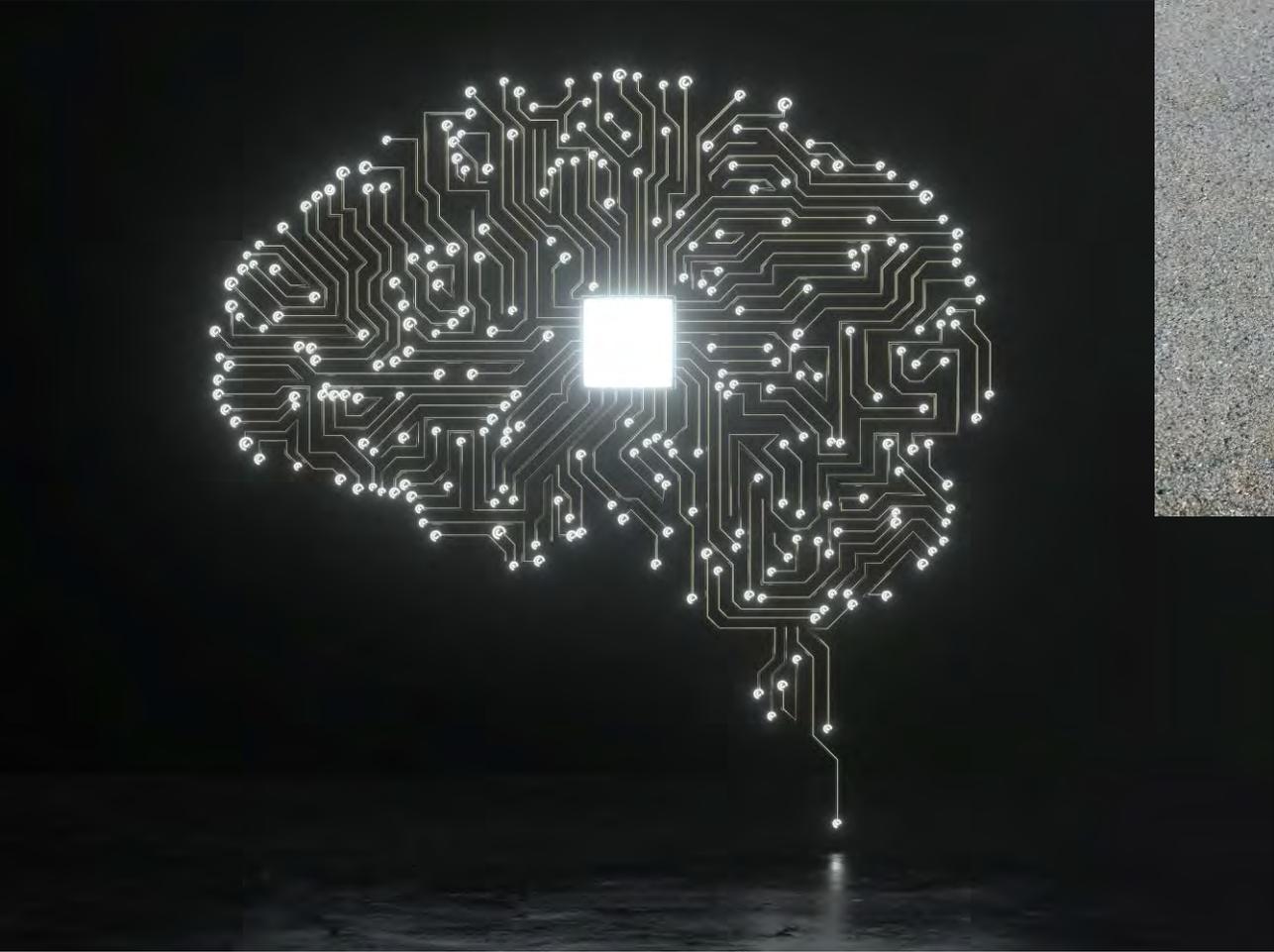


From Bounce-Back to Breaking Through:

The Power of Team Resilience in Schools

**Missouri Coordinated School Health Conference
February 27, 2026**



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What to Expect:

- Welcome and Introductions
- What to Expect Today – Examine your team's and your personal resilience
- Participants understand the characteristics of resilient teams and how to develop/enhance those characteristics in their own teams
- Participants understand the interrelationship between personal resilience of individual team members and the team's resilience.
- Participants are provided resources to develop an action plan with their team(s) to increase team resilience.
- Have Fun! Engage. Self-reflect. Participate.



