



# Building Resilient Agility Conversation Guide

The report can be used to support development  
review conversations

## Introduce the Session

### Explain:

We will use this report as part of your development review to support you in dealing with change and transformation. The report will help us set development goals for next year. Bring in your own organizational context here.

This session is completely confidential, and the report will only be viewed by (explain who the report will be shared with)

### Suggested Questions:

- *Tell me about the changes or transformations you have been through this year?*
- *How has the transformation impacted on your work?*
- *How has the transformation impacted on your engagement?*
- *What changes or transformation do you expect to go through next year?*
- *What would you like to get out of the session?*
- *How did you find completing the assessment?*

# Introduce Resilient Agility

## Explain:

The Model of Resilient Agility has been derived from research conducted by Saville Assessment earlier this year. Saville have looked at their very large data set collected from over 10 years of research including over 35000 data points to explore what behaviors drive someone's ability to cope in periods of change and transformation. Initially the focus was on someone's ability to be change oriented, but the more we studied the data, the more we realized that both Resilience and Agility are key to surviving and thriving during periods of transformation.

Resilient Agility is a unique form of agility that is robust and can be maintained over the longer term. Individuals who are strong in Resilient Agility are more likely to be effective during times of change and have in-built resilience as part of their capacity to be agile.

The Resilient Agility model is made up of four drivers:

### Dealing with Change:

Embracing change positively. Managing uncertainty with composure.

### Staying Connected:

Making and maintaining connections. Actively participating and communicating.

### Enabling New Ways of Working:

Using insights to forge new directions at work. Ensuring effective work plans are delivered.

### Maintaining Drive:

Capitalizing on the opportunities change presents. Keeping everyone focused on key work objectives.

## Suggested Questions:

- *Before looking at the report in detail, reflecting on these four drivers, which do you think is your strongest area?*
- *Which area do you think presents the biggest challenge for you?*

# Explain the Symbol Key

## Explain:

In the report, you are compared against a group of.. (the comparison group is shown at the bottom of the page)

In the report, we will see three types of symbols:



This symbol indicates that the individual has a typical preference for this behavior when compared to others in the comparison group.



This symbol indicates that the individual has a particularly strong preference for this behavior when compared to others in the comparison group.



This symbol indicates that the individual has less of a preference for this behavior when compared to others in the comparison group.

## Feedback discussion on Resilient Agility Drivers

We recommend that you walk through each resilient agility driver one by one and capture actions on the “Actions to Consider To Build Resilient Agility” page before moving to the next driver.

### Explain:

Use the narrative at the top of each page to help describe each area. Explain that the underlying behaviors appear in order of importance; the behaviors most predictive of the overall driver appears first.

### Summarize:

- Point out overall areas of strength (  &  )
- Highlight where there might be such strength that there could be a risk of overplay (  )
- Point out the areas of challenge (  )
- Ask the individual to take a few minutes to read through the narrative on the page.

### Suggested Questions:

- *Can you give me an example of when the strengths have helped you during times of change and transformation in the past year?*
- *How do your challenge areas impact on the way you responded to change or times of uncertainty?*
- *What areas do you need to focus on to achieve your targets for next year?*
- *Do you see any trends across behaviors? Is there anything that might interplay?*

## Actions to Consider to Build Resilient Agility

### Suggested Questions:

- *Have you considered which areas of challenge you might want to build on in the coming year?*
- *What current strengths can you leverage to achieve your goals?*
- *Who can help you with achieving this?*
- *What timeframe do you require to achieve your goals?*
- *How do you think this action will support your ability to build your Resilient Agility overall?*