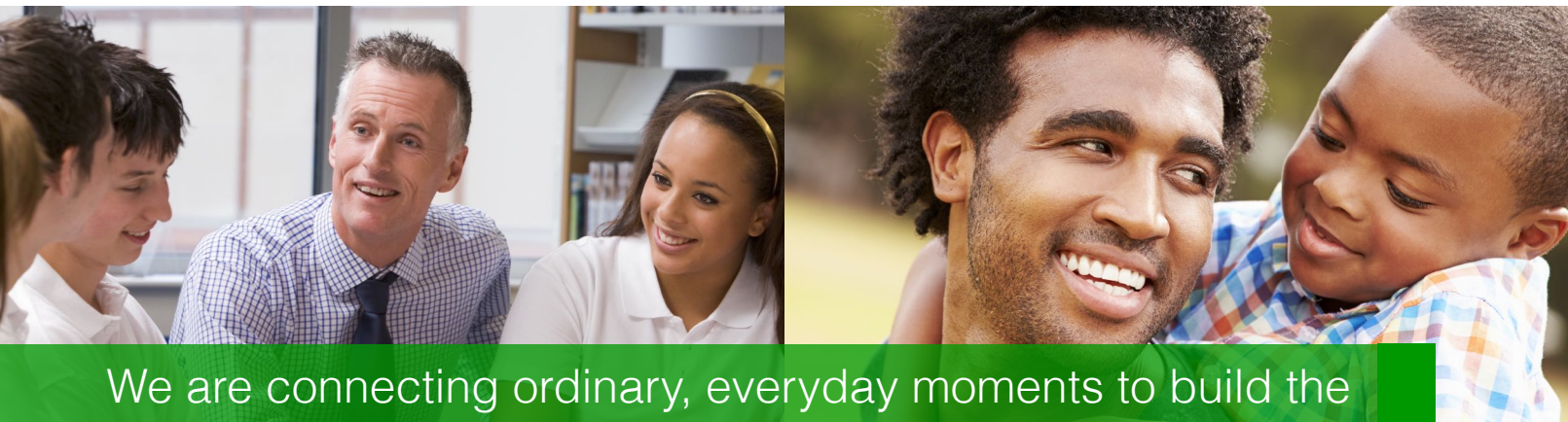




# THE RESILIENCE DOUGHNUT UK<sup>®</sup>

[www.resiliencedoughnutuk.com](http://www.resiliencedoughnutuk.com)



We are connecting ordinary, everyday moments to build the resilience of children, young people and adults.



EDUCATION, HEALTH & COMMUNITY





"Resilience is the process of continual development of personal competence, while navigating & negotiating with available resources in the face of adversity." Lyn Worsley



## ABOUT THE RESILIENCE DOUGHNUT

The Resilience Doughnut is a practical, strengths-based model for developing resilience in children, young people and adults.



## Why is Resilience important?

People who have happy and fulfilling lives have positive life skills that help them grow through life's inevitable challenges, rather than being damaged by them.

"Resilience is the process of continual development of personal competence while navigating and negotiating with available resources in the face of adversity."

Lyn Worsley

## Why use the Resilience Doughnut?

Through the Resilience Doughnut tool, children, young people and adults gain a clear understanding of their current strengths that support the development of their resilience. In turn this:

- Enables individuals to take responsibility for their own wellbeing and learning about self.
- Promotes self discipline / self control.
- Enables individuals to know what resources they have to build competence to face adversity - particularly important when preparing for times of change.

"The Resilience Doughnut is so easy to use and I'm finding it helpful to apply it to myself as I go through the next chapter of my life."

Workshop Participant

## What is the Resilience Doughnut?

The Resilience Doughnut is a powerful research-validated tool based on international and Australian strengths based research on resilience. The model, developed by the Resilience Centre Australia, is perfect for individuals as well as professionals who want to use the evidence-based practice, based on what is working in the lives of children, young people and adults. It is a refreshing look at resilience and gives people an action plan to increase their own resilience as well as others around them and those in their care. As we face different crises in our lives, building up resilience is an important process.

