



# Adaptive Mindset for **Resilience®**

Removing stress from the workplace and life is unrealistic, but improving the way people deal with and respond to change improves performance. TRACOM's unique Adaptive Mindset for Resilience Model® helps individuals and organizations bounce forward in times of change or stress. It assesses the Negativity Bias of each person and teaches practical ways to improve results.

## RESILIENCE IS...

Resilience is the ability to bounce forward in times of adversity and to see challenges as opportunities for growth.



*More accepting of  
change*

*More engaged  
employees*



## WHY RESILIENCE?

People are hard-wired to fear change and view things with a negative perspective. These feelings can be overwhelming and hurt productivity. Resilience training helps people understand this negativity bias and provides practical strategies for dealing with work and life in a more objective, realistic way.

## WHY NOW?

Resilience training prepares employees for the constantly changing workplace. Research shows that Resilient people more productively...

- Respond to challenges and changes
- Bounce forward from adversity
- Perform more effectively in their jobs
- Are healthier and more engaged with their work

## WHY TRACOM GROUP?

The TRACOM Group is the Social Intelligence Company. We provide research-based models, assessments and training solutions to drive individual and organizational performance.

# Become a More Resilient Organization

TRACOM's Social Intelligence programs are easy to deploy and have a measurable impact

## MODEL

Resilience is needed more than ever as the pace of disruption adversely impacts the workplace. Organizations are just beginning to understand the positive impact Resilience training can have to help people better adapt to change.

Central to the Adaptive Mindset for Resilience program is a Negativity Bias Profile, which measures the automatic negative thoughts a person experiences in response to stressful events. Each person received a personalized profile identifying their primary Negativity Bias and providing productive ways to counteract it. Additionally, people with a previous SOCIAL STYLE Profile in the system, receive Style-specific guidance to improve their resilience.

## OUR CLIENTS



## FEATURES

- Self-Perception or Multi-Rater Assessment
- Model developed for worldwide relevance
- Based on the latest neuroscience
- Actionable and practical strategies
- Delivered in-person, virtual or eLearning
- SOCIAL STYLE-specific guidance when available

## FEEDBACK

*"With the Resiliency assessment, we get our own internal perspective as well as outsider perspective. There's an element of our optimism, our worldview—if we tend to be 'glass is half empty' or 'glass is half full' kind of folks."*

— Steve Harstaad, Business Growth Consultant, Enterprise MN

**[WHY we do it]** We believe that improving peoples' understanding of themselves and others makes the world a better place.

**[WHAT we do]** We synthesize our discoveries into actionable learning and resources that improve an individual's performance in all parts of their lives. We call this Social Intelligence.

**[HOW we do it]** Through research and experience we uncover the hidden barriers to individuals achieving their maximum potential and identify how to overcome them.



Develop Resilient Organizations, One Mindset at a Time