

RESILIENCE IN ACTION

COACHING FOR SUSTAINABLE CAREER GROWTH

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Weather report check-in.

How are you today?



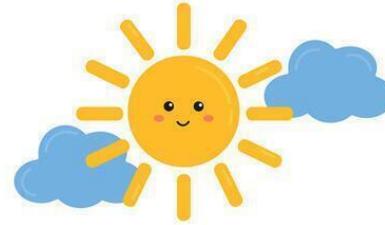
FOGGY



CLOUDY



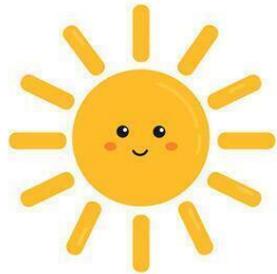
RAINBOW



PARTLY CLOUDY



WINDY



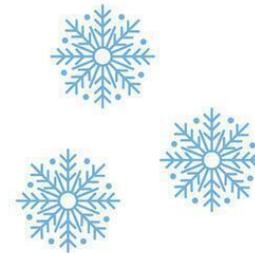
SUNNY



TORNADO



STORMY



SNOWY

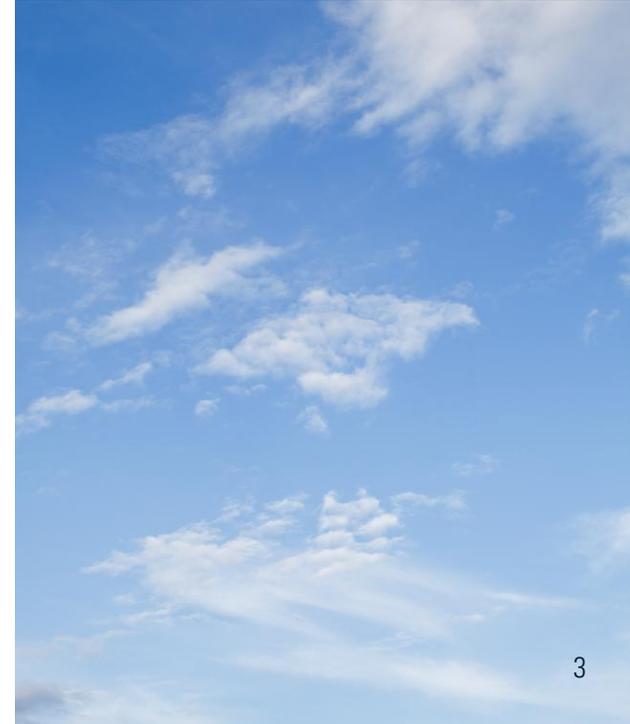
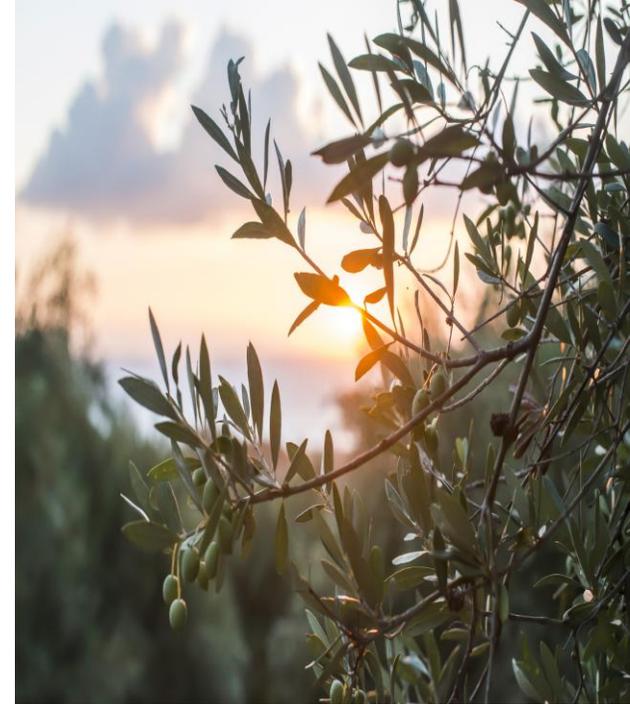


RAINY

OUTCOMES

By the end of this session, you will have:

- explored resilience and what it means to you.
- shared good practice of how you coach to develop resilience.
- accessed a new coaching tool to add to your toolkit.



