

# RESILIENCY

## **What is the BJC Resiliency Program?**

Resiliency is the ability to adapt and thrive in the face of adversity. Resilient people are said to "bounce back" from difficult experiences.

Resiliency is not a personality trait, but a set of behaviors and skills that can be learned. The goal of the Resiliency program at BJC is to help employees build and strengthen skills that support their individual resiliency and promote practices that support resiliency throughout the organization. We do this using the core components of Meaning, Self-Care, Relationships, Self-Awareness, and Optimism.

## **What is a Resiliency Champion?**

Building a culture of resiliency within the organization requires support and action at all levels - individual employees, teams, departments, service lines, and the system.

Champions are advocates for positive personal and cultural change at all levels of the organization. They work to build and support individual and team resilience at BJC by:

- Building and strengthening their own resiliency
- Sharing information and best practices
- Advocating for practices in the workplace that contribute to resiliency
- Supporting the development of resilient skills and behaviors of others within their area of influence, such as their team, department, service line, or HSO

## **Who can be a Resiliency Champion?**

Resiliency Champions can be any level of staff (e.g., front-line staff, managers, directors, etc.) from any department. There can be any number of Champions within a department to support each other and their local leadership team.

## **How do I become a Resiliency Champion?**

You can become a Resiliency Champion by completing the Resiliency course and Resiliency Champion Training course offered by the BJC Institute for Learning and Development (BILD).

**Resiliency:** An introduction to the program that covers the core components of building and strengthening resiliency.

**Resiliency Champion Training:** Steps to become a Resiliency Champion and how to guide others to strengthen their resiliency.

You can register for both courses through Saba ([search for BILD Resiliency](#)). Your manager will need to approve your role as a Champion before your status is finalized.

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## What will I do as a Resiliency Champion?

During the initial training, Champions will assess the resiliency of their self and teams and will be provided with a toolkit of resources to assist with implementation of Resiliency initiatives. The toolkit will include activities that can be done at staff meetings or other group meetings, videos and articles that can be shared with your teams, and other ideas for promoting resiliency. You will continue to receive activities and information monthly to share with your teams.

Because Resiliency Champions can be any level of staff in any department, the role will be adaptable to the individual and to their area of influence. Every Champion should work with their supervisor and team to determine how they will organize and implement resiliency building initiatives. Resiliency Champions will also have the opportunity to network and attend follow-up celebrations with other champions throughout the system. This will provide an opportunity to share our successes and best practices, as well as discuss challenges with others.

If you are interested in participating or would like more information, please contact the BILD Resiliency team at [resiliency@bjc.org](mailto:resiliency@bjc.org).

