

# Comprehensive Resilience Module Social Dimension

*“The Dynamics of  
Socially Resilient Teams”*

# Overview

*“The power of unity and teamwork can make a difference in how we deal with adversity, or better yet, in how we overcome it.”*

Without each of our unique and diverse skill sets at work:



We rely on our unit to work as a unified team to achieve our mission even when the unexpected happens - to support each other through our ups and downs.

We are less effective as a Soldier

We're less effective as a team

Not as able and ready to adapt to the unexpected

Our overall effectiveness and resilience would suffer



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# What is Social Resilience

*Social resilience is the capacity to foster, engage in, and sustain positive social relationships as well as to endure and recover from stressors and social isolation.*

## **Social resilience is:**

- An invisible and powerful force
- Holds people together
- Gives them purpose
- Promotes their rising to the challenge



## **Part of what makes a group socially resilient is that its members do:**

- What it takes to make the group better
- Putting the needs of the group ahead of their own
- Acting in ways that live up to the group's core values at all times
- Having a strong connection with other members in the group



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# Working in Teams to Overcome Adversity



Humans are fundamentally social, we:

- work together
- live together
- watch out for one another
- face challenges together



When it comes to overcoming adversity or any unforeseen challenge, the cohesiveness and social resilience of the group matters.

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# What Makes a Team Socially Resilient

In addition to being the most highly skilled and talented, you also have to be a cohesive unit in which every member feels accepted and valued



Senior Leaders show a genuine interest in their Soldiers.

Put themselves at risk for one another

Take advantage of their differences to work more effectively



A unit in which its members:

Put the interests of the unit ahead of their own

Trust each other

Work and communicate well with each other



Look out for one another

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# Social Resilience and The 7 Army Values

**Social Resilience is connected to the 7 Core Army Values by:**

- ❑ Putting the needs of the unit above your own
- ❑ Contributing to the Social Resilience of the unit
- ❑ Putting your unit in a better position to grow



**ESPRIT De Corps**

We need strong social connections to be on a successful team

Part of what makes us who we are is being a member of this team

You always conduct yourself in a way that upholds the values of the unit.

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# Social Resilience and The 7 Army Values

*As a loyal person you act in  
the best interest of the group*

*In a loyal group, you know  
without having to ask, you can  
count on EVERYONE*



*Every member of the team  
watching someone else's  
back instead of their own*

*Your unit is transparent  
and trustworthy*

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# Social Resilience and The 7 Army Values



## Loyalty

- Individual Value: You are personally committed and trustworthy.
- Group Value: Each member of the unit does what's right for the good of your unit and not just specific individuals within your unit.
- *As a result, the unit looks out for all its members.*



## Duty

- Individual Value: You fulfill your obligations to the unit.
- Group Value: Your unit works cohesively to accomplish its obligations as a whole; your unit identifies and engages the strengths of everyone in the team.



## Respect

- **Individual Value:** You treat every soldier in your unit with dignity and respect no matter their role, experience, gender, physical size, or agility.
- **Group Value:** The unit recognizes the value of how each member fills a need. The unit's bond is stronger because everyone knows they are respected, no matter who they are.

# Social Resilience and The 7 Army Values



## Selfless Service

- **Individual Value:** You put the welfare of the unit ahead of your own.
- **Group Value:** Everyone carries their weight and acts towards the good of the whole even to the point of self-sacrifice, as a result, everyone in the unit relies on the collective effectiveness and synergy that come through everyone operating selflessly.



## Honor

**Individual Value:** You live up to Army values. You have the habit of being honorable, and solidify that habit with every value choice you make.

**Group Value:** Your team stands united, identifies itself as an honorable team; people outside the unit can recognize the collaborative commitment your unit has to live the core values.



## Integrity

- **Individual Value:** You do what's right, legally and morally
- **Group Value:** Even though you might not agree with everyone in your unit about everything, you all share a common moral and legal code. You keep each other in check as you make your daily decisions.



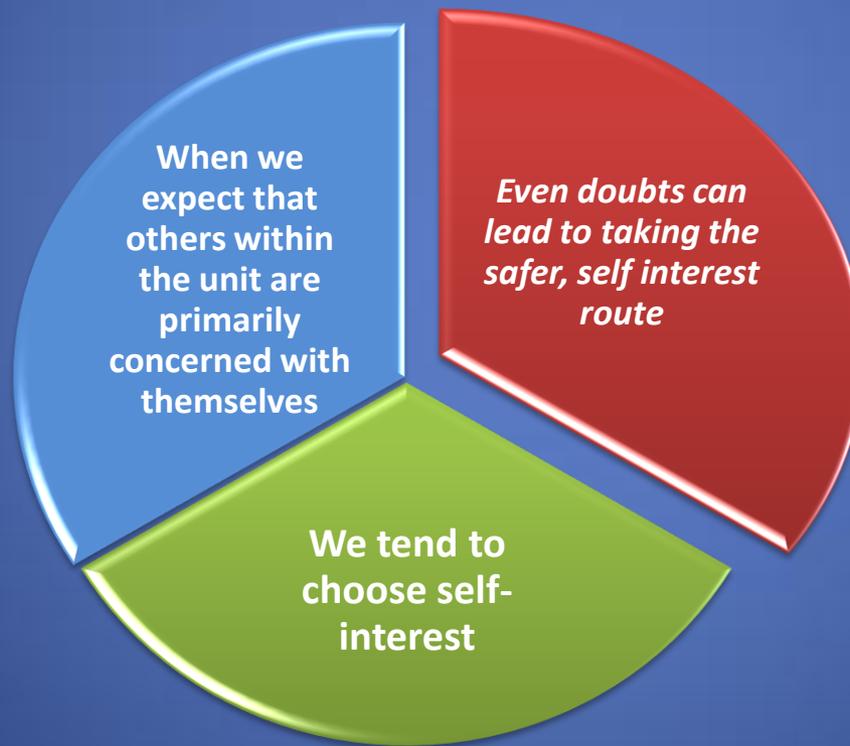
## Personal Courage

- **Individual Value:** You have physical courage to endure physical duress and at times risk personal safety. You stand up for and act upon the things that you know are honorable.
- **Group Value:** Your unit seeks to build the courage of each member, facing fears together and helping those that are weaker, physically or emotionally, to develop methods of overcoming; builds interdependence to strengthen the team as a whole.

