Resilience Cards – Complete Guide

This guide brings together three key elements:

1. How to Use the Cards
2. Extended Reflective Questions
3. Additional Ways to Apply the Cards

Section 1 – How to Use the Cards

The Resilience Cards are a 52-card reflective toolkit designed to spark dialogue, unlock creativity, and build adaptive strength across corporate teams. Each card combines a single theme with a powerful question, offering a gateway into deeper insight and actionable solutions.

Ways to use the cards:
- Individual Reflection: Daily draws, journaling, leadership self-checks.
- Team Development: Meeting openers, problem-solving huddles, quarterly resets.
- Leadership & Coaching: Executive coaching, talent development, change navigation.
- Organizational Strategy: Culture mapping, innovation sprints, risk management.
- Learning & CPD: Weekly reflections, CPD journaling, micro-learning modules.
- Team Engagement: Energizers, recognition rituals, storytelling exercises.

Section 2 – Extended Questions for Each Card

1. Clarity

Core Question: Where do we need more light on this challenge?

Additional Questions:

- - How does clarity show up in our daily work?
- - What risks arise if we ignore clarity?
- - Where can clarity unlock hidden opportunities?
- - Who in our team demonstrates strong clarity?
- - How can we strengthen clarity in the next project?

2. Focus

Core Question: What matters most right now?

Additional Questions:

- - How does focus show up in our daily work?
- - What risks arise if we ignore focus?
- - Where can focus unlock hidden opportunities?
- - Who in our team demonstrates strong focus?
- - How can we strengthen focus in the next project?

3. Momentum

Core Question: What's the next smallest step forward?

Additional Questions:

- - How does momentum show up in our daily work?
- - What risks arise if we ignore momentum?
- - Where can momentum unlock hidden opportunities?
- - Who in our team demonstrates strong momentum?
- - How can we strengthen momentum in the next project?

4. Adaptability

Core Question: Where can we bend rather than break?

Additional Questions:

- - How does adaptability show up in our daily work?
- - What risks arise if we ignore adaptability?
- - Where can adaptability unlock hidden opportunities?
- - Who in our team demonstrates strong adaptability?
- - How can we strengthen adaptability in the next project?

5. Balance

Core Question: What can we pause to regain perspective?

Additional Questions:

- - How does balance show up in our daily work?
- - What risks arise if we ignore balance?
- - Where can balance unlock hidden opportunities?
- - Who in our team demonstrates strong balance?
- - How can we strengthen balance in the next project?

6. Renewal
Core Question: How can we bounce back stronger from change?

Additional Questions:

- - How does renewal show up in our daily work?
- - What risks arise if we ignore renewal?
- - Where can renewal unlock hidden opportunities?
- - Who in our team demonstrates strong renewal?
- - How can we strengthen renewal in the next project?

7. Problem-Solving
Core Question: What's one new angle we could explore?

Additional Questions:

- - How does problem-solving show up in our daily work?
- - What risks arise if we ignore problem-solving?
- - Where can problem-solving unlock hidden opportunities?
- - Who in our team demonstrates strong problem-solving?
- - How can we strengthen problem-solving in the next project?

8. Perspective
Core Question: How does this look from another viewpoint?

Additional Questions:

- - How does perspective show up in our daily work?
- - What risks arise if we ignore perspective?
- - Where can perspective unlock hidden opportunities?
- - Who in our team demonstrates strong perspective?
- - How can we strengthen perspective in the next project?

9. Inner Strength

Core Question: What resources can we draw on within?

Additional Questions:

- - How does inner strength show up in our daily work?
- - What risks arise if we ignore inner strength?
- - Where can inner strength unlock hidden opportunities?
- - Who in our team demonstrates strong inner strength?
- - How can we strengthen inner strength in the next project?

10. Leadership

Core Question: How can we set the tone that others need today?