Your Team

- **What's a challenge you confronted and overcame?**
- **How did the challenge impact you personally? The team?**
- **What positive coping strategies did you use?**
- **What supports did you access?**
- **Were there other supports available or you wanted?**
- **What did you learn?**



Team resilience is a group's collective ability to withstand, adapt to, and recover from challenges, setbacks, and adversity, ultimately emerging stronger and more effective. It goes beyond individual coping and involves shared processes that allow teams to maintain performance, cohesion, and productivity during difficult times.

What does the evidence say about team resilience:

- Resilience protects against burnout.
- Building resilience is a preventive rather than reactionary strategy.
- Preparing employees for potentially stressful work situations builds their resilience to withstand them



Characteristics of Resilient Teams:

- Psychological Safety
- Shared Purpose
- Effective Communication
- Problem-Solving Mindset
- Supportive Culture





Shared Purpose:

A common goal that unifies the team and provides a strong sense of motivation and commitment, especially during challenging times.



Research shows that those who said they live their purpose at work were “six and half times more likely to report higher resilience. They’re four times more likely to report better health, six times more likely to want to stay at the company, and one and a half times more likely to go above and beyond to make their company successful.”

Extracted from *The Leadership Challenge*, 7th edition. James Kouzes & Barry Posner.



EFFECTIVE COMMUNICATION





Components of the Message:

- **Clear**
- **Concise**
- **Correct**
- **Coherent**
- **Complete**
- **Courteous**

Beyond the Message:

- Active Listening
 - Nonverbal Communication
 - Feedback
 - Empathy
 - Respect
 - Adaptability
 - Trust





OUR BODY LANGUAGE INCLUDES:

- **Posture**
- **Eye contact**
- **Movement of the small muscles around the eyes**
- **Attention versus distraction**
- **Facial expression**
- **Gestures**
- **Level of intensity and muscle tension**

Psychological Safety:

A culture where members feel safe to express ideas, take risks and be vulnerable without fear of negative consequences.

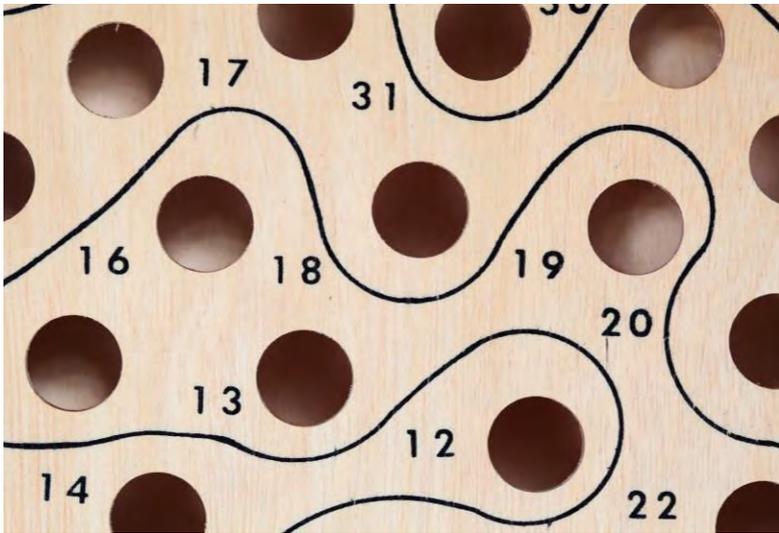


PSYCHOLOGICAL SAFETY QUADRANTS:

