

Strengths in Action – Kathryn Jackson

The goal of this poster is to present ideas for using Signature Strengths and a Positive Psychology approach to build personal resilience

On September 4th 2010 at around 4:30am, the lives of all of us who live in the Christchurch region changed beyond belief. Since that date we have been rocked by over 7,000 earthquakes (some of them terrifying), we have seen communities divided and homes, businesses and loved ones lost.

However, we have also seen extremes of human compassion and kindness, incredible bravery and unexpected (though mostly welcome!) humour.

Finding the strength to carry on has been a challenge at times, but an understanding of Signature Strengths and a commitment to use them to help me move forward has been a priceless gift. My own “top three” include **Curiosity, Kindness** and **Zest**.

With this knowledge I focussed on exploring how positive psychology and coaching techniques might support personal rebuild (**Curiosity**), I offered free coaching and resources to those considering a flee from the city and to managers struggling to encourage teams back to work (**Kindness**) and I channelled my enthusiasm into incorporating this research and these conversations into an eBook (**Zest**) so that others might benefit from the results.

Reflect on your own Signature Strengths. How might they support your personal resilience during times of trauma or stress? How could you amplify them in your life when the going gets tough? In what way could your knowledge of their power help your clients to build their own coping strategies?

G	<ul style="list-style-type: none"> • What was your existing plan for coping with a natural disaster like the earthquake? • How were you hoping that things would work out, if the worst ever happened? • What was your team’s understanding of the action that they should take in an emergency like this? • What did you think were the main things that were going to cause you concern, or lead to issues, following a natural disaster like this?
R	<ul style="list-style-type: none"> • How did you – or your team - actually react or respond when the earthquake struck? • In reality, what did you do during the first few days after the earthquake? • What were the main emotions or feelings that you - or your team - experienced? • What went really well in the first few days of the earthquake? • What do you think could have gone even better? • What do you wish you had done differently? • What had you already prepared for which came in the most useful? • What caused (or is causing) you – or your team - the most concern since the earthquake?
O	<ul style="list-style-type: none"> • On reflection, how would you have liked to react or respond differently when the earthquake struck? • How would you have preferred that your team reacted or responded? • What could you have done differently in the first few days since the earthquake? • With the benefit of hindsight, how prepared do you think you were for the earthquake? • What lessons have you learned as a result of the earthquake? • What would you do differently next time? • What changes would you like to make to your emergency plans? Visit www.getthru.govt.nz for some ideas! • Where else could you go for information that will help you to ensure that you are even better prepared next time? • If you could do one thing to reduce your level of concern right now, what could it be?
W	<ul style="list-style-type: none"> • Looking at what you would do differently next time, is there any action that you need to take right now in order to ensure that things are different if this happens again? • Who is going to be responsible for making those changes? • Are there any changes that you need to plan for in the longer term? • Is there anybody that needs to be involved in helping you to make that change? • When will we check back to review the changes that you have made to ensure that you will cope even better next time? • How can I support you the best right now?

Switch Your Thinking

- How have things changed for the better since the earthquake?
- Since the earthquake, what positive differences have you noticed at home? At work? In your team?
- How might things be different and better in the future as a result of the positive differences you have identified?
- What changes have you noticed to give you hope at work? At home? In your team?
- What new opportunities can you see for yourself? Your family? Your business?
- If you could share one thing that you are most grateful for that's come from this experience, what would it be?

Extracted from *Essential Questions to GROW Your Team*

Available from www.careerbalance.co.nz

ESSENTIAL QUESTIONS
TO
GROW
YOUR TEAM



By Kathryn Jackson of
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- Creativity
- Appreciation of beauty
- Curiosity
- Open-mindedness
- Love of learning
- Perspective
- Forgiveness
- Persistence
- Integrity
- Love & be loved
- Social intelligence
- Citizenship
- Self regulation
- Zest
- Kindness
- Humility
- Bravery
- Fairness
- Leadership
- Prudence
- Gratitude
- Optimism
- Humour
- Spirituality