



Public Health Leaders' Conference 2025

Tools for Fostering Resilient Teams

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Agenda

- 10 min Getting Settled, Agenda, Norms
- 15 min Resilient Teams Slides + Discussion
- 30 min Small-group Activity
- 5 min Appreciations + Wrap-up

SOURCE:

Meeting Norms

- Be present with ourselves and others
- W.A.I.T.
- Confidentiality
- Assume good intent, acknowledge impact

SOURCE:

Fostering Resilient Teams

- What does “fostering resilient teams” mean to you in your roles?
- In 2021, 55% of public health employees polled reported 1 or more posttraumatic stress disorder symptom.
 - **Burnout and organizational culture were listed as top reasons** for leaving after compensation.
- Resilience is about the way we readjust, recover, and grow in response to change and stress.

Fostering Resilient Teams: Strategies

- Developing compassion for ourselves and others.
- Building social connections
 - Supportive Interactions, Sense of Belonging, Effective Teamwork
- Helping workers feel valued
 - Recognition and Feedback
- Importance of Communication

Role of Supervisors and Trust

- There is a positive relationship between employee trust in supervisors and employee wellbeing and workplace performance.
 - According to a NIOSH study, workers with supportive supervisors report less pain, more sleep, and have lower risk of cardiovascular disease.
- Three main factors of trustworthiness
 - Ability, Compassion, Integrity

Table Activity – Star Sharing Model

1. **Select an Image** – Participants choose an image from a set based on a prompt.
2. **Share & Reflect** – One person shares why they chose their image, using guiding questions to explore its meaning. The group then offers additional perspectives on what they see in the image.
3. **Personal Reflection** – The original person reflects on what they heard and how it resonates.
4. **Rotate & Repeat** – Make sure each person has the chance to share their image with the group using the same process.

Table Activity – Star Sharing Model

- Sharing image: What does compassion feel like?
 - Why did you choose this image?
 - What do you feel when you look at it?
 - What stands out to you in this image? (shapes, colors, movement, subject, symbolism, etc.)
- Adding perspectives
 - What emotions or ideas does this image bring up for you?
 - What do you notice in this image that is similar or different from others?
- Reflect and Close
 - What resonated most. Was anything surprising?
 - How did hearing other perspectives impact your view?
 - No need to “defend” or explain—just an opportunity to process and close the conversation.

Thank You & Appreciations

- Thank you for your participation!!
- Sharing appreciations