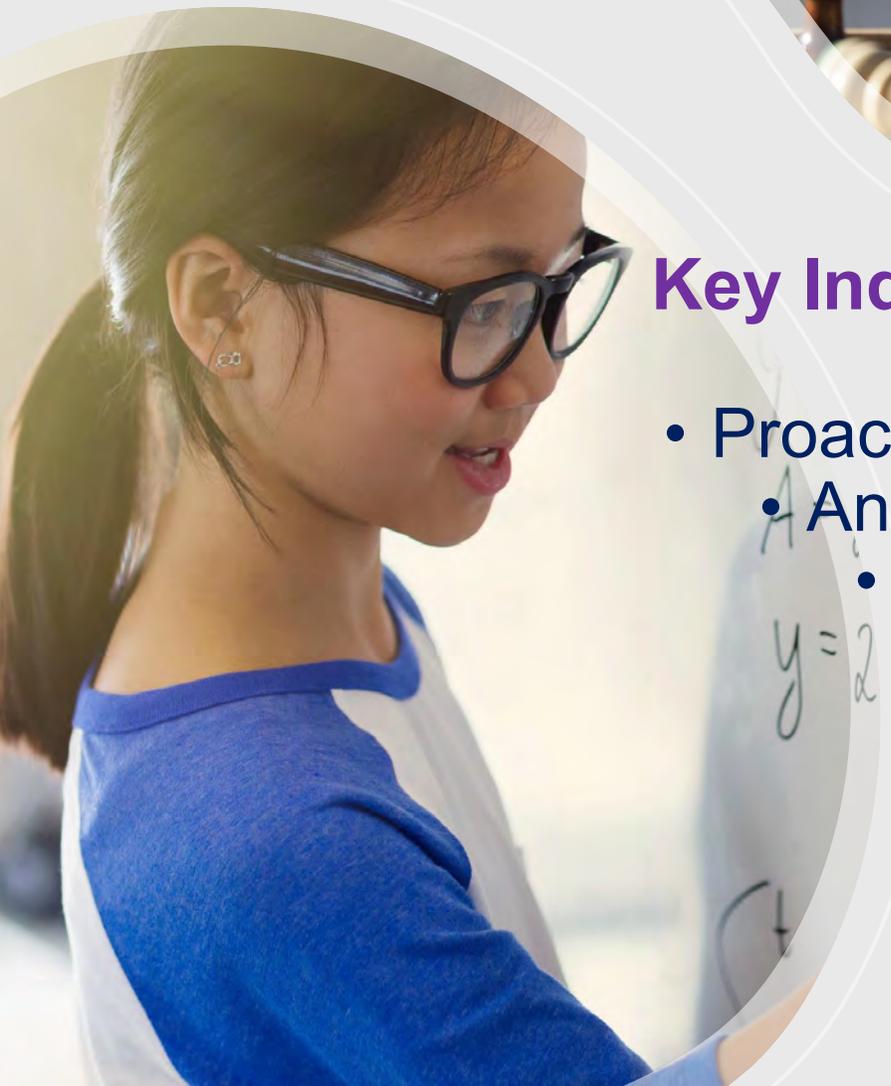
PSYCHOLOGICAL SAFETY ↑



DRIVE →



Problem solving mindset



Key Indicators of Problem-Solving Mindset:

- Proactiveness & Curiosity
 - Analytical & Logical Thinking
 - Creativity & Open-mindedness
 - Collaboration & Communication
 - Decision-Making & Adaptability
 - Embracing Challenges
 - Resourcefulness & Seeking Feedback
 - Focus on Root Causes