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# The Importance of Trust in Resilient Teams

*For a team to be socially resilient, a critical element is that people within the team must trust each other to do what's right for the team even when it conflicts with individual interests.*

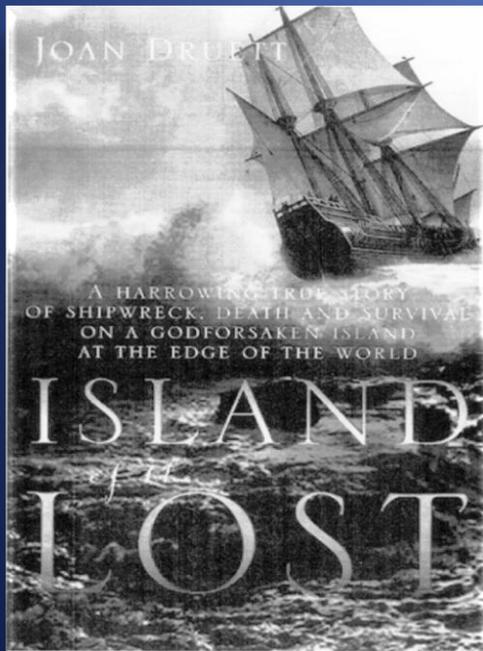


**When we expect that others within the unit would put the group's welfare ahead of self-interest, we are usually motivated to behave in a group-oriented way.**

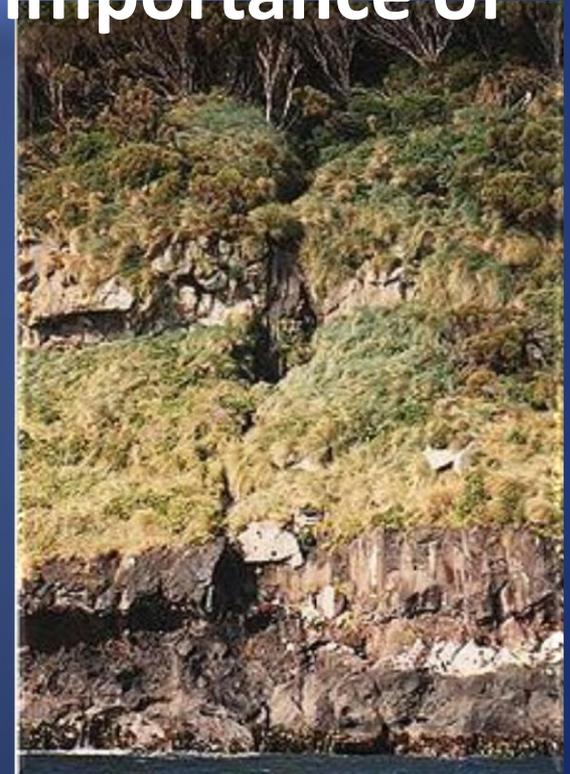
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# A Story of Resilience

"Island of the Lost is a gripping tale, and a meditation on luck, fate, and the importance of companionship."



*Auckland Island - 1864*



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# The Grafton vs. the Invercauld

*Grafton survivors lived and breathed every one of the 7 Army values*



- Listened to each other's suggestions
- Developed a unified front
- They looked out for one another, cared for one another
- They did not have to worry about their own self interests
- They grew from each other's strengths



*Invercauld survivors lacked communication, rapport, and trust*

- Lack of trust, led each to adopt self-preservation as their motive
- Survivors didn't take advantage of the ideas and expertise of the sailors the group
- Crewmates were concerned with their own individual survival



*When all members of a group have individual self-preservation their primary motive, the group cannot prosper.*

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# ACTIVITY



- ❑ How do you think this behavior hurt the unit's resilience?
- ❑ Which Army value(s) does this behavior break?



# 1



# 2



# 3



# 4



# 5

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# Activity # 2

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**List the individual actions that you can do to build your unit's Resilience.**

## ***Individual Actions list items:***

- Strive to perform your job in a way that makes the overall team better
- Put your own needs in front of the team's needs)
- Listen carefully to others and consider their point of view
- Adopt self-preservation as a Goal
- Listen and respect other people's ideas even if they differ from your own
- Take advantage of the diverse skills and talents of your team
- Live up to the team's core values at all times
- Aspire to stand out above the rest of your teammates
- Focus on building up the members of your team who you see as the strongest

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# Take Away



*Social resilience is the capacity to foster, engage in, and sustain positive social relationships as well as to endure and recover from stressors and social isolation.*

- ❑ To build social resilience within your unit means, working together to be a cohesive unit in which every soldier:
  - **Trusts one another to put the interests of the unit ahead of their own**
  - **Values, appreciates, and cares for one another**
  - **Takes advantage of each team member's diverse skills and experiences.**
  
- ❑ Building social resilience is something every Soldier must do no matter what your rank or experience level.
- ❑ It's important that you continue to live and breathe the 7 Army core values on both a personal and team level.



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