## A focus on strengths

Past research has tended to focus on risk factors in the lives of people. With young people in particular, it has focused on those involved in health risk behaviours. In other words, efforts have been directed towards trying to understand why certain people are not resilient. While this notion is popular with professionals working individually with people, it is not always useful for parents trying to raise their child effectively. Nor does it help the average teacher or school leader who wants to see their students cope with pressures inside and outside of school.

More recently, research has focused on people who are resilient, despite the adversities they are facing. Australian psychologist Andrew Fuller defines resilience as "the happy knack of being able to bungy jump through the pitfalls of life". A number of researchers have found that there are common qualities amongst

those individuals who are able to 'bungy jump' through their pitfalls and keep thriving. The Resilience Doughnut is based on seven factors that people who have been through adversity and survived and thrived, have in common. It has been widely accepted by parents and a wide range of professionals including: teachers, psychologists, GPs, case workers, social workers, youth workers, business leaders and managers, occupational health workers... in fact anyone interested in helping people to become more resilient.

## Why a doughnut?

It has been identified that there are two forces at play when looking at developing resilience:

### The centre of the Resilience Doughnut

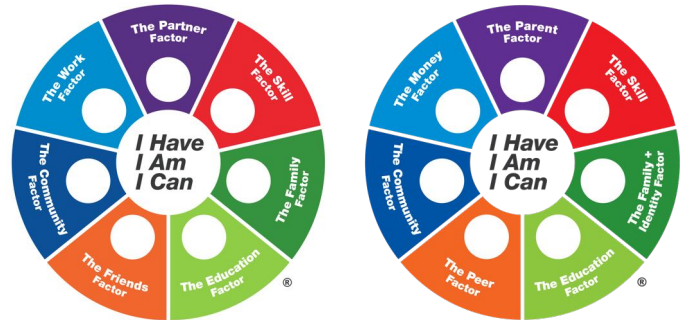
The centre of the model represents the person's key beliefs that develop as they build the tools and resources they need to face the world. These reflect the internal characteristics or competences which enable a person to survive and thrive adversity. They are associated with healthy development and life success and are concerned with three areas:

1. Their awareness of those who support them (who I HAVE)
2. How they view themselves (who I AM)
3. The degree of confidence they have in their own abilities (what I CAN do)

### The outside of the Resilience Doughnut

The outside of the model is comprised of seven sections, each section representing an external factor in the person's life.

When reviewing the research, it was found that these seven factors repeatedly showed up in the lives of resilient people. These external or environmental influences contribute to the building of their personal competences. These external influences interact, therefore reinforcing their efficacy.



These seven factors each have the potential to enhance the positive beliefs within the person and thus to help the individual to develop resilience. Interestingly, resilient individuals only need three of these seven factors working well in their life. Their ability to focus on their three factors that were strong was a key aspect of their resilient mindset. When an individual's three strongest factors are combined we say that a 'Doughnut Moment' has occurred.

## What is different about this approach?

The Resilience Doughnut is a simple interactive tool, which combines the key areas of research models proposed over the past decade. It is important to know the model well in order to



teach the model and so staff are equipped through our training and development opportunities.

Many resilience programmes exist that also tap into the enormous amount of research into building resilience. However they are often complicated programmes involving working a person's self esteem and don't always involve tapping into the resources around a person, which develop and confirm self-esteem.

### **We don't teach people how to be resilient.**

The emphasis on using the Resilience Doughnut is on the **process of building both developmentally and through the manipulation of the environment**, rather than a programme that teaches how to be resilient. The Resilience Doughnut **creates a paradigm shift**, and promotes a process of developmental change that can occur throughout a school / organisation, within each young person / adult, their homes and their communities over the course of a lifetime.

"The Resilience Doughnut supports the resilience dimension of your organisation. It is a simple, interactive tool that combines the key areas of research proposed over the past decade. It is a process rather than a programme that just teaches resilience. The Resilience Doughnut creates a paradigm shift and the language of optimism to promote developmental changes that occur throughout the organisation within the individual, their homes, their communities and over the course of a lifetime." Lyn Worsley

## The Resilience Doughnut Process



You negotiate with your

**AVAILABLE  
RESOURCES**



to build your

**PERSONAL  
COMPETENCE**



and this helps you cope with

**THE TOUGH  
STUFF**

### Working with Children & Adolescents

The Resilience Doughnut can be used to support the development of resilience in children and adolescents in education, health and community settings. We have taught and trained many parents, teachers and practitioners across the UK and overseas and used the model directly with children and adolescents through our workshops and intervention programmes.

