilient life.



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Chapter 14

- 14.1. If you had to leave home and everything you handled for 3 days, 3 weeks or 3 months, could you? Who or what would you have to leave in place to cover?
- 14.2. Have you built a support network to help you navigate a deployment? Have you done so with enough time that this network would be willing to step in and help?
- 14.3. Are you willing to put the trust in your team to handle issues in your absence, and accept the outcome of their decisions in your stead?
- 14.4. What do you need to do prior to a conversation to ensure you are intentional about what is said? Will you have notes, will you patiently stick to them as the discussion shifts? What do you intend as the outcome of those discussions?



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Chapter 15

15.1. How do you define success in life? A true definition is not as shallow as a pay raise or promotion, it is one which encompasses your life in its entirety. A true definition of success in life is one that you will judge your life against, every action, inaction and reaction, as you inhale your last breath on this earth.

15.2. What is your 'Why' in life? Different that a simple definition of success, this reminds you why you are here, why you devote your time to the people and efforts you do. Your 'Why' in life should be no more than five words in length and should apply to every aspect. With each decision, project or time commitment, ask yourself, "How does this align with my Why?" If it does, then continue. If it does not, ask your self why you are doing it.

15.3. What are the most important tasks in your current season of life? There should be only five and they must be put in order of priority. This will allow you to properly allocate your most important resource of time.

15.4. What are the items critical to accomplish during this season of life? They could be large items like retiring or small ones like taking your wife to see the penguins of Patagonia. Develop a to-do list for life and work toward those goals. You will also feel intrinsic accomplishment once checking them off.