

ASHA Leadership Academy

Quick Reference

RESILIENT LEADERSHIP

Leaders play an instrumental role in guiding their organizations through adversity, significant change, and crisis by maintaining their ability to persevere, rebound quickly from setbacks, maintain a positive attitude. The events of the past 18 months associated with the COVID pandemic have underscored how critical it is for leaders to sustain their grit and resilience. If not handled effectively, adversity can result in burnout, turnover, lost productivity, and poor performance. Influential leaders regularly invest in their resilience and support the ability of their followers to cope with tough times.

ASSESSMENT	
Webinar Objective	Skill Rating ① None ② Basic ③ Competent ④ Masterful
Identify strategies to build grit	
Identify strategies to build resilience	
Describe strategies to support the grit and resilience of direct reports	
TOTAL	

Scoring

SCORE	SUGGESTED NEXT STEPS
LESS THAN 6	Complete the Leadership Academy webinar on this topic
7–9	Review the developmental suggestions in this reference
MORE THAN 10	Explore the supplemental resources for in-depth insights on this topic; consider mentoring others on this skill.

SKILLED BEHAVIOR	UNSKILLED BEHAVIOR
✓ Sustains perseverance toward goals despite distractions	✗ Easily gives up on long-term goals when faced with setbacks
✓ Maintains a positive attitude and forward-thinking approach despite troubling circumstances or setbacks	✗ Gets trapped in negative emotions and becomes victim-like
✓ Proactively invests time and energy in sustaining ones' resilience and grit resources	✗ Infrequently or rarely practices habits and behavior to sustain ones' resilience and grit
✓ Models resilient and gritty behavior for direct reports	✗ Speaks of the importance of proactive resilience-building habits but does not act

Development Tips and Suggestions

- Interview two resilient leaders you respect to learn about how they proactively sustain their grit and resilience
- Reflect on challenges you faced as a leader where you sustained your resilience and thrived; identify the factors that helped you (e.g., the support of your boss)
- Track your resilience daily using a 1 to 10 scale with 1 indicating you are getting derailed by setbacks and 10 indicating you are highly resilient; evaluate the days you rate yourself at 7 or more to determine the factors that helped you
- Ask your team about the factors that help them bounce back from setbacks
- Read about leaders in history who thrived despite tough setbacks (e.g., Oprah Winfrey, Martin Luther King Jr., Eleanor Roosevelt, etc.)
- Identify one resilience-sustaining habit you will commit to daily (e.g., meditation, maintaining a gratitude journal, etc.) and ask two colleagues or friends to hold you accountable

Resources

Duckworth, A. (2016). *Grit: The power of passion and perseverance*

Sleep is your superpower (Ted Talk) Available at: https://www.ted.com/talks/matt_walker_sleep_is_your_superpower?rid=2VCSw5wwGkuU

Harvard Business Review Press (2018). *Purpose, Meaning, and Passion*

Nourse, K. (2015). *Get Your Bounce Back*. Available at: <https://leader.pubs.asha.org/doi/full/10.1044/leader.FTR1.20112015.30>

Reivich, K. & Shatte, A. (2003). *The Resilience Factor: 7 Keys to Finding Your Inner Strength and Overcoming Life's Hurdles*