A VUCA WORLD



VOLATILITY

High speed,
unpredictable
change.



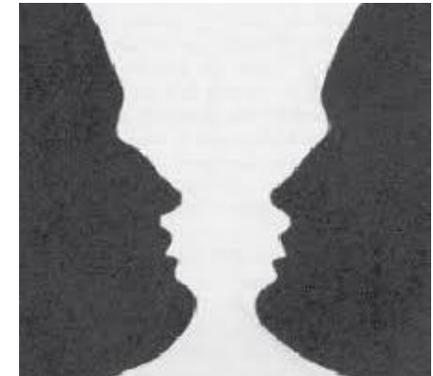
UNCERTAINTY

Lack of
predictability/
direction.



COMPLEXITY

Multiple
interconnected
parts/variables.



AMBIGUITY

Lack of clarity/
understanding.



What is resilience?

Thank you for all your suggestions,
ideas and metaphors.



bouncebackability

Rolling with life's punches



"You can't stop the waves,
but you can learn to surf."

Jon Kabat-Zinn

Ride the wave!



Resilience is the capacity to “adapt, overcome, and thrive under pressure”

Gareth Bloomfield (UK Psychologist)



BIOSPHERE 2...

Challenge creates resilience.

**Protection alone creates
fragility.**

Support + stretch = growth.

WHY IS 'RESILIENCE' POTENTIALLY PROBLEMATIC?

- Resilience can be weaponised to justify excessive workloads or constant change.
- It can imply personal failure if someone struggles, instead of acknowledging systemic issues.
- It risks shifting responsibility from organisations to individuals.
- It may glorify endurance rather than encouraging boundaries, rest, or speaking up.





REFRAMING RESILIENCE

- Resilience is relational — supported by people and systems.
- Resilience is contextual — it depends on conditions, resources, and fairness.
- Resilience is adaptive — not about endurance or stoicism.
- Resilience is co-created — built through support, challenge, and meaning.