Additional Questions:

- - How does leadership show up in our daily work?
- - What risks arise if we ignore leadership?
- - Where can leadership unlock hidden opportunities?
- - Who in our team demonstrates strong leadership?
- - How can we strengthen leadership in the next project?

11. Collaboration

Core Question: Whose voice hasn't been heard yet?

Additional Questions:

- - How does collaboration show up in our daily work?
- - What risks arise if we ignore collaboration?
- - Where can collaboration unlock hidden opportunities?
- - Who in our team demonstrates strong collaboration?
- - How can we strengthen collaboration in the next project?

12. Innovation

Core Question: What fresh idea could shift this situation?

Additional Questions:

- - How does innovation show up in our daily work?
- - What risks arise if we ignore innovation?
- - Where can innovation unlock hidden opportunities?
- - Who in our team demonstrates strong innovation?

- - How can we strengthen innovation in the next project?

13. Resilience
Core Question: What keeps us steady under pressure?

Additional Questions:

- - How does resilience show up in our daily work?
- - What risks arise if we ignore resilience?
- - Where can resilience unlock hidden opportunities?
- - Who in our team demonstrates strong resilience?
- - How can we strengthen resilience in the next project?

14. Growth
Core Question: Where can we invest for long-term success?

Additional Questions:

- - How does growth show up in our daily work?
- - What risks arise if we ignore growth?
- - Where can growth unlock hidden opportunities?
- - Who in our team demonstrates strong growth?
- - How can we strengthen growth in the next project?

15. Listening
Core Question: What's being said between the lines?

Additional Questions:

- - How does listening show up in our daily work?
- - What risks arise if we ignore listening?
- - Where can listening unlock hidden opportunities?
- - Who in our team demonstrates strong listening?
- - How can we strengthen listening in the next project?

16. Courage
Core Question: What tough truth needs to be voiced?

Additional Questions:

- - How does courage show up in our daily work?
- - What risks arise if we ignore courage?
- - Where can courage unlock hidden opportunities?

- - Who in our team demonstrates strong courage?
- - How can we strengthen courage in the next project?

17. Trust
Core Question: How can we build confidence in each other?

Additional Questions:

- - How does trust show up in our daily work?
- - What risks arise if we ignore trust?
- - Where can trust unlock hidden opportunities?
- - Who in our team demonstrates strong trust?
- - How can we strengthen trust in the next project?

18. Communication
Core Question: Where could clarity of words reduce tension?

Additional Questions:

- - How does communication show up in our daily work?
- - What risks arise if we ignore communication?
- - Where can communication unlock hidden opportunities?
- - Who in our team demonstrates strong communication?
- - How can we strengthen communication in the next project?

19. Pathfinding
Core Question: What guiding principle will keep us on course?

Additional Questions:

- - How does pathfinding show up in our daily work?
- - What risks arise if we ignore pathfinding?
- - Where can pathfinding unlock hidden opportunities?
- - Who in our team demonstrates strong pathfinding?
- - How can we strengthen pathfinding in the next project?

20. Opportunity
Core Question: What hidden chance exists inside this challenge?

Additional Questions:

- - How does opportunity show up in our daily work?
- - What risks arise if we ignore opportunity?

- - Where can opportunity unlock hidden opportunities?
- - Who in our team demonstrates strong opportunity?
- - How can we strengthen opportunity in the next project?

21. Wellbeing
Core Question: What restores energy for us right now?

Additional Questions:

- - How does wellbeing show up in our daily work?
- - What risks arise if we ignore wellbeing?
- - Where can wellbeing unlock hidden opportunities?
- - Who in our team demonstrates strong wellbeing?
- - How can we strengthen wellbeing in the next project?

22. Accountability
Core Question: What responsibility do we need to own?

Additional Questions:

- - How does accountability show up in our daily work?
- - What risks arise if we ignore accountability?
- - Where can accountability unlock hidden opportunities?
- - Who in our team demonstrates strong accountability?
- - How can we strengthen accountability in the next project?