### Working with Adults

The Resilience Doughnut also sheds light on how adults develop the skills for coping with adversity through their lifetime and offers insights for nurturing both personal growth and positive relationships with others. We offer a range of training and development options if you are interested in developing the resilience of your colleagues in the workplace or adults within an education, health or community setting. Perfect for all types of public, private and third sector organisations.

# THE RESILIENCE DOUGHNUT WORKSHOP

The original workshop for children and young people. Ideal for education, health and community settings.





This two hour workshop is ideal to support children and young people (age 8 - 18) to build their resilience and wellbeing. It can be delivered one-to-one, with a small group or, most commonly, with a class group of up to 30 children or young people.

For younger children (age 5 - 7 years) you can use a peer teaching approach and we can train you to incorporate this after your workshop for the older children or young people (see below).

### **What will this workshop cover?**

The Resilience Doughnut Workshop will enable each child or young person to:

- Assess their current strengths, which contribute to their resilience and wellbeing.
- Understand what they are able to change, in order to improve their ability to survive and thrive.
- Recognise and discuss each other's strengths and how to encourage these.
- Create their own Doughnut Moments.

### **Building on the workshop.**

The workshop is just the starting point. There is a range of options for follow-up and extension work that can be led by us or by your school or community group. This is an opportunity for creativity! Through this work, the children or young people can start to combine and build their strengths that they identified in the workshop to create their

own Doughnut Moments. This process can be a wonderful experience and can also be a great opportunity for parent and community involvement. We can deliver or provide training in any of the following:

#### **Peer teaching**

Older children and young people can teach the model to their younger peers. This works well with Year 4-6 pupils teaching younger pupils in Year 1-3, KS4/5 students teaching KS3 students and secondary students teaching primary pupils as a part of transition.

#### **'Sharing Our Strengths' Project**

There are many creative ways that pupils can recognise and share their strengths through their creativity eg; posters, videos, podcasts, blogs, poetry etc. If you have children or young people with the same strengths then they can collaborate on a project.

#### **The Kindness Project - This is our most popular!**

Creating Doughnut Moments by combining strengths to make a difference to others or do something kind for someone else. We call them Kind Doughnut Moments.

#### **Connect 3 Intervention Programme**

See Page 10 >

#### **Link3d Up Intervention Programme**

See Page 10 >

#### **Resilience Report**

See Page 25 >

# INTERVENTION PROGRAMMES

Our programmes for 9-18 year olds improve wellbeing, confidence, social skills and mental resilience so they can cope better in challenging situations.







## Working with Children

'Connect 3' is a creative 9 week programme (based on six 90 minutes sessions) to support KS2 pupils. Children will learn about their personal strengths using The Resilience Doughnut, learn about resilient thinking skills and connecting with others, before putting this into action with the Kindness Project. The programme aims to improve wellbeing, confidence, social skills and mental resilience so they can cope better in challenging situations.

Included in this programme: a parent information and engagement session; a staff information session; validated pre and post programme assessment; and an opportunity for qualitative feedback from pupils and staff. The Resilience Report can be included. Depending on your focus, this programme is also a great opportunity for peer learning.

### Did you know?

You can deliver these programmes within your own organisation with our Level 1 Advanced Training.

**See Page 17 >**



## Working with Young People

'Linked Up' is a programme to support 11-18 year olds so they can cope better with the challenges of teenage life. This creative and interactive 9 week programme (based on six 90 minutes sessions) aims to help them find their strengths using The Resilience Doughnut, develop improved problem solving, develop positive and resilient connections with others, and negotiate changes in life when strengths are challenged. The young people put this all together with the Kindness Project.

Included in this programme: a parent information and engagement session; a staff information session; validated pre and post programme assessment; and an opportunity for qualitative feedback from pupils and staff. The Resilience Report can be included. Depending on your focus, this programme is also a great opportunity for peer learning between KS3, 4 & 5.

