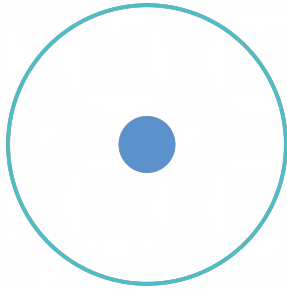


# The Resilience Framework

A clear, people-centred model for strengthening resilience at the personal, relational, and collective levels.

Resilience is not a single skill. It is a pattern system. This framework unites the three core capacities that enable educators to stay steady, connected, and forward-moving under pressure:

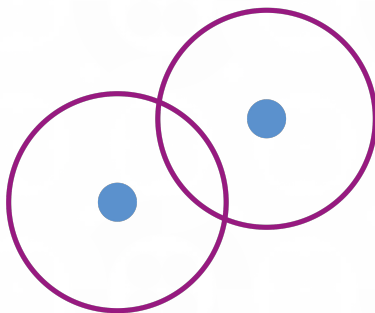


**Steadiness under pressure.**

I:

## PERSONAL RESILIENCE.

How individuals stay grounded, steady, and effective under pressure.

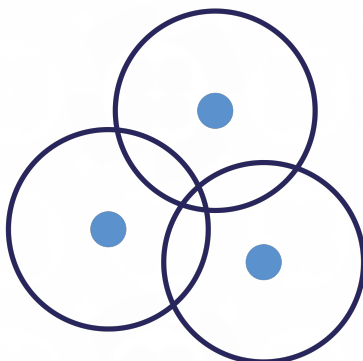


**Connection under pressure.**

YOU:

## RELATIONAL RESILIENCE.

How people relate, communicate, and collaborate under pressure.



**Culture under pressure.**

WE:

## COLLECTIVE RESILIENCE.

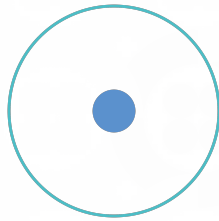
How a team or organisation works together under pressure.

Together, these capacities shape environments where people think with clarity, collaborate with ease, adapt to uncertainty, and perform at their best, even under pressure.



# The 15 Building Blocks of Resilience

The core skills that strengthen Personal, Relational, and Collective Resilience



## I: PERSONAL RESILIENCE.



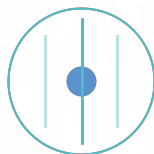
1. Awareness  
& Noticing



2. Regulation  
& Recovery



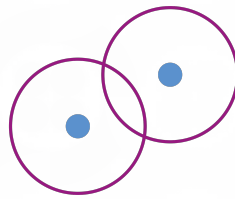
3. Agency &  
Self-Efficacy



4. Meaning, Values  
& Direction



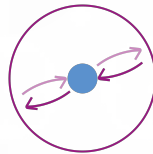
5. Boundaries &  
Sustainable Effort



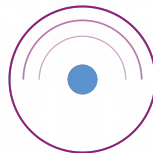
## YOU: RELATIONAL RESILIENCE.



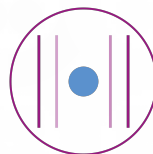
1. Trust &  
Psychological Safety



2. Clear & Kind  
Communication



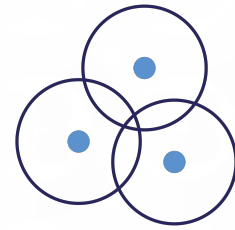
3. Empathy &  
Perspective-taking



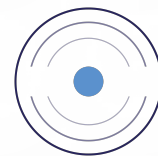
4. Boundaries &  
Expectations



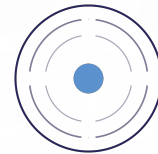
5. Repair &  
Support



## WE: COLLECTIVE RESILIENCE.



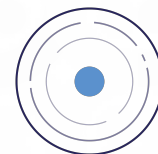
1. Shared Purpose  
& Values



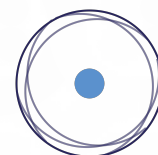
2. Psychological  
Safety & Voice



3. Fair Structures  
& Workload

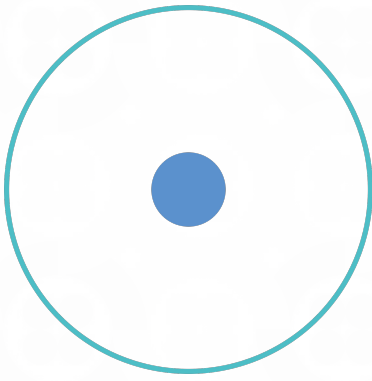


4. Learning Culture  
& Adaptation



5. Connection  
& Belonging



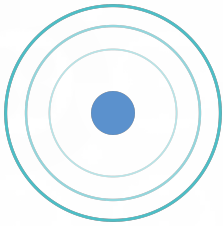


# I: PERSONAL RESILIENCE.

How an individual stays grounded, steady, and effective under pressure. It is the capacity to notice early signals, regulate emotion, stay connected to purpose, and work sustainably, helping people stay centred when demands rise.

## The 5 Personal Building Blocks

These foundational skills strengthen steadiness under pressure.



