



Talking Points for Potential Resilience InsideOut Participants:

- **Frame It as an Opportunity:** Present the *Resilience Inside Out Coaching Program* as an opportunity for participants to gain deeper insight into their personal strengths and areas for growth. The program offers valuable self-awareness and practical guidance that can support meaningful personal and professional development.
- **Explain the Assessment Component of the Session:** Let them know that their personal results from the Functional Resilience Questionnaire (FRQ) are confidential and not shared with their employer/organization; they help their coach understand their strengths and growth opportunities.
- **Describe the Coaching Path:** Following the SpringBoard assessment session, participants will receive an individualized 2–3-month coaching plan, with weekly 20-minute micro-coaching sessions designed to match their specific needs.
- **Explain the BrainGym:** Participants will have ongoing access to the BrainGym, a tool designed to help them strengthen their mental fitness anywhere, any, throughout their coaching journey.
- **Avoid Mental Health Terminology:** Steer clear of language related to mental health, focusing instead on professional growth and development. This is NOT a clinical program!
- **Highlight Long-Term Benefits:** Emphasize that the skills gained in their coaching experience will support their long-term career success and relationships outside work leading to greater personal fulfillment.
- **Express Genuine Enthusiasm:** Share your excitement about the program. Your enthusiasm can help put participants at ease. Check in with participants to show you care about their feelings and are invested in their development journey.
- **Focus on Wholistic, Supportive Learning:** Highlight the program's wholistic and supportive environment, reassuring them it's a safe space for growth and collaboration.
- **Reiterate Organizational Commitment:** Remind them that the organization values their development and is committed to investing in their growth.



- **Don't Force It!** It's recommended and encouraged, but it's voluntary. People need to want to grow and stretch themselves.