[Contact us for details of the aims, objectives, structure and content of these programmes >](#)

# THE RESILIENCE DOUGHNUT - ADULT WORKSHOP

The original workshop for adult clients in an education, health or community setting.



This two hour hands-on workshop supports adults of all ages to build their own resilience and wellbeing so they are better able to cope during life's inevitable challenges. We work alongside organisations in education, health and community settings to tailor this workshop to meet specific individual, group and organisational needs.

### What will this workshop cover?

This workshop will enable participants to:

- Understand the power of a strengths-based approach.
- Assess their current strengths using the Resilience Doughnut.
- Understand what they are able to change, in order to improve your ability to cope.
- Create their own Doughnut Moments.
- Recognise and discuss each other's strengths and how to encourage these through solution-focused conversations.
- Explore how the model can be applied to their own life within their specific context.

**Would you like to use the Resilience Doughnut to improve Workplace Wellbeing?** The Resilience Doughnut provides a practical process for organisations seeking to help staff with stress, pressure or challenging agendas in the workplace. We can work directly with your colleagues and provide opportunities for training and development for your leadership and management teams. For more information, get in touch or visit [www.resiliencedoughnutuk.com/workplace](http://www.resiliencedoughnutuk.com/workplace).

### Who is this workshop suitable for?

All adults would benefit from this workshop but, we often provide delivery for organisations who work with adult clients in a health, education or community setting, including therapy and counselling providers. The Resilience Doughnut Adult Workshop is particularly useful for supporting adults who are experiencing issues such as:

- Redundancy or retirement
- Long term unemployment
- Learning difficulties or physical disability
- Mental health difficulties
- Addiction
- Relationship or family breakdown
- Illness or bereavement
- Loneliness and isolation
- Relocation and cultural transition
- Living away from home

#### Did you know?

You can also incorporate our online **Resilience Report** during or immediately after this workshop.

**Would you like to use the Resilience Doughnut to improve Teacher Wellbeing?** See Pages 14 & 20 >

**Would you like to use the Resilience Doughnut with Parents & Families?** See Page 23 >

**Would you like to learn how to use the Resilience Doughnut with your adult client groups?** See Page 19 >



# TEACHER WELLBEING WORKSHOP

The Resilience Doughnut provides a practical, research-validated approach to raise the wellbeing, morale and resilience of school staff so they can passionately teach and connect in a positive school climate.



**Whatever stage your school or college is at regarding staff wellbeing, we are confident you and your colleagues will find the Resilience Doughnut to be a powerful tool to improve personal and professional wellbeing.**

Include our online Resilience Report tool with your Teacher Wellbeing Workshop - Each participant will have 6 years access to their own Report giving them an **ongoing action plan** to increase their own resilience and prepare for new challenges.

"The Adult Resilience Doughnut is so easy to use and I'm finding it helpful to apply it to myself as I go through the next chapter of my life." Workshop Delegate

Our popular half-day workshop, centred around the Resilience Doughnut adult model, is ideal for building the personal and professional resilience of your school and college staff. The Resilience Doughnut provides a practical process for schools and colleges seeking to help staff with stress, pressure or challenging agendas. Fostering wellbeing at an individual, team and whole-school level has the potential to build resilient and positive organisations with the tools to bounce back.



Join the conversation #teacher5aday

## What does this workshop cover?

This workshop will enable participants to:

- Understand the role of purpose, gratitude and optimism in resilient teachers' approach to adversity.
- Assess their current strengths using the Resilience Doughnut.
- Understand what they are able to change, in order to improve their ability to cope.
- Recognise and discuss each other's strengths and how to encourage these through solution-focused scaling questions.
- Create their own Doughnut Moments.
- Understand the relationship between transitions and adversity.
- Explore how the model can be applied to their own personal and professional lives.

## Would you like to learn how use the Resilience Doughnut to build the personal and professional resilience and wellbeing of your school or college staff?

In addition to our Teacher Wellbeing Workshop we offer a range of Training and Development opportunities for those in leadership and management roles within your school or college. This provide a sustainable approach for your organisation to promote resilience and wellbeing within a positive climate.

