

ROOTED IN RESILIENCE

Team culture and resilience checklist



A practical tool for team leaders to strengthen resilience, psychological safety and continuous learning.

1. Core culture checks

Psychological safety

Team members feel safe raising issues or concerns without fear of blame.

Mistakes are treated as learning opportunities.

Difficult conversations are handled openly and respectfully.

Communication and trust

Regular check-ins are in place (1:1s, quick team huddles).

Team behaviours reflect shared values and professionalism.

Feedback flows in all directions - leader-to-team, team-to-leader, peer-to-peer.

Learning and reflection

Debriefs occur after high-pressure periods or major tasks.

Lessons learned are captured and applied to future work.

Team members have access to development opportunities.

Collaboration and support

Peer-support moments are built into workload.

Team members proactively help each other with challenges.

Recognition and appreciation are part of day-to-day culture.

Innovation and problem-solving

Space exists for ideas, creativity and solutions.

Innovation forums or quick idea sessions are part of routine practice.

Team members feel confident to make suggestions or challenge existing processes.

2. Mini-rituals for a resilient team

Choose a few to embed consistently.

- **Weekly 10-minute peer check-in:** "How are we doing? What support do we need?"
- **Weekly reflection moment:** Each person shares one win and one challenge.
- **Monthly 'what worked / what we learned' session:** Capture insights and build knowledge.
- **Quarterly innovation sprint:** Identify one process to simplify or improve.
- **End-of-week resilience reset:** Team shares what helped them stay grounded.
- **Rotating 'team wellbeing lead':** Light-touch role to champion small resilience habits.

3. Build your team resilience metrics

Define 3-5 indicators to track team wellbeing, culture and capability.

Examples:

- Number of peer-support conversations held per month
- Percentage of team attending 'opportunity identification' or innovation sessions
- Frequency of debriefs after stressful periods
- Participation in reflective practice or development sessions
- Team pulse feedback results (e.g., psychological safety score)

Your metrics:	
1.	
2.	
3.	
4.	
5.	

4. Leader's commitment

Write one commitment you will uphold to strengthen resilience in your team.

My commitment:

Ways I will uphold this:

Resilient teams don't happen by accident

They are built through intentional habits, leadership behaviours and consistent cultural signals. Use this checklist monthly to track progress and strengthen your team's collective resilience.

Click [here](#) for more information on Rooted in Resilience.



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