Supportive workplace culture

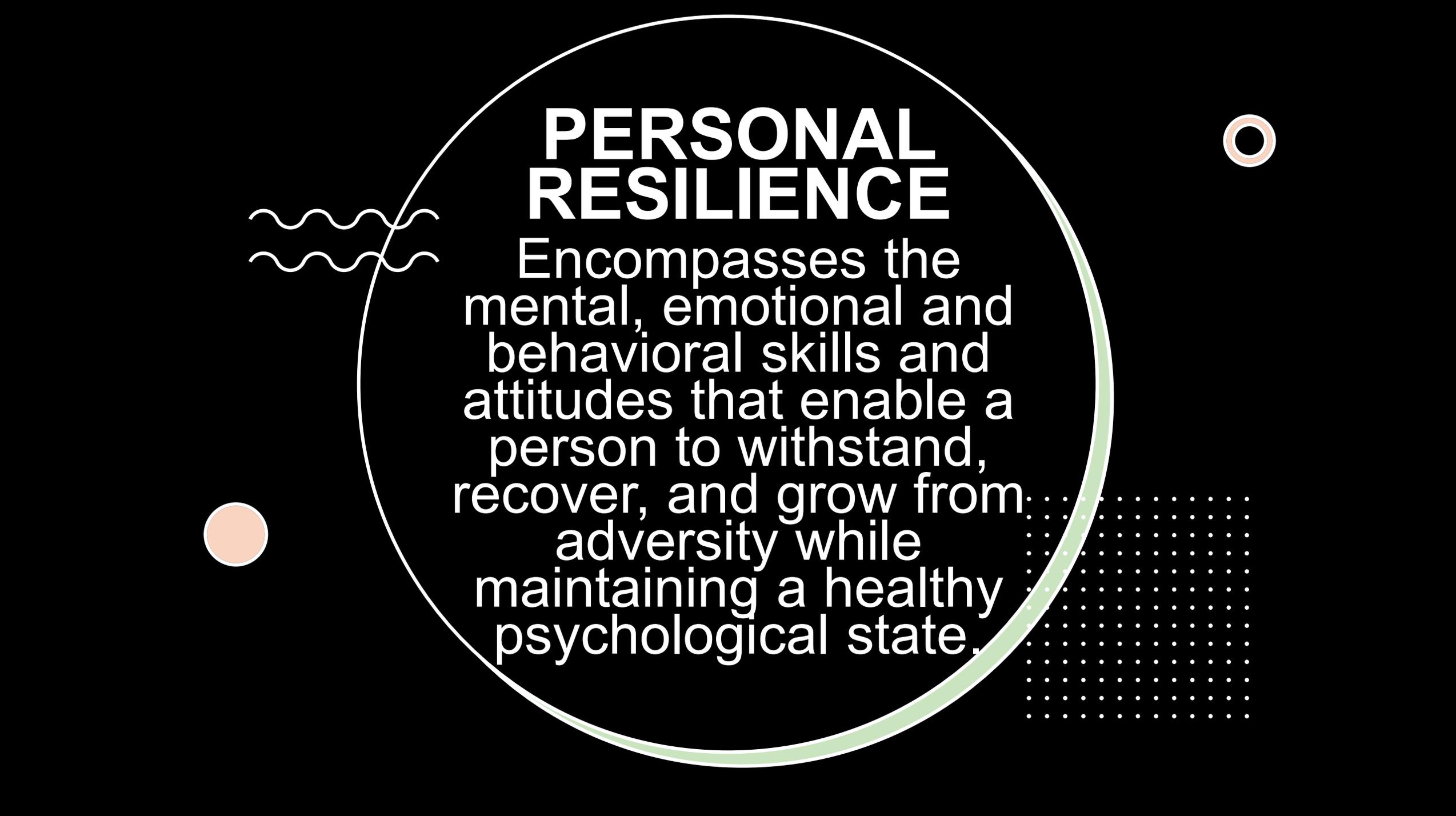




To Build a Supportive Workplace Culture:

- Foster Open Communication and Trust
- Invest in Employee Growth
- Support Well-Being and Work-Life Balance
- Promote Inclusion and Recognition
- Lead with Authenticity