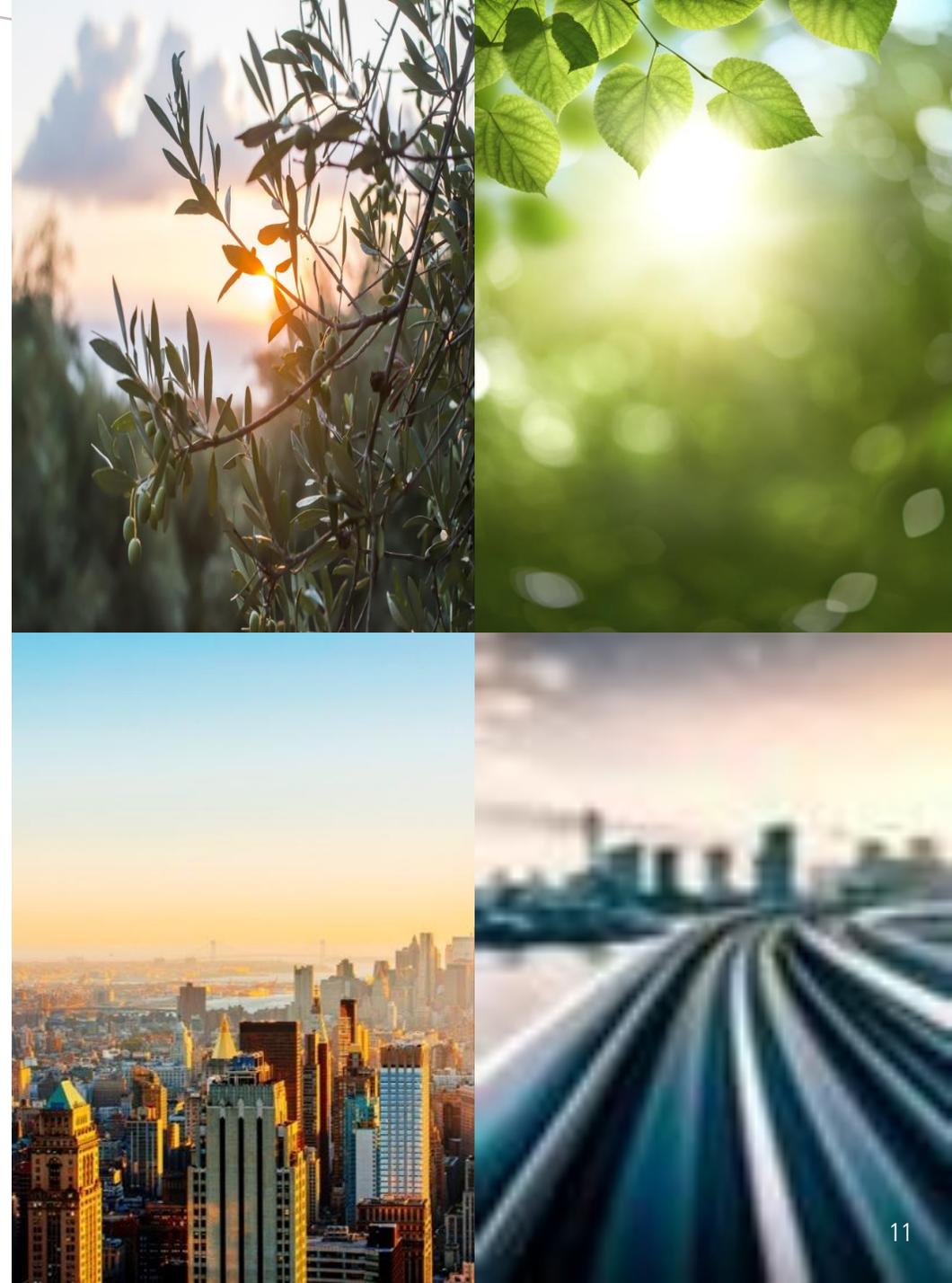
This brings us back to the Biosphere 2 metaphor. Real resilience requires some wind (or challenge), but also the right soil, space, and support.



RESILIENCE AS EMPOWERING

- sustain wellbeing under pressure
- recover more quickly from setbacks
- remain flexible in uncertainty
- build confidence and self-efficacy
- learn from adversity rather than be limited by it

Resilience grows when coaching clients gain access to new perspectives, coping strategies, supportive networks, and purposeful action.



**WHAT DO YOU DO,
AS A COACH, TO
DEVELOP
RESILIENCE IN
YOUR COACHEES?**



RESILIENCE WHEEL

A holistic approach considering all aspects e.g. physical, cognitive, emotional...

These measures can be used together or individually.

How could you use this tool as a coach?



RESILIENCE WHEEL

- Diagnostic tool (like the Wheel of Life)
- GROW
- Solution-focused coaching (OSKAR) with ratings
- Confidence wall
- Stress container
- Exploring values
- Re-framing past experiences (Biosphere)
- Self-awareness activities
- James Reason's '3 buckets' model





*Soak up the sun
Affirm life's magic
Be graceful in the wind
Stand tall after a storm
Feel refreshed after it rains
Grow strong without notice
Be prepared for each season
Provide shelter to strangers
Hang tough through a cold spell
Emerge renewed at the first signs of spring
Stay deeply rooted while reaching for the sky
Be still long enough to hear your own leaves
rustling*

'Think Like a Tree' by Karen I. Shragg

THANK YOU