23. Empathy
Core Question: What is someone else experiencing that we may not see?

Additional Questions:

- - How does empathy show up in our daily work?
- - What risks arise if we ignore empathy?
- - Where can empathy unlock hidden opportunities?
- - Who in our team demonstrates strong empathy?
- - How can we strengthen empathy in the next project?

24. Change
Core Question: What must we let go of to move forward?

Additional Questions:

- - How does change show up in our daily work?
- - What risks arise if we ignore change?
- - Where can change unlock hidden opportunities?
- - Who in our team demonstrates strong change?
- - How can we strengthen change in the next project?

25. Structure
Core Question: What process or framework could make this easier?

Additional Questions:

- - How does structure show up in our daily work?
- - What risks arise if we ignore structure?
- - Where can structure unlock hidden opportunities?
- - Who in our team demonstrates strong structure?
- - How can we strengthen structure in the next project?

26. Vision
Core Question: What picture of the future guides our choices?

Additional Questions:

- - How does vision show up in our daily work?
- - What risks arise if we ignore vision?
- - Where can vision unlock hidden opportunities?
- - Who in our team demonstrates strong vision?
- - How can we strengthen vision in the next project?

27. Consistency
Core Question: Where do we need steady habits?

Additional Questions:

- - How does consistency show up in our daily work?
- - What risks arise if we ignore consistency?
- - Where can consistency unlock hidden opportunities?
- - Who in our team demonstrates strong consistency?
- - How can we strengthen consistency in the next project?

28. Support
Core Question: What backup or ally would strengthen us here?

Additional Questions:

- - How does support show up in our daily work?
- - What risks arise if we ignore support?
- - Where can support unlock hidden opportunities?
- - Who in our team demonstrates strong support?
- - How can we strengthen support in the next project?

29. Learning
Core Question: What lesson is this situation teaching us?

Additional Questions:

- - How does learning show up in our daily work?
- - What risks arise if we ignore learning?
- - Where can learning unlock hidden opportunities?
- - Who in our team demonstrates strong learning?
- - How can we strengthen learning in the next project?

30. Adaptation
Core Question: How can we turn obstacles into options?

Additional Questions:

- - How does adaptation show up in our daily work?
- - What risks arise if we ignore adaptation?
- - Where can adaptation unlock hidden opportunities?
- - Who in our team demonstrates strong adaptation?
- - How can we strengthen adaptation in the next project?

31. Connection
Core Question: What bonds us together as a team?

Additional Questions:

- - How does connection show up in our daily work?
- - What risks arise if we ignore connection?
- - Where can connection unlock hidden opportunities?
- - Who in our team demonstrates strong connection?
- - How can we strengthen connection in the next project?

32. Honesty

Core Question: What truth needs to be named with respect?

Additional Questions:

- - How does honesty show up in our daily work?
- - What risks arise if we ignore honesty?
- - Where can honesty unlock hidden opportunities?
- - Who in our team demonstrates strong honesty?
- - How can we strengthen honesty in the next project?

33. Patience

Core Question: Where could slowing down actually speed things up?

Additional Questions:

- - How does patience show up in our daily work?
- - What risks arise if we ignore patience?
- - Where can patience unlock hidden opportunities?
- - Who in our team demonstrates strong patience?
- - How can we strengthen patience in the next project?

34. Insight

Core Question: What hidden element could change how we see this?

Additional Questions:

- - How does insight show up in our daily work?
- - What risks arise if we ignore insight?
- - Where can insight unlock hidden opportunities?
- - Who in our team demonstrates strong insight?
- - How can we strengthen insight in the next project?

35. Listening Deeply

Core Question: Where are we reacting instead of truly hearing?

Additional Questions:

- - How does listening deeply show up in our daily work?
- - What risks arise if we ignore listening deeply?
- - Where can listening deeply unlock hidden opportunities?
- - Who in our team demonstrates strong listening deeply?

- - How can we strengthen listening deeply in the next project?

