G.R.O.W.™ Guide for CULTIVATING RESILIENCE

✓ Ground Yourself

✓ Reframe Challenges

✓ Own Your Response

✓ Work Forward

Action Plan:

Choose one area where you feel least resilient and actively work on it for a month. Note your progress and obstacles, and refine your approach as needed.

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YOUR G.R.O.W.™ GUIDE

GROUND YOURSELF

Start by noticing your physical surroundings and practicing grounding techniques (such as the 5-4-3-2-1 method: name five things you see, four you feel, etc.), helping center yourself in the present moment before responding to adversity.

REFRAME CHALLENGES

Shift your perspective, viewing setbacks as opportunities for growth or learning. What is the gift or opportunity here? Encourage reflective questioning, like "What can I learn from this?".

OWN YOUR RESPONSE

Take responsibility for how you react, focusing on proactive behavior and emotional regulation. Employ conscious breathing and mindfulness to respond rather than react hastily.

WORK FORWARD

Develop and commit to a small, positive action step that supports progress, resilience, and adaptation. Document the process so the framework becomes easy to teach and share.

G.R.O.W.™ – Simple Steps to Bounce Back

Step	Description and Coaching Prompts	My Notes and Action
Ground Yourself	Pause. Ground your attention with a sensory exercise. Q: What do you notice right now around and within you? How does your body feel?	
Reframe Challenge	Shift your mindset. Q: What story are you telling yourself about this setback? What else could be true?	
Own Your Response	Take responsibility for your next move. Q: How do you want to show up in this situation? What is within your control?	
Work Forward	Commit to a next action. Q: What one step can you take to move forward, and what support or resource will help?	

How to use: Review each step, answer the questions, write action notes in the final column, and keep this framework as a personal guide or team template.