**See Page 20 >**

# TRAINING & DEVELOPMENT

## WORKING WITH CHILDREN & YOUNG PEOPLE

Would you like to learn how use the Resilience Doughnut with the children and young people within your own school or community setting?



**APS**

Australian  
Psychological  
Society





## DEVELOPMENT DAY (CHILD & ADOLESCENT)

This day introduces the Resilience Doughnut to you and your whole team. It will:

- Provide your team with a good understanding of how to use this model to **build the personal resilience and wellbeing of children and young people within your education, health or community setting.**
- Enable your team to start to use the Resilience Doughnut as a resource within their day-to-day work and help them understand its potential within your organisation.
- Enable your team to work effectively alongside colleagues who are intending to lead its implementation.

### How is this different to the Level 1 Training?

The Level 1 Training is for at least one or two people who would like to **lead the implementation** of the Resilience Doughnut within your organisation. Following accreditation, they would be equipped to provide additional training, resources and support to those, detailed above, who are using the model.

In an organisation, at least one person needs to complete the Level 1 Training (Child & Adolescent).

## LEVEL 1 TRAINING (CHILD & ADOLESCENT)

In-depth training for at least one or two of your team to lead Resilience Doughnut implementation, lead the delivery with staff in your workplace, confidently present information and training sessions to your colleagues and embed the model into existing good practice within your organisation. Only available online.

## LEVEL 1 ADVANCED TRAINING

Get the skills, understanding and resources to plan and deliver the Connect 3 and Link3d Up intervention programmes within your own school or community organisation.

Get in touch to connect with schools already using The Resilience Doughnut and Resilience Report >

# TRAINING & DEVELOPMENT

## WORKING WITH ADULTS

Would you like to learn how use the Resilience Doughnut with adults within your education, health or community setting?

The Resilience Doughnut **Training & Development for Adults** has three strands:

- **Clients** - for those supporting adult clients in an education, health or community setting, including therapy and counselling providers. See Page 19 >
- **Education** - for those supporting colleagues in a school or college workplace setting. See Page 20 >
- **Workplace** - for those supporting colleagues in a non-education workplace setting. Visit our website >



APS

Australian  
Psychological  
Society



## DEVELOPMENT DAY (ADULT) - CLIENTS

This day introduces the Resilience Doughnut to you and your team. It will:

- Provide your team with a good understanding of how to use this model to build the personal resilience and wellbeing of adults within a health, education or community setting.
- Enable your team to start to use the Resilience Doughnut as a resource with themselves and within their day-to-day work and help them understand its potential within your organisation.
- Enable your team to work effectively alongside colleagues who are intending to lead its implementation.

### How is this different to the Level 1 Training?

The Level 1 Training is for at least one or two people who would like to **lead the implementation** of the Resilience Doughnut within your organisation. Following accreditation, they would be equipped to provide additional training, resources and support to those, detailed above, who are using the model.

In an organisation, at least one person needs to complete the Level 1 Training (Adult) - Clients.

## LEVEL 1 TRAINING (ADULT) - CLIENTS

In-depth training for at least one or two of your team to lead Resilience Doughnut implementation, lead the delivery with staff in your workplace, confidently present information and training sessions to your colleagues and embed the model into existing good practice within your organisation. Only available online.

### Who is this Training & Development suitable for?

Anyone who works with adult clients in a health, education or community setting, including therapy and counselling providers. The Resilience Doughnut is ideal for supporting adult groups such as parents or the elderly as well as adults who are experiencing issues such as:

- Long term unemployment
- Learning difficulties or physical disability
- Mental health difficulties
- Addiction
- Relationship or family breakdown
- Redundancy or retirement
- Illness or bereavement
- Loneliness and isolation
- Relocation and cultural transition
- Living away from home



## DEVELOPMENT DAY (ADULT) - EDUCATION

This full or half day introduces the Resilience Doughnut to those in **leadership and management roles** within your school or college.

It will:

- Provide your team with a good understanding of how to use this model to **build the personal and professional resilience and wellbeing of colleagues within your school or college.**
- Enable your team to start to use the Resilience Doughnut as a resource within their day-to-day work with colleagues.
- Enable your team to work effectively alongside colleagues who are intending to lead its implementation.

