

Resilience Communities Workbook

The Growth Network 
Making schools where people grow



Overview

'You make all the difference.' It is not the system or the amount of work you do that changes lives or enables young people to become fully themselves. These things matter but what matters most is the character you bring to work each day.

Resilience Communities are designed to help you be the kind of person who can make a difference in your professional life not just because you work hard but because of who you are. Working with colleagues to support one another, a Resilience Community enables you to give your best at work without sacrificing your personal life in the process. They are spaces for teachers and other education professionals to share their experience of working in schools, support one another and to create the conditions where people can thrive in their professional and personal lives.

Resilience Communities are about relationships rather than content. You do not need to learn a lot of new information, instead you will identify some basic but important information about yourself and use this as a basis for your work with colleagues. This workbook is that foundation. It can be used independently with the four session videos to enable you to clarify your purpose and make a plan for your professional and personal life. However, it is much better used as the foundation for a Resilience Community.

A Resilience Community can be formed in one of three ways:

1. Find some colleagues and make a community together
2. Join an online community at The Growth Network
3. Join an online community and use it to support you to create your own community

However you choose to do it, this will be your community of people who act as a support and accountability network for one another. Once you have identified your mission and objectives, you are the ones who will help each other keep your focus so you thrive and achieve what you intended. In a busy working environment the Resilience Community will help you focus on your priorities rather than being swept along by the demands of daily life.

If you do decide to form your own group there is a list of guidelines at the end of this booklet. These will help you create a structure for your group and remain focused.

Further information and resources will be available online through [The Growth Network](https://thegrowthnetwork.com)



Session	Content
1. Mission	<ul style="list-style-type: none">• Identifying your professional and personal purpose
2. Objectives	<ul style="list-style-type: none">• Knowing and holding onto your core values
3. Rule of Life	<ul style="list-style-type: none">• Identifying your professional and personal objectives• Considering the relationship between the two
4. Habits and Community	<ul style="list-style-type: none">• Developing good habits• Identifying your support network



Session 1: Mission



Objectives:

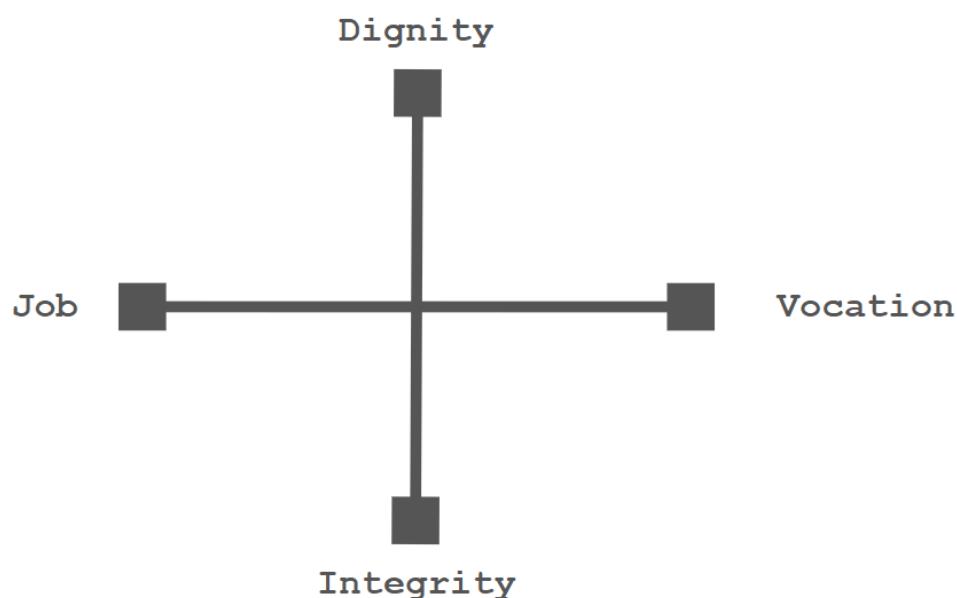
1. Consider the importance of hope in our work and personal lives
2. Understand the significance of mission, values and objectives in a rule of life
3. Begin to clarify personal mission statements

Watch the first part of the video then complete the task below:

1. Consider where you would place yourself on the spectrum. Are you more focused on your work as a job (completing contracted tasks) or as a vocation (doing everything asked or expected of you to make a difference).



2. Now consider where you would place yourself on this diagram. Are you more focused on your dignity (looking after yourself) or on integrity (trying to do the job to the best of your ability). How does this balance with your view of your work as a job or a vocation?





3. Now consider the following questions. The space below is for you to make notes or journal your thoughts

A. Where did you place yourself?

- a. Ideally - where you would like to be
- b. Really - what is really happening day to day in your work

B. Why you put yourself there:

- a. Personal history e.g. your family background or the type of school you attended
- b. Character e.g. are you the kind of person who is focused on working hard or do you work because you have to
- c. Current circumstances e.g. your point in life, is this a time to build your career or focus on other things e.g. family
- d. Beliefs e.g. how do your personal, philosophical or religious ideals impact the way you think?



