

# The Devereux Resilient Leadership Survey (DERLS)

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This survey was created to support leaders as they reflect on how to promote the capacity for resilience in staff. Take time to reflect and complete each item on the survey below. There are no right answers. Once you have finished, reflect on your strengths and then start small and plan for one or two things that you feel are important to improve. Use the 2<sup>nd</sup> page to further reflect on examples for each item on the DERLS. For more information about the Devereux Center for Resilient Children, including downloadable free access to the Devereux Resilient Leadership Survey (DERLS), please visit [www.CenterForResilientChildren.org](http://www.CenterForResilientChildren.org).

## Relationships

1. I cultivate supportive teamwork
2. I challenge staff to do their best
3. I work side-by-side with staff as needed
4. I encourage staff to show empathy to others
5. I foster trust with staff

## Internal Beliefs

1. I delegate to encourage staff ownership
2. I nurture staff strengths
3. I encourage staff creativity
4. I demonstrate that I value staff diversity
5. I create a common vision and mission with staff
6. I model and encourage positivity and optimism

## Initiative

1. I model and teach effective communication
2. I encourage collaborative problem solving with staff
3. I praise and celebrate staff contributions
4. I support staff development and learning
5. I am open to new ideas from staff
6. I enjoy staff and share positive moments
7. I strive for manageable workloads for staff
8. I encourage staff to ask for help

## Self-Control

1. I validate the feelings of staff
2. I establish clear and fair expectations of staff
3. I encourage staff to be flexible
4. I share healthy coping strategies with staff

Almost Always	Some-times	Not Yet	Examples ->
Almost Always	Some-times	Not Yet	Examples ->
Almost Always	Some-times	Not Yet	Examples ->
Almost Always	Some-times	Not Yet	Examples ->

## Examples and Reflection

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Please use the extra space provided to further reflect on examples for each item on the DERLS.

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# The Devereux Resilient Leadership Action Plan

Once you have completed the Devereux Resilient Leadership Survey (DERLS), reflect on your strengths and identify some goals. Make a simple plan, with specific action steps, for one or two things that you feel are important to improve. Regularly check-in on your progress and revisit the DERLS.

The Devereux Resilient Leadership Action Plan	
<p><b>Strengths</b> <i>Highlight some of your almost always responses here.</i> <i>Recognize and celebrate the ways that you are already being a resilient leader.</i></p>	
<p><b>Goals</b> <i>Review your DERLS responses and decide on the one or two goals you would like to set. Your goals can be items under the category of sometimes or not yet that you would like to strengthen.</i></p>	
<p><b>Strategies</b> <i>Decide on strategies that can help you meet your goals. Feel free to identify strategies from various sources.</i></p>	