### How is this different to the Level 1 Training?

The Level 1 Training is for at least one or two people who would like to **lead the implementation** of the Resilience Doughnut within your school or college. Following accreditation, they would be equipped to provide additional training, resources and support to those, detailed above, who are using the model.

In an organisation, at least one person needs to complete the Level 1 Training (Adult) - Education.

## LEVEL 1 TRAINING (ADULT) - EDUCATION

In-depth training for at least one or two of your team to lead Resilience Doughnut implementation, lead the delivery with staff in your school or college, confidently present information and training sessions to your colleagues and embed the model into existing good practice within your organisation. Only available online.

"Teachers are important adults in children's lives, and evidence demonstrates that teacher wellbeing has significant effects on children's socioemotional adjustment and academic performance."

Hamre and Pianta 2004; Malmberg and Hagger 2009; Moolenaar 2010; Roth et al. 2007).

## ONGOING SUPPORT & DEVELOPMENT

A full package of continuing support and development for Level 1 Trainers to enable you to maximise the impact of the Resilience Doughnut in your organisation.



**The Resilience Doughnut is all about connections** and this also applies to our team of Accredited Trainers across the UK and overseas. Following successful accreditation you will benefit from a national and international network of colleagues using the model in a variety of settings. Through this network, you will receive access to updated resources, discussion groups and support, as well as the opportunity to share ideas, resources and success stories with colleagues.

The Resilience Doughnut teams in the UK and Australia provide a package of online and on-site support and development to enable you to maximise the impact of the Resilience Doughnut in your organisation. What are you waiting for? Get connecting!

### Professional Learning Network

Led by our team at The Resilience Centre Australia, our Professional Learning Network is our virtual learning environment available to all Accredited Trainers where you can engage in continued personal and professional development. Through the PLN you can take part in a range of conferences and courses and discuss and collaborate with colleagues from across the world

**Our national and international network connects using:**



### How can we support you?

We can support you to:

- Develop the best approach for the model to work effectively within your education, health or community setting, including integration into existing best practice.
- Establish a whole-organisation approach to resilience and wellbeing centred around the Resilience Doughnut and Resilience Report.
- Plan and deliver your own engaging workshops, programmes, training and development, and information sessions within your own organisation.
- Manage and analyse data from the Resilience Report in order to monitor the impact of The Resilience Doughnut within your organisation and to support the implementation and evaluation of targeted interventions.
- Carry out your own Resilience Doughnut based research projects.
- Connect with other organisations using the Resilience Doughnut and Resilience Report.

We can provide:

- Delivery or co-delivery of workshops, programmes, training and development, and information sessions within your organisation.

**We look forward to welcoming you to our team.**



## PARENTS & FAMILIES

Our range of workshops and programmes support and equip parents to build their own and their child's resilience, as well as a whole approach to stronger families.



**The Resilience Doughnut helps parents discover ways to support their children as they grow and change, so that they can face the inevitable difficulties that life sometimes brings.**

“The Resilience Doughnut completely changed how I was approaching my kids. I was trying to help them by fixing the problems. Now I focus on their strengths and it really works. The flow on effect is evident in his change in attitude at school. Parent

It shows parents the areas of strength that are already working well in their child's life and gives ideas about how to use these strengths to enhance resilience further. It empowers parents to draw on all the other resources that are available to them and combines these positive strategies to support them in raising their children. Carers of young people can also use the Resilience Doughnut process as a practical tool to assist them to develop strategies and support mechanisms to draw on and enhance the life skills of the children in their care.

If your or your organisation works with parents in an education, health or community setting then, in addition to our direct delivery, we can train you and your colleagues to use the Resilience Doughnut within your own organisation. See Page 14 >

## RAISING RESILIENT CHILDREN - PARENTS' WORKSHOP

This hands-on workshop is ideal to support and equip parents to build their child's resilience so they are better able to cope during life's inevitable challenges.

## THE RESILIENCE DOUGHNUT - PARENTS' WORKSHOP

We know that resilient children need resilient adults around them. This engaging workshop supports parents to build their own resilience and wellbeing. It gives parents a practical tool to use immediately to create their own resilience-building action plan.