Watch the second part of the video then attempt the following tasks

4. Try drafting a mission statement

a. Consider which key things you would want to include in your mission statement relating to:

i. Career

ii. Personal life

b. You might consider:

- i. Achievement
- ii. Relationships
- iii. Values
- iv. Attitudes
- v. Moods and emotions
- vi. Passions and Strengths
- vii. Goals and Aspirations
- viii. Legacy

c. What is your mission statement? Use the space below to note ideas and / or make a draft of your mission statement. Remember that this may take time, you do not need a right answer today. Even once you have a statement you may wish to come back and revise it later. There are sample mission statements and common themes below. Remember this is also about your life outside work.

- Nike: To bring inspiration and innovation to every athlete in the world.



- Patagonia: We're in business to save our home planet.
- Tesla: To accelerate the world's transition to sustainable energy.
- Amazon: To be Earth's most customer-centric company.
- To inspire success through teaching.
- To create the best version of tomorrow.
- To be kind to others and myself.
- To improve lives through better healthcare.
- To help as many people as possible as much as possible for as long as possible.

Purpose	Relates to	Details
1. To Serve Others and Make a Difference	Positive Impact/Service/Contribution: Making the world better, fighting for a cause, or helping the community.	This is consistently linked to a higher sense of meaning in life.
2. To Create and Contribute Beauty/Value	Occupational Fulfillment/Creation: Finding a calling through work, doing a job well, or creative expression.	This is about leaving a positive mark through one's unique skills and output.
3. To Achieve Personal Growth and Mastery	Self-Improvement/Mastery: Becoming the best one can be, continual learning, and development of self and skills.	This is a highly common internal focus for purpose.
4. To Love and Nurture a Family/Close Relationships	Family/Relationships: Supporting family, caretaking, or maintaining close, high-quality relationships.	For many, this is the fundamental, immediate source of meaning and purpose.
5. To Find and Share Joy/Experience Life Fully	Happiness/Inner Peace/Self-Sufficiency: Being happy, enjoying life, and having the freedom to do as one wishes.	This set of purposes focuses on personal well-being and a positive, appreciative approach to life itself.



5. Use the space below to take notes, draft a mission statement or journal some ideas of what matters to you and what you would like to achieve.

6. When you are ready, add your mission statement to your rule of life



Further ideas

If you want to consider some of the ideas in this session in greater depth try following the links below

- [The Case for Hope at Work](#) - Daniel Goleman
- [Man's Search For Meaning](#) - Viktor Frankl
- [Psychological and Implied Contracts in Organisations](#) - Denise M. Rousseau
- [The Advantage](#) - Patrick Lencioni



Session 2: Values



Objectives:

1. Identify which values you hold
2. Identify your core values
3. Consider why these values matter to you

Watch the first part of the video

1. Consider the list of values on the next page. Circle any which you think are important to you
2. Identify 2 or 3 core values, those which are most significant for you
3. In the space below try to explain why you chose those values e.g. because of your family, upbringing, core beliefs, experiences, faith etc.
4. When you are ready, add your core values to your rule of life



Accountability	Friendship	Peace
Achievement	Fun	Perseverance
Adaptability	Future generations	Personal fulfillment
Adventure	Generosity	Power
Altruism	Giving back	Pride
Ambition	Grace	Recognition
Authenticity	Gratitude	Reliability
Balance	Growth	Resourcefulness
Beauty	Harmony	Respect
Being the best	Health	Responsibility
Belonging	Home	Risk-taking
Career	Honesty	Safety
Caring	Hope	Security
Collaboration	Humility	Self-discipline
Commitment	Humor	Self-expression
Community	Inclusion	Self-respect
Compassion	Independence	Serenity
Competence	Initiative	Service
Confidence	Joy	Simplicity
Connection	Intuition	Spirituality
Contentment	Job security	Sportsmanship
Contribution	Integrity	Stewardship
Cooperation	Justice	Success
Courage	Kindness	Teamwork
Creativity	Knowledge	Thrift
Curiosity	Leadership	Time
Dignity	Learning	Tradition
Diversity	Legacy	Travel
Environment	Leisure	Trust
Efficiency	Love	Truth
Equality	Loyalty	Understanding
Ethics	Making a difference	Uniqueness
Excellence	Nature	Usefulness
Fairness	Openness	Vision
Faith	Optimism	Vulnerability
Family	Order	Wealth
Financial stability	Parenting	Well-being
Forgiveness	Patience	Wholeheartedness
Freedom	Patriotism	Wisdom



