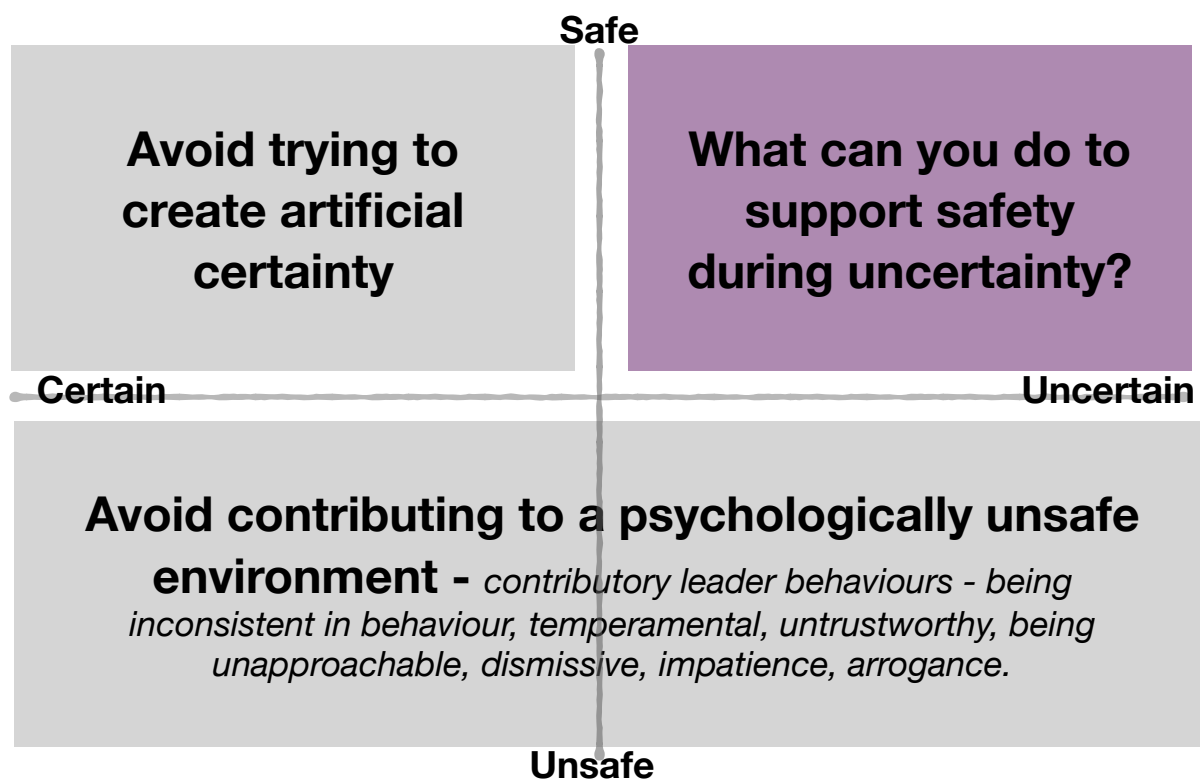


## Adaptability to Change/ Resilience - 1 Page Resource

### Focusing on Promoting 'Safe Uncertainty'

Change is the one constant. As a result, it can often be an expensive waste of leadership energy to work on trying to create or maintain artificial uncertainty for your team. Try, instead to develop psychological safety in which you and your team feel safe to adapt, question, challenge and change.



**'Safe Uncertainty'** (Mason B 2019: 'Revisiting Safe Uncertainty...')

### How might you use this?

- Discuss with your team - what they believe supports 'psychological safety'
- What do they need from you, each other, and you them?
- Recognise that how you show up as a leader can have a dramatic impact on feelings of psychological safety - positive or negative - what are the positive consistent, inclusive, approachable behaviours you can focus on?

**Adaptability to Change/ Resilience - Check out the Self-Teach Video**