**Organisations** such as a school, college or community group - Our team can deliver these workshops at your organisation or we can provide an agreed suitable venue at additional cost.

**Parents** - You can book a place at one of our Scheduled Events which run throughout the year.

[Visit our website for more information >](#)

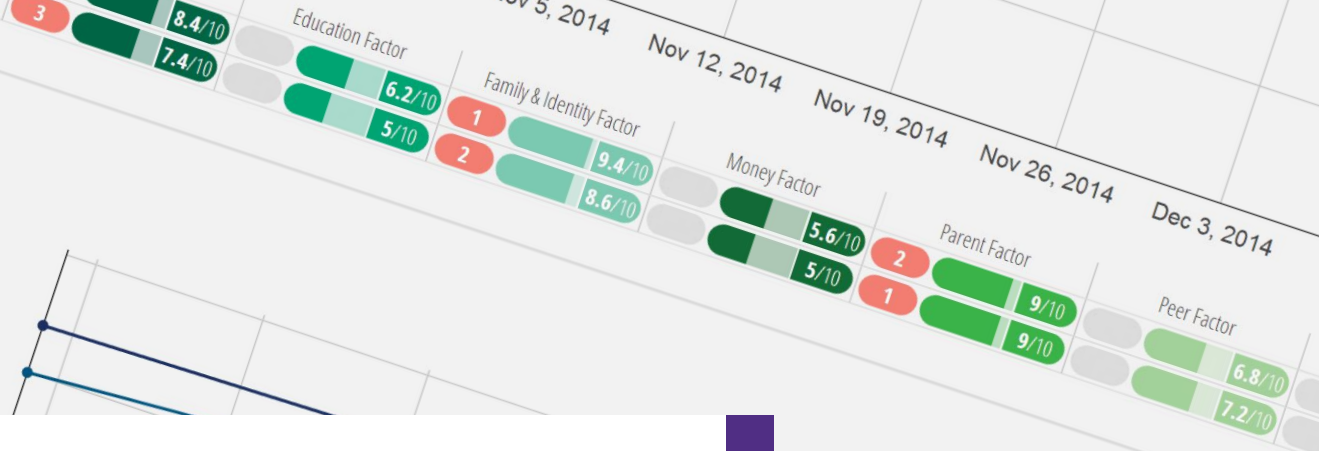
## THE RESILIENCE DOUGHNUT - FAMILY PROGRAMME

This is a whole-family approach to building resilience. Ideal to support and equip families to become more resilient and cope better during life's inevitable challenges. Available for organisations to book.

[Visit our website for more information >](#)