Further ideas

If you want to consider some of the ideas in this session in greater depth try following the links below:

- [The Moral Bucket List](#) - David Brooks
- [The Advantage](#) - Patrick Lencioni
- [A Guide for the Perplexed](#) - James Wood (my reflection on this question)
- James Clear [values list](#)



Session 3: Objectives



Objectives:

1. Understand your character type
2. Consider the significance of your stage of life
3. Consider what you would like to achieve

Watch part 1 of the video: Know who you are

1. Identify two characteristics which most suit you. Use the space below to reflect on why you chose these

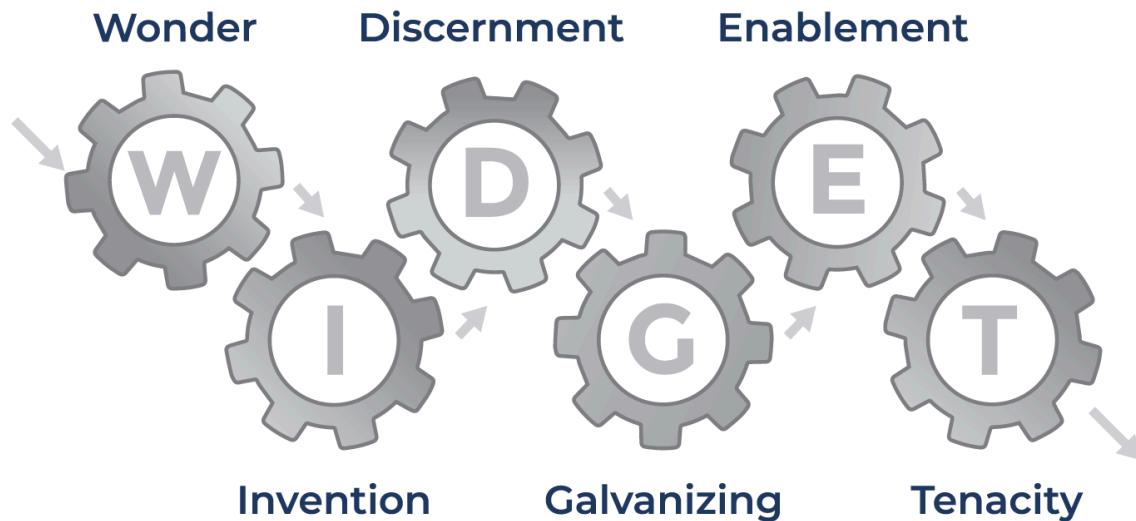
b. How would you rank the remaining 4? Use the space below to reflect on why you chose these in this order

i. _____

iii. *Constitutive and regulatory genes*



c. Who could help you develop in these 4?



- **Wonder** - Loves to speculate and question. They love to sit in the ambiguity and imagine the possibilities. Wonder is the high-level work of ideation and thought. Wonder requires a 10,000 metre view of a project.
- **Invention** - Gets joy from taking challenges and generating solutions. They enjoy innovating from scratch and love a blank whiteboard or piece of paper on which they can brainstorm. Invention is also high-level work at 8,000 metre.
- **Discernment** - Have a natural ability to evaluate the workability of ideas. They know how to connect the dots and give people good feedback across a broad range of topics. Discernment brings ideas closer to the ground at a 6,000 metre. view of the project.
- **Galvanising** - Great at pushing people out of their comfort zone and inspiring them to get started. They enjoy rallying people around an idea and getting them moving in the right direction. Coming closer to the ground, this type of work sits at 5,000 metres.
- **Enablement** - Knows how to help, when to help, and can flex to whatever the situation calls for. They are people-oriented, want to help realize a vision, and provide the support needed to move solutions into the first stages of Implementation. Implementation begins here, making this phase of work a 3,000 metre view.
- **Tenacity** - Task-oriented and love to take things across the finish line. They ensure a project is going to have the impact it's supposed to and get joy and energy from checking off a box on the "to do" list. Where the rubber hits the road, tenacity brings work down to 2,000 metre and lower.



Watch part 2 of the video: 'Know when you are'

Learning - practical and academic

Building - career, wealth, family

Serving - leading through experience, service, and wisdom / study and training

Guiding - passing on wisdom, mentoring, guiding younger people

2. Where would you place yourself in this process?

- a. Learning
- b. Building
- c. Serving
- d. Guiding

3. What would you like to focus on at this time in your life?

4. How would you like the next stage of your life to look?



Watch part 3 of the video: Be realistic

5. Consider 1 success, however small, from the past 12 months

6. Consider 1 possible success in the next 12 months?

7. Reflect on how success (whole or partial) feels now / would feel in 12 months time?

8. List possible objectives for the coming 12 months:

a. Personally



b. Professionally

9. List possible objectives beyond the coming 12 months

10. Select 1 or 2 for each that you really want to focus on

Personal objective 1

Personal objective 2

Professional objective 1

Professional objective 2



11. Are your objectives consistent with:

- a. Your mission
- b. Your values

7. When you are ready, add your objectives to your rule of life



Further Ideas

If you want to consider some of the ideas in this session in greater depth try following the links below:

- [How not to run a conference](#) Nick Osborne
- [The Six Types of Working Genius](#) - Patrick Lencioni
- [Your Professional Decline Is Coming \(Much\) Sooner Than You Think Here's how to make the most of it](#). By Arthur C. Brooks
- [The Game of Life, The Value of Hacks, and Overcoming Anxiety \(#476\)](#) Seth Godin (Tim Ferris podcast)



Session 4: Habits and Community



Objectives:

1. Make a plan for the coming year
2. Identify habits which will help you achieve your objectives
3. Reflect on and develop your plan
4. Share with someone

1. Make a plan for the coming year
 - a. Review your rule of life so far. What are your mission, values and objectives?

- b. Are they consistent with each other?

- c. Are they realistic?

- d. Name one particular objective (personal or professional) you have for the coming year



5. Identify habits which will help you achieve your objectives
 - a. Consider the list of habits below

Personal	Read for pleasure Take a day off per week Check in with a friend Participate in a hobby Eat a meal with someone Plan a holiday Take a sabbatical Study something new Take up a new interest
Professional	Set a time for marking Set a time for planning Use AI to help your marking / planning Read an educational book Apply trauma informed practice
Both	Take your breaks Slow down Maintain margin Help someone else Create a daily plan Get into a community

- b. Which habits interest you?



c. How would these habits support you to achieve your objectives?

5 ways to develop new habits

1. Pick one thing and do it well
2. Make it so easy you can't say no
3. Focus on the behaviour, not the outcome
4. Build an environment that promotes good habits
5. Get one percent better each day

3. Reflect and develop

a. Which habit could I make into a routine? Why is this the most important one?

4. Share with someone

Consider who could help you hold to your rule of life.



Share your rule of life with them

Explain what you want to achieve

Ask them to help you

Arrange regular opportunities to reflect on your progress and get feedback

Remember that community matters more than content. Deciding what you want to do can be much easier than making sure you do it. Sharing your rule of life with other people and supporting one another will significantly increase your chances of success.

If you would like to join a Growth Network Resilience Community email

thegrowthnetworkuk@gmail.com for more information



Further ideas

If you want to consider some of the ideas in this session in greater depth try following the links below:

- [My year with a distraction-free iPhone \(and how to start your own experiment\)](#) - Jake Knapp
- [Smartphone and Internet Addiction](#) - [Helpguide.org](#)
- [Sabbath: Finding Rest, Renewal, and Delight in Our Busy Lives](#) - Wayne Muller
- [5 Common Mistakes That Cause New Habits to Fail](#) - James Clear
- [You Are Not Alone: How a “Keystone Community” Makes All of Your Goals More Achievable](#) - James Clear



A Rule of Life



An editable version of the rule of life is available at [this link](#). Just download and make a copy for yourself.

Rule of Life

Name:

Mission statement - what is my purpose professionally and personally	
Values - which values are most important to me?	
Objectives - what do I want to achieve at different stages to fulfil my mission?	
Habits - which habits help me do this?	
Community - who supports me in this process?	

	Mon	Tues	Weds	Thurs	Fri	Sat	Sun
Start of day							
Morning							
Lunch							
Afternoon							
Evening							
Night							

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Key events												



Tips for creating a successful rule of life

1. Be patient - even making one small change could take months but it will have a big impact
2. Try to subtract not add - doing more things when you are already overwhelmed will only make things worse. Think about habits which will give you more capacity
3. Treat it as a working document - if things do not work, think about why and change them
4. Use the calendars at the bottom of the page to think about events during the day, week and year which will impact on your rule of life:
 - a. Which events are already booked in e.g. work, holidays, family events
 - b. What happens regularly e.g. work
 - c. Where are the times where you could plan to do something regularly? E.g. go home early every Wednesday, take Saturday afternoons off all work, take 10 minutes of quiet at the start or end of your day
 - d. Where are the times when you could plan to do something different or special? E.g. take a trip, spend time with a friend or family member(s), attend an event
5. Review it regularly:
 - a. On your own - noting all the progress you have made
 - b. With a friend - tell them how you think you are doing and let them ask you questions about your progress
6. Remember that success is not being perfect or achieving everything, it is making progress from where you are towards where you want to be



Resilience Community Guidelines

1. Be prepared
2. Speak for yourself
3. Respect others
4. No 'fixing' other people
5. Turn to wonder - if you do not understand why someone is saying something ask yourself why, e.g. 'I wonder why they would think / believe that...'
6. Observe confidentiality
7. Punctuality