

The Clearing's Resilience Offerings

Learn how The Clearing supports organizations looking to build and foster resilient workplace cultures

The Challenge



Individual employees, teams, and organizations alike face uncertainty, sustained stressors, and shocks on a daily basis, regardless of industry or sector. How can leaders better prepare for and learn from adverse events so that they can navigate them more effectively, and compassionately, in the future?

Resilience Defined

Resilience is the “capacity of a system, enterprise, or person to maintain its core purpose and integrity in the face of dramatically changed circumstances.”* In short, it’s an individual’s ability to “bounce back.” It’s important to note that by building resilience individuals aren’t striving to eliminate all experiences of distress or difficulty from their lives. Rather, they are **aiming to grow and navigate difficult circumstances more gracefully and effectively.**

A more resilient workforce culture has several benefits beyond the ability to navigate hardship in the moment. Resilience is positively correlated with increased employee engagement, satisfaction, and overall productivity, and it is negatively correlated with burnout, individual stress, and absenteeism.



Our Approach

We understand that **resilience before, during, and after times of disruption** is key to an organization's ability to survive and thrive over time. We take a human-centered approach to supporting an organization's resilience through shocks and ongoing stressors.

*Resilience: Why Things Bounce Back by Andrew Zolli



The Clearing's Resilience Principles

- Resilience can be considered and cultivated at the individual, team, and organizational levels
- Resilience is a process, not a destination
- Resilience requires effort – it's a skill to build and sustain
- There is no one-size-fits-all approach to resilience; resilience looks and means different things depending on culture, environment, and goals



Outcomes of The Clearing's Resilience Support

- Individuals, teams, and organizations are **equipped** with the tools and frameworks to support resilience in times of immense change and transition.
- Individuals and teams **demonstrate** shifts in resilience behaviors and practices
- Organizational processes, policies, and **practices** enable individual and collective resilience



The Clearing's Resilience Service Offerings

- Organizational Assessment and Planning
- Training and Education at the Individual, Team, and Organizational Levels
- Leadership and Team Coaching



I learned that we are actually more resilient than I imagined in a few ways [...] A few examples include our ability to effectively complete tasks together [...] filling in the gap, and having a strong sense of teamwork – linked to our internal mission, as well as [our] larger mission.

– A Federal Leader

When To Consider Resilience Support

Shifts in leadership and/or a major organizational transition

Higher than normal turnover and sick leave

Your team/organization regularly experiences shocks or extended stressors

Policy and processes change




An unexpected crisis has occurred

Communications and exchanges feel transactional in nature

Low employee engagement overall

Interested in learning more about The Clearing's resilience support?
Contact us today to talk with our team of experts.

Ready to Chat?

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