



Building Resilient Agility Conversation Guide

The report can be used to support self-guided development

Introduction to Building Resilient Agility

The Building Resilient Agility report is generated from the Professional or Focus Styles self-report assessment you have completed. The report is designed to support your development during times of change and transformation and help you build resilience and agility which is robust, and which can be maintained over the longer term.

Before reading the report, it can be useful to first take some time to consider the current situation you are in and how these impacts in the workplace. The below questions will help you with this.

Suggested Questions for Reflection:

- *What changes or transformations are you going through/expected to go through?*
- *What do you enjoy about the transformation?*
- *What do you find hardest about the transformation?*
- *How does the transformation impact on your work?*
- *How does the transformation impact on your engagement?*

Introduction of Resilient Agility Model

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 for Reflection:

- *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?*

The Symbol Key

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 reflect on 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.

The narrative at the top of each page describes each area. The underlying behaviors appear in order of importance; the behaviors most predictive of the overall driver appear first.

When you work through each driver it is useful to reflect on the overall picture by looking at:

- What are your overall areas of strength (&)?
- What areas could be at risk for overplay ()?
- What are your areas of challenge ()?

Now take a few minutes to read through the detailed narrative on the page

Suggested Questions for Reflection:

- *Think of examples when the strengths have helped you in times of change and transformation?*
- *How do your challenge areas impact on the way you respond to change or times of uncertainty?*
- *What do you want to do about this?*
- *Do you see any trends across behaviors? Is there anything that might interplay?*

Actions to Consider to Build Resilient Agility

After reflecting on each individual driver, we recommend that you capture your thoughts and answer the questions on the action planning page. The below questions could help you reflect more deeply and build a tangible action plan.

Additional Questions for Reflection:

- *Have you considered which areas of challenge you might want to build on?*
- *What current strengths can you leverage to achieve this?*
- *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?*