PERSONAL RESILIENCE

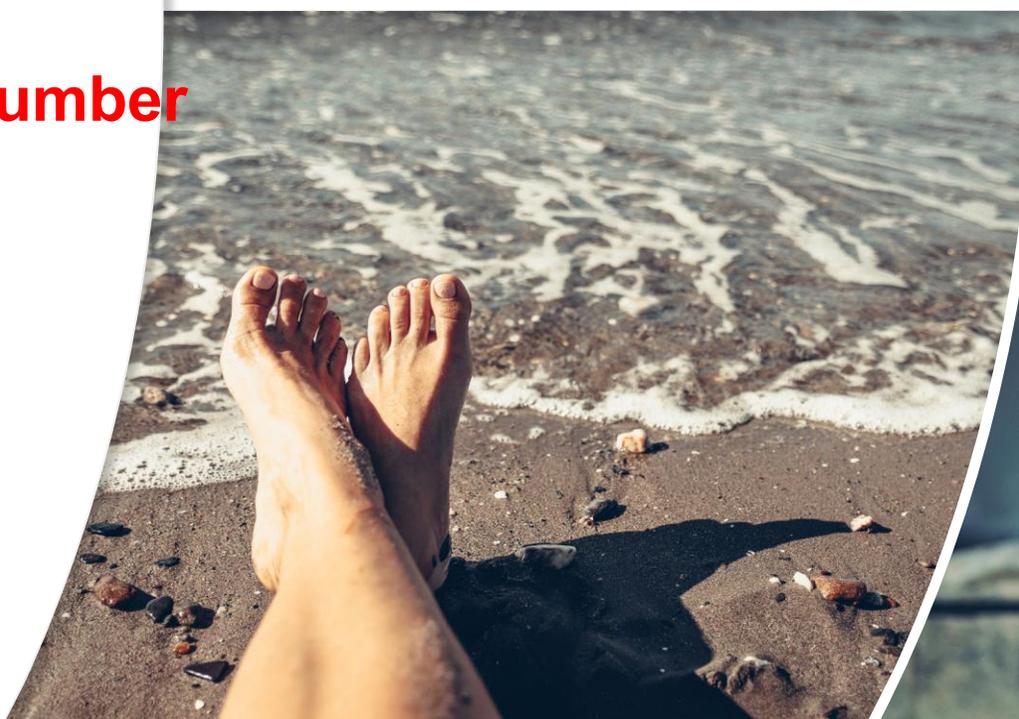
Encompasses the mental, emotional and behavioral skills and attitudes that enable a person to withstand, recover, and grow from adversity while maintaining a healthy psychological state.



Characteristics of Personal Resilience:

- Flexibility and Adaptability
 - Sense of Control and Purpose
 - Emotional Regulation
 - Problem-Solving Skills
 - Strong Social Connections
 - Self-Compassion
 - Positive Outlook

Wanna Talk About **Me**
Wanna Talk About **I**
Wanna Talk About **Number**
One
Oh My, **Me** My



How do I typically react when faced with unexpected changes or setbacks?