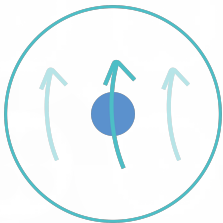
### 1. Awareness & Noticing

**Recognising** early signals, emotions, and patterns before they escalate.



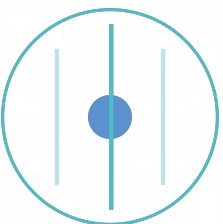
### 2. Regulation & Recovery

**Returning** to baseline, **managing** emotional intensity, and **accessing** calm.



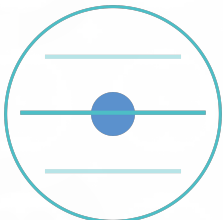
### 3. Agency & Self-Efficacy

**Feeling** capable, confident, and able to **influence** what happens next.



### 4. Meaning, Values & Direction

**Staying** connected to what matters, even when circumstances are challenging.

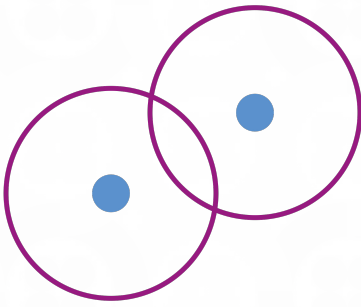


### 5. Boundaries & Sustainable Effort

**Protecting** time, energy, and wellbeing to prevent overload and burnout.

**Why It Matters.** It strengthens clarity, reduces overwhelm, and helps people respond, not react. The Resilience Library supports this pillar through tools, tiny shifts, and pattern awareness that build steady, confident self-leadership.



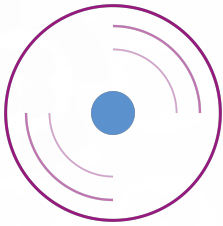


# YOU: RELATIONAL RESILIENCE.

How people relate, collaborate, and communicate under pressure. It is the capacity to build trust, express needs clearly, navigate differences, and repair strain in relationships. This pillar helps teams stay connected when challenges arise.

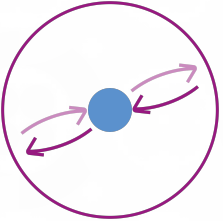
## The 5 Relational Building Blocks

These relational skills strengthen trust, communication, and collaboration.



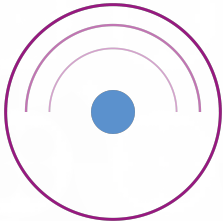
### 1. Trust & Psychological Safety

**Building** trust, **creating** safety, and **encouraging** open, honest communication.



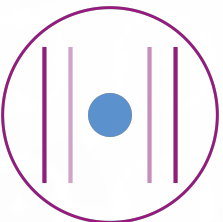
### 2. Clear & Kind Communication

**Expressing** needs clearly, **listening** actively, and **speaking** with clarity and respect.



### 3. Empathy & Perspective-Taking

**Understanding** others' experiences and **seeing** situations from different viewpoints.



### 4. Boundaries & Expectations

**Setting** healthy limits, **clarifying** expectations, and **maintaining** mutual respect.

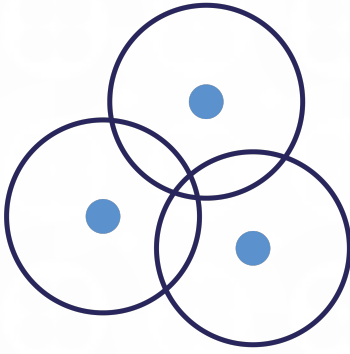


### 5. Repair & Support

**Addressing** tension early, **repairing** misunderstandings, and **offering** support when relationships feel strained.

**Why It Matters.** It improves trust, strengthens teamwork, and reduces conflict. The Resilience Library supports this pillar with tools, scripts, and practical micro-skills that build clearer communication, stronger relationships, and healthier team dynamics.



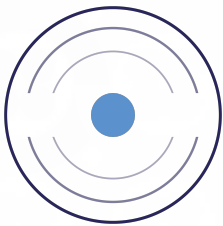


# WE: COLLECTIVE RESILIENCE.

How a team or organisation works together under pressure. It is the shared capacity to align around purpose, create fair systems, adapt to change, and foster belonging. This pillar helps cultures stay steady, connected, and forward-moving as demands increase.

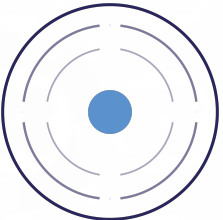
## The 5 Collective Building Blocks

These collective practices strengthen culture, alignment, and sustainable team performance.



### 1. Shared Purpose & Values

**Aligning** around what matters most and **guiding** decisions through shared principles.



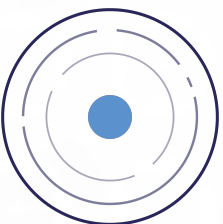
### 2. Psychological Safety & Voice

**Creating** environments where people feel safe to **speak**, **question**, and **contribute**.



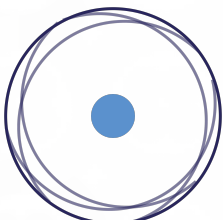
### 3. Fair Structures & Workload

**Designing** clear processes, **balancing** workload, and **ensuring** systems support wellbeing.



### 4. Learning Culture & Adaptation

**Improving** together, **adapting** to change, and **normalising** learning over blame.



### 5. Connection & Belonging

**Strengthening** relationships, **building** community, and **ensuring** everyone feels they matter.

**Why It Matters.** It improves collaboration, reduces friction, and strengthens cultures where people thrive. The Resilience Library supports this pillar with tools, shared practices, and culture habits that help teams work better together, even under pressure.