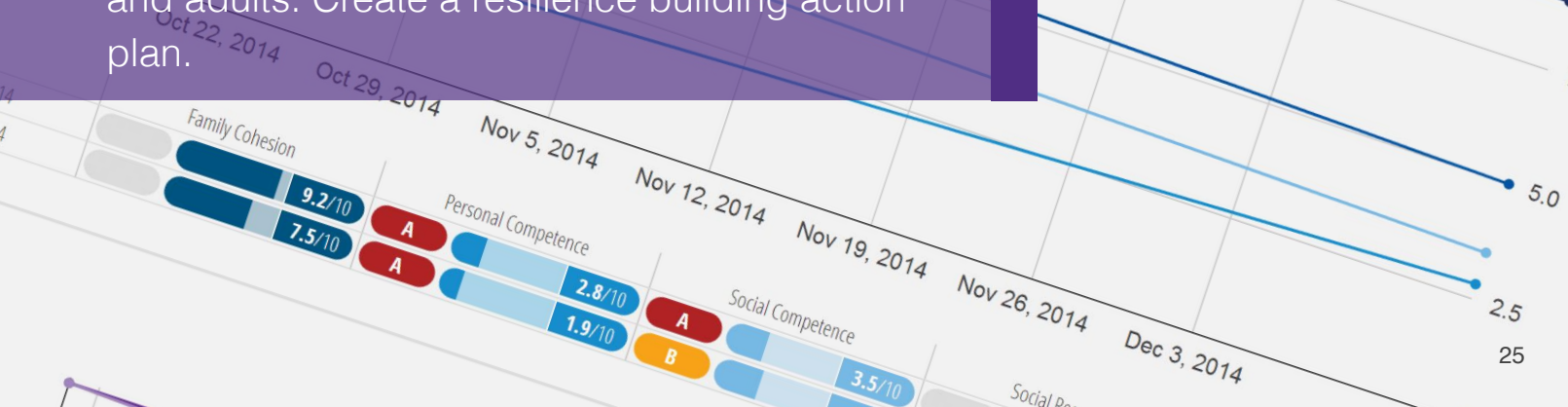
## Competence

- Family Cohesion
- Personal Competence
- Social Competence
- Social Resources
- Structured Style



# Resilience Report

Take a snapshot of specific resilience and wellbeing characteristics of children, adolescents and adults. Create a resilience building action plan.



**The Resilience Report provides a powerful, validated online tool for individuals as well as for use in education, health, community and workplace settings.**

It enables a snapshot to be taken of specific resilience and wellbeing characteristics of children, adolescents and adults and provides individuals with an action plan to increase their own resilience. When working with children and young people the Resilience Report also provides avenues for intervention and a validated measure of impact.

There are two distinct versions of the Resilience Report, one for children and young people and one for adults.

**Individuals:** Visit our website to create an account and get started.

**Organisations:** If you would like to use the Resilience Report at an organisational level, such as a school, practice or workplace, a sound understanding of the Resilience Doughnut is required. Our range of Development Days and Level 1 Training are both essential. All Level 1 Trainers have access to free Resilience Report training and support.

If your organisation is running one of our Workshops then we can incorporate the Resilience Report, during or immediately after.

## **Why use the Resilience Report?**

The Resilience Report provides the opportunity for those

working with children and young people to support them by enabling opportunities to combine their strengths and build competence to cope during tough times. The Resilience Report can be used with an individual, class group, whole year group or whole school to identify need, target early intervention and measure impact. Measuring resilience through the Resilience Report can be incorporated as part of a Resilience Doughnut Workshop as well as the Linked Up or Connect 3 intervention programmes.

Whether you work with adults in an education, health, community or workplace setting the Resilience Report is perfect to enable adults to take responsibility for their own wellbeing. Individuals take a snapshot of their own resilience and wellbeing characteristics so they can see their current available resources that are supporting them. Looking ahead they are able to create an action plan to increase their own resilience during periods of change and adversity - both personally and professionally.

If your organisation is running one of our Workshops then we can incorporate the Resilience Report, during or immediately after.

## **Taking a resilience snapshot**

The process of taking a snapshot is broken into three steps: Resources, Adversities and Competence.



## Step One

This step uses the Resilience Doughnut strengths measure. There are 7 strength factors with 10 statements in each. The participant must answer how strongly each statement is true in describing themselves. Each factor also prompts an additional written response.

## Steps Two and Three

These steps are the survey questions. The participant is shown a series of questions and statements, as they answer they can see their progress. Once all three steps are completed, the snapshot is complete and the user can view their Resilience Report.

## The Report

### View scores and results.

The Resilience Report provides a measure of an individual's competence and adversities, or in other words, what they have going for them and what is working against them. Each question in the surveys relates to a specific assessment. The report shows the scores resulting from those surveys broken down into each element. The Competence and Adversities columns highlight potential difficulties the individual may have, and the Resources column shows the strengths available to them.

### Problems are highlighted at a glance.

The report holds a great deal of information and include simple markers to highlight any element that requires

attention. These assessments are made using a scoring scale provided by the validated measures.

### See changes over time.

The report works best when there are multiple snapshots taken over regular intervals. The ideal amount of time between each snapshot will vary for each individual but, as a starting point, is suggested at once every 6 months.

### Strength comments.

Once 'The Resilience Doughnut' has determined the top three strength factors, the individual has the opportunity to enter some text. They are asked what is good about that factor, why they think it is strong and what they could do to make it even stronger. These comments have proven to be acutely valuable, acting as a resilience diary for the individual, and giving group managers specific and unique information.



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@ResDoughnutUK

The F

Community  
Factor



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