



# The Leader's Action Guide:

## *Building an engaged, collaborative, & resilient team*

Transform your leadership approach with practical strategies to foster engagement, collaboration, and resilience within your team. This action guide provides tips and exercises you can implement in your next team engagement to build stronger connections, uncover strengths, and strengthen mental toughness. Whether you're a seasoned leader or just starting, this guide will equip you with the tools you need to lead your team to success.

*Transforming leadership from overwhelming to adventurous!*



# 9 Tips to Strengthen Team Engagement

1.

**Start a Monday morning check-in tradition.** Share your weekend shenanigans, give your team an idea of the week ahead, ask or offer support.

2.

**Schedule regular 1:1 meetings** with each team member. Cover work updates, challenges they are facing, and the support they need.

3.

**Incorporate an energizer** at the start of your biweekly or monthly team meetings. Rotate who leads it to keep it fresh.

4.

**Celebrate wins, big or small, every Friday** through chats or emails. Share your accomplishments and send kudos to others.

5.

**Introduce theme days.** Choose one day a week or month to “wear your favorite jersey” or “bring your favorite snack” to team meeting.

6.

**Schedule quarterly professional development conversations** with each team member to discuss career goals and learning plans.

7.

**Conduct stay interviews** to collect engagement needs and preferences. Share themes and next steps with the team to show you value their input.

8.

**Plan quarterly retreats** focused on strategy and connection. Collaboratively build the agenda with your team to ensure it meets everyone's needs.

9.

**Create space to share lessons learned and celebrate failure** in team meetings. Reframe failure as the path to growth.





# An Exercise to Strengthen Team Collaboration

- 1. Identify Individual Strengths:** Ask each team member to write down their top 20 strengths on a piece of paper.
- 2. Peer Review:** Each team member rotates around the room, reviewing each list of strengths and marking the top 5 strengths they see demonstrated the most in that individual.
- 3. Review Top Strengths:** After the rotation, each team member returns to their list to review which 5 strengths received the most marks.
- 4. Share with the Team:** Each individual posts their top 5 strengths on a flip chart under their name.
- 5. Gallery Walk and Debrief:** Review everyone's strengths listed. Then debrief the following questions as a team:
  - Where are there similar strengths among team members?
  - Who has a strength that complements an area of opportunity for you?
  - Who has a strength you would love to borrow for a project?
  - Discuss shifts in work assignments and partnership opportunities based on strengths revealed in the exercise.



# 5 Steps to Strengthen Individual & Team Resilience

## 1. Mindfulness

Start with a finger-tracing exercise. With your index finger trace the opposite hand, breathing in as you trace up and out as you trace down.

Then write down the challenge you are facing. What happened? Who was involved? How did you react?

## 2. Facts vs. Stories

Review the description of your challenge. Circle the facts from your description. The items you actually heard or saw?

What assumptions, conclusions, or judgments are you making that were not highlighted? Could these be stories? What other facts do you know about your challenge?

## 3. Strengths

Review your challenge description again. What's going well? What's not going well. List both out.

Which side is longer? Are you spending more time on the "what's not going well" side?

What if you shifted 80% of your focus on the "what's going well" side instead?

## 5. Growth Mindset

Now you have at least one action item to help you move forward!

But what happens the next time you face a challenge? It starts with shifting your mindset from a place where failure is a setback to failure is a learning opportunity.

Believing that we can continuously improve, our attitude shapes our abilities, and feedback is a gift.

## 4. Circle of Influence

Review the description of your challenge & strengths list. Write down or circle what is outside your control. The elements that you can't change or influence.

Then write down or underline what is within your control or influence.

Looking at the items you listed or underlined that are within your control or influence, identify at least one action you can take to move forward.



# Need Support?

**Got a question about any of the exercises or strategies?**

**Looking to explore a potential partnership?**

**Interested in 1:1 leadership coaching or team dynamics work?**

**Have an upcoming leadership event and need a speaker?**

**Book a [call](#) or connect with me below!**



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awakening passion, joy, & adventure in others | helping leaders build engaged, c...