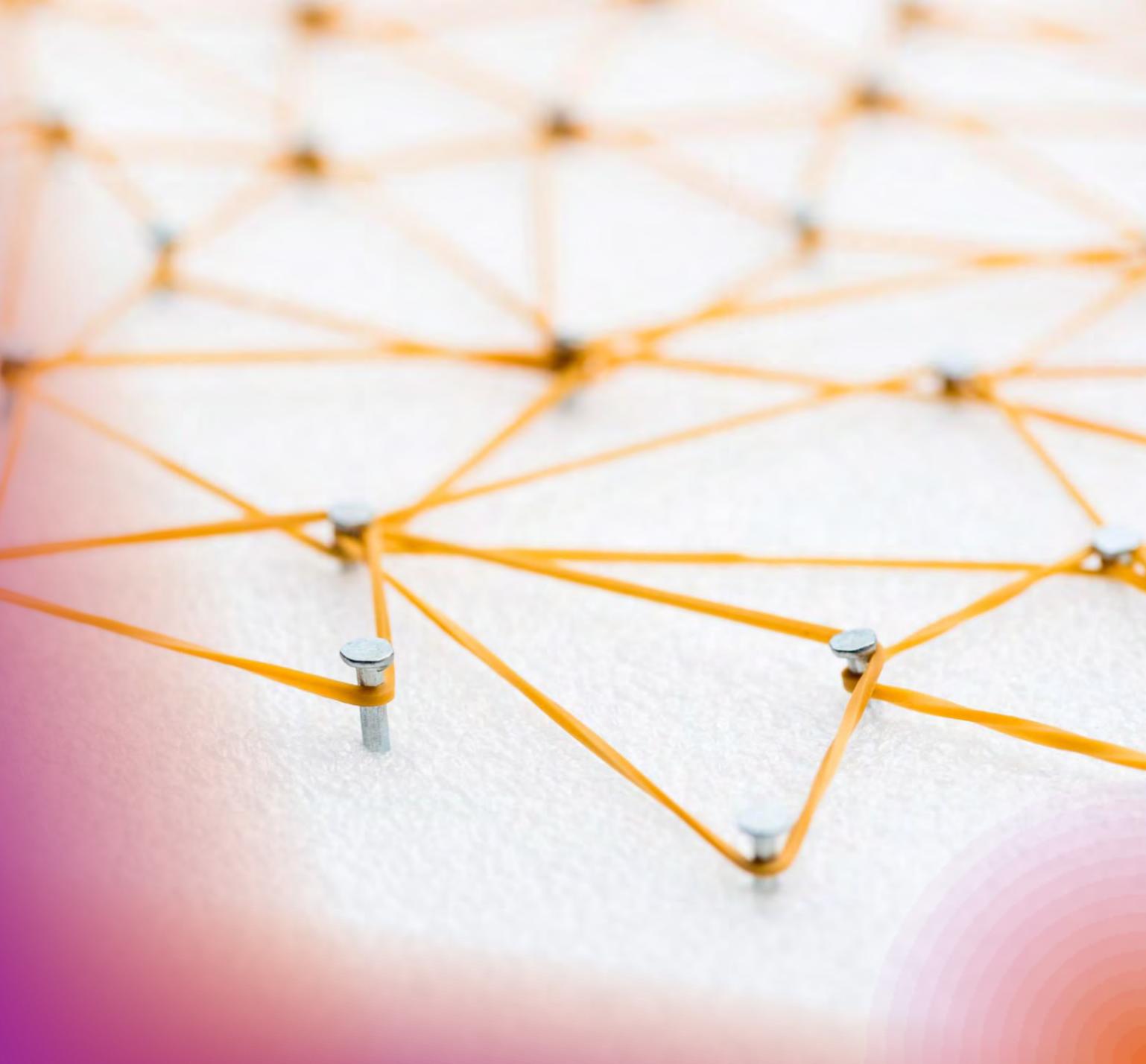
What do you consider your greatest achievements?

What positive feedback do you consistently receive from others?

When times are difficult, what is my way of being resilient and positive?

What changes can I make to strengthen my

resilience and ability to cope with



What strengths surprised you?

What benefits have these strengths given you in the past?

How can you use these strengths more effectively in your personal and professional life?



**Taking Care of You So
You Can Take Care of
Others**

Free Self-Care Plan templates/ resources:

https://keltymentalhealth.ca/sites/default/files/resources/Self-Care_Plan_Final_0.pdf

https://wellbeing.uni.edu/sites/default/files/inline-uploads/self-care_workbook_updated_0.pdf

<https://www.csusm.edu/slic/studentorgs/documents/f24solc/selfcareactionplan.pdf>

Free Resources to Build Team Resilience:

<https://humessence.com/insights/team-resilience-training-under-pressure/>

<https://www.workplacestrategiesformentalhealth.com/resources/Team-resilience>

<https://www.salesforce.com/resources/guides/wellness-playbook-building-resilient-teams-guide/>

<https://positivepsychology.com/resilience-activities-exercises/>

Free Resources to Build Resilience in School-Aged Children:

<https://www.nc2s.org/resource/trauma-informed-resilience-oriented-schools-toolkit/>

<https://developingchild.harvard.edu/resource-guides/guide-resilience/>

<https://www.apa.org/topics/resilience/guide-parents-teachers>

<https://www.incredibleyears.com/blog/investing-in-early-interventions>



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