THE COMPLETE LEADER

COACHING GUIDE

RESILIENCY

The ability that allows a person to quickly recover from adversity and not quit when encountering difficulties.



LEADERS LEAD THEMSELVES

One of the 25 leadership competencies

SECTION 01

WHY RESILIENCY MATTERS

Resiliency is one of the 25 core competencies that define a complete leader. As you grow this capability, you'll notice real shifts in how you lead yourself and influence others.

This guide is built for a 90-day journey. You'll explore the foundations, assess where you stand today, practice new behaviors, sidestep common traps, and track your progress, at your own pace or alongside a coach.

WHAT STRONG RESILIENCY LOOKS LIKE

- The capacity to lead steadily through setbacks and uncertainty
- A team that stays calm because you do
- Faster recovery and learning after things go wrong

> **REFLECT**
>
> *Why does Resiliency matter to you personally? How might developing it change your effectiveness as a leader?*

SECTION 02

FOUNDATIONS OF RESILIENCY

THE DEFINITION

The ability that allows a person to quickly recover from adversity and not quit when encountering difficulties.

Like any skill worth mastering, Resiliency rests on a few core building blocks. Understanding them gives you a vocabulary for your own growth.

THE CORE ELEMENTS

1 **Self-regulation**

Managing your emotions and attitude under pressure, acknowledging that hard times will end and choosing a steady, optimistic response rather than being overwhelmed.

2 **Supportive relationships**

Building close, trusting bonds and letting people encourage you. Being part of a supportive community is one of the strongest protectors against adversity.

3 **Positive meaning**

Actively looking for the lesson, growth, or gratitude inside a difficulty. Resilient leaders build positive meaning into how they read hard events.

REFLECT

Which element feels most familiar? Which one feels like a stretch right now?

SECTION 03

YOUR STARTING POINT

Before you move forward, take an honest look at where you are today. Read each statement and mark how often it's true of your leadership.

I have experienced and recovered from one or more significant setbacks in my career or personal life.

☐ Never ☐ Sometimes ☐ Often ☐ Always

I reflect on setbacks and failures, looking for opportunities that will yield benefits.

☐ Never ☐ Sometimes ☐ Often ☐ Always

I bounce back quickly from tough days, optimistic that things will get better soon.

☐ Never ☐ Sometimes ☐ Often ☐ Always

I engage in weekly activities that provide personal renewal and recovery from day-to-day stress.

☐ Never ☐ Sometimes ☐ Often ☐ Always

I manage my attitude under pressure rather than letting a hard day set the tone for my team.

☐ Never ☐ Sometimes ☐ Often ☐ Always

I have people I can turn to for honest counsel and encouragement when things go badly.

☐ Never ☐ Sometimes ☐ Often ☐ Always

> **REFLECT**
>
> *Looking at your answers, where is your greatest opportunity for growth? What patterns do you notice?*

SECTION 04

RESILIENCY IN PRACTICE

Competencies grow through deliberate practice. Work through the activities below in order, or choose the ones most relevant to your context.

ACTIVITY 01 30 min

Inspiration from Others

Stories of people who overcame great adversity show you what resilience looks like, and remind you it can be built.

TRY IT

1. Find a movie, book, or story of someone who overcame great adversity that resonates with you.
2. List the hardships they faced, then note how their attitude and choices changed the outcome.
3. Identify one of those responses you can borrow for a challenge you face now.

ACTIVITY 02 20 min

Explore the Myths Around Stress

What stresses one person energizes another. Seeing the positive choices you already make builds resilient self-confidence.

TRY IT

1. List things you enjoy or are good at. Include things others have complimented you on.
2. Put a check by each one that someone else might find stressful.

3. Notice how often you choose positive experiences over stress, and catch yourself doing it.

ACTIVITY 03 30 min

Looking for Silver Linings

Revisiting past difficulties with humor and hindsight builds your ability to reframe stress in the present.

TRY IT

1. Privately list difficult events from your past (skip any still too raw).
2. Check the ones you took good steps to overcome or learned valuable lessons from.
3. Choose one and find the humor in it: how would you tell it to make a friend laugh today?

ACTIVITY 04 10 min

The Zoom-Out

Practice putting a difficulty in the context of a longer timeline.

TRY IT

1. Think of the setback you're facing right now.
2. Ask: "Will this matter in a week? A year? Five years?"
3. Notice how the weight of it shifts when you change the time frame.

ACTIVITY 05 25 min

Map Your Recovery Practices

Identify what actually restores you, and build more of it into your week.

TRY IT

1. List the activities, people, and habits that genuinely refill your energy.
2. Note which ones you've neglected lately.
3. Schedule one recovery practice into the coming week.

ACTIVITY 06 15 min

The Support Inventory

Resilience is not solo. Map the people you can lean on.

TRY IT

1. List the people you can turn to in a hard moment.
2. Note who you'd call for perspective, for help, and for encouragement.
3. Reach out to one of them this week, before you're in crisis.

SECTION 05

COMMON RESILIENCY TRAPS

As you practice, watch for these common pitfalls. Naming them now makes them easier to catch in the moment.

01 **Mistaking endurance for resilience**

Pushing through without recovery isn't resilience. It's a path to burnout. Bouncing back requires genuine rest, not just gritted teeth.

02 **Toxic positivity**

Pretending everything is fine denies reality and erodes trust. Resilient leaders acknowledge difficulty honestly, then move forward.

03 **Going it alone**

Treating asking for help as weakness cuts you off from your greatest resilience resource: other people.

04 **Never processing the hit**

Rushing straight to "what's next" without absorbing what happened skips the learning. Give setbacks a moment of honest reflection.

REFLECT

Which trap feels most familiar? How will you stay aware of it as you practice?

SECTION 06

YOUR 90-DAY PRACTICE

Lasting change comes from a few focused habits, practiced consistently and tracked honestly. Build your plan below, on your own or with your coach.

CHOOSE YOUR THREE HABITS

Based on everything above, which three habits will make the biggest difference in growing your Resiliency over the next 90 days?

1 _____

2 _____

3 _____

BUILD IN WEEKLY ACCOUNTABILITY

Write questions you can answer each week to measure progress and surface obstacles. The best ones are answered with “yes,” “no,” or a number.

Q1 _____

Q2 _____

Q3 _____

Accountability partner: who will you share these with?

_____

Completion date: when will you evaluate & celebrate?

_____

Measurements of success

How will you celebrate?

SECTION 07

GO DEEPER

Keep building your Resiliency with these resources. Explore them, then capture what stands out to you.

BOOK	**The Complete Leader, Ch. 2.4: Resiliency**	The full framework and examples behind resilient leadership.
PODCAST	**The Complete Leader Podcast**	Episodes 47, 66, 132 & 133 explore resiliency in practice.
ONLINE	**Resiliency competency library**	Videos, articles, and podcasts at TheCompleteLeader.org.

CAPTURE YOUR INSIGHTS

As you work through these resources, which ideas most apply to your own growth in Resiliency?

KEEP GOING

YOU'VE GOT THIS

Developing Resiliency is an investment in yourself and everyone you lead. Return to this guide often: revisit the activities, reread the traps, and celebrate small wins along the way.

Every complete leader started exactly where you are now.