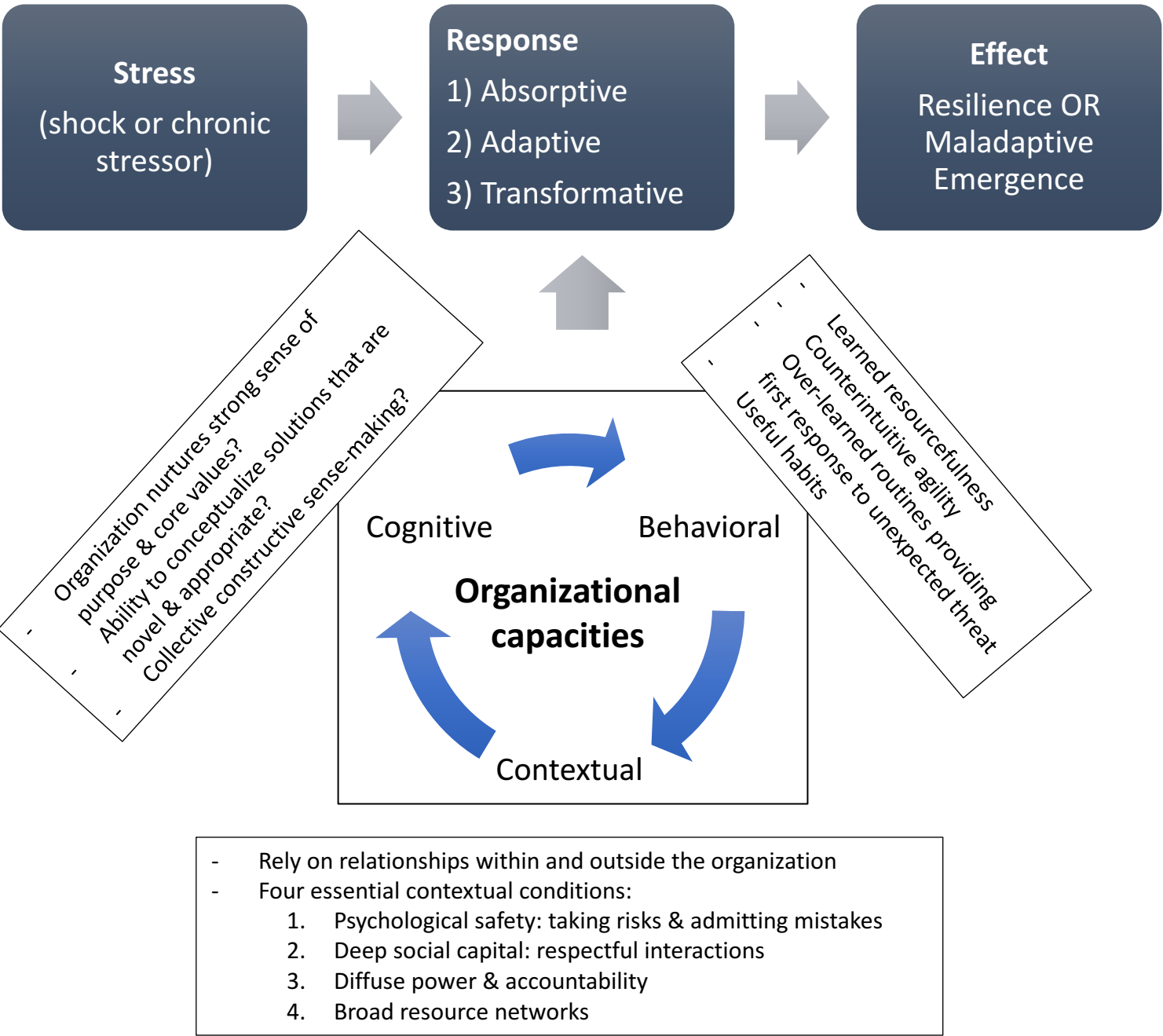


Everyday Resilience Data Collection/Interview Guide



Probing Questions

Stress & Response (Absorptive, Adaptive, Transformative)

Open ended question: Describe the last week/month...
(identify some specific challenges/difficulties and probe further)

Capacities (Cognitive, Behavioral, Contextual)

1. How did you and your team collectively approach the situation? (probe for shared purpose, core values, ability to conceptualize novel & appropriate solutions, collective sense-making) – Cognitive
2. Did you feel prepared based on how the team had approached a previous situation? – Behavioral
3. Did you & your team do anything different or surprising? – Behavioral
4. Are there any routines in place that were helpful to buy time while finding a solution? – Behavioral
5. Did you work with any other groups inside or outside the organization? – Contextual
6. Do you feel like there are people you can 'count on' and who can 'count on' you when there are challenges in the organization? – Contextual
7. Are you and members of the organization comfortable taking risks & admitting mistakes? – Contextual
8. In this situation, did people at different levels of the organization take decisions? – Contextual

Effect (Resilience OR Maladaptive Emergence)

1. Did you and your team develop any new capacities as a consequence of responding to the stressor?
2. Did you and your team make any fundamental changes in the organization as a consequence of responding to the stressor?