

# Taking Care of our Workforce, Ensuring Quality Care for Members

Connections Conference 2023

How are you addressing or managing burn out and compassion fatigue?

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What change would you like to see in your organization?

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How do you define leadership?

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For you to show up as your best self, what would need to occur?

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What are 3 action steps you can take to be your best self and improve your organization?

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**HAYLEY WINTERBERG**  
**WWW.AZPFCA.ORG**  
**HELLO@AZPFCA.ORG**

## Building Organizational Resiliency – Self Assessment

Please complete this quick assessment according to your current actions as a leader and the work environment within your organization. Utilize this assessment as an opportunity to self-reflect on your approach as a leader.

	Never	Rarely	Sometimes	Frequently	Always
1. Group and 1:1 meetings with my direct reports have regular time for employees to share stories of work-related successes and failures (both structured and unstructured time).	0	1	2	3	4
2. I have created opportunities to discover, acknowledge, and utilize employees' individualized skills and talents.	0	1	2	3	4
3. I have clearly communicated desired and achieved outcomes for my team. My team members understand and can convey both desired and achieved outcomes.	0	1	2	3	4
4. I utilize a mentoring process for new employees and employees looking to grow and take on new responsibilities.	0	1	2	3	4
5. Each of the employees I supervise has established agreed-upon learning/personal development goals related to his/her job.	0	1	2	3	4
6. In addition to individual learning/personal development goals, I have worked with my team to establish team-based learning goals.	0	1	2	3	4
7. I regularly affirm employees for innovative ideas, even when they did not work.	0	1	2	3	4
8. I have openly shared about my leadership style (including both strengths and weaknesses) and have asked my team members for help related to my weaknesses.	0	1	2	3	4
9. I acknowledge and celebrate the success of individual employees in achieving their goals.	0	1	2	3	4
10. I have shared a strong and compelling vision for a healthy workplace climate and expectations of productivity.	0	1	2	3	4

### Scoring

0 – 10 Your team may be at risk for organizational hopelessness. Consider working with your leader to take immediate actions.

Reflect upon your own levels of hope.

10 – 20 You and your team have planted the seeds of resiliency. Consider ways to “water” those seeds.

20 – 30 Your team is healthy and hopeful. Your employees generally feel empowered and respected.

30 – 40 You have used your emotional intelligence as a leader to inspire hope within your team.