36. Purpose
Core Question: Why does this work matter?

Additional Questions:

- - How does purpose show up in our daily work?
- - What risks arise if we ignore purpose?
- - Where can purpose unlock hidden opportunities?
- - Who in our team demonstrates strong purpose?
- - How can we strengthen purpose in the next project?

37. Energy
Core Question: Where are we investing too much or too little effort?

Additional Questions:

- - How does energy show up in our daily work?
- - What risks arise if we ignore energy?
- - Where can energy unlock hidden opportunities?
- - Who in our team demonstrates strong energy?
- - How can we strengthen energy in the next project?

38. Guidance
Core Question: Who can shine a light to help us here?

Additional Questions:

- - How does guidance show up in our daily work?
- - What risks arise if we ignore guidance?
- - Where can guidance unlock hidden opportunities?
- - Who in our team demonstrates strong guidance?
- - How can we strengthen guidance in the next project?

39. Commitment
Core Question: What deserves our full attention?

Additional Questions:

- - How does commitment show up in our daily work?
- - What risks arise if we ignore commitment?
- - Where can commitment unlock hidden opportunities?

- - Who in our team demonstrates strong commitment?
- - How can we strengthen commitment in the next project?

40. Innovation-in-Action
Core Question: What idea could we test right now?

Additional Questions:

- - How does innovation-in-action show up in our daily work?
- - What risks arise if we ignore innovation-in-action?
- - Where can innovation-in-action unlock hidden opportunities?
- - Who in our team demonstrates strong innovation-in-action?
- - How can we strengthen innovation-in-action in the next project?

41. Reflection
Core Question: What do we learn by pausing before we act?

Additional Questions:

- - How does reflection show up in our daily work?
- - What risks arise if we ignore reflection?
- - Where can reflection unlock hidden opportunities?
- - Who in our team demonstrates strong reflection?
- - How can we strengthen reflection in the next project?

42. Adapt & Thrive
Core Question: How can this challenge become growth?

Additional Questions:

- - How does adapt & thrive show up in our daily work?
- - What risks arise if we ignore adapt & thrive?
- - Where can adapt & thrive unlock hidden opportunities?
- - Who in our team demonstrates strong adapt & thrive?
- - How can we strengthen adapt & thrive in the next project?

43. Collaboration-in-Action
Core Question: How can we combine talents effectively?

Additional Questions:

- - How does collaboration-in-action show up in our daily work?
- - What risks arise if we ignore collaboration-in-action?

- - Where can collaboration-in-action unlock hidden opportunities?
- - Who in our team demonstrates strong collaboration-in-action?
- - How can we strengthen collaboration-in-action in the next project?

44. Celebration

Core Question: What progress deserves recognition today?

Additional Questions:

- - How does celebration show up in our daily work?
- - What risks arise if we ignore celebration?
- - Where can celebration unlock hidden opportunities?
- - Who in our team demonstrates strong celebration?
- - How can we strengthen celebration in the next project?

Section 3 – Other Ways to Apply the Cards

Beyond the manual and reflective questions, the cards can be applied in innovative ways:
- Workshop Packs: Print decks for facilitators to use in training and coaching.
- Digital Whiteboard Templates: Adapt cards for remote collaboration tools like Miro or MURAL.
- Leadership Compass: Leaders choose cards to embody in their roles.
- Culture Mapping: Teams compare current vs aspirational culture using cards.
- CPD Resources: Weekly reflections, journaling, or short micro-learning tied to cards.
- Team Engagement: Use as energizers, storytelling prompts, or recognition tools.
- Products: Expand into apps, posters, smaller pocket decks, or specialist editions.
- Publishing: Develop a guidebook, subscription service, or license for corporate training.

45. Curiosity

Core Question: What fresh angle are we being invited to explore?

Additional Questions:

- How does curiosity show up in our daily work?

- What risks arise if we ignore curiosity?

- Where can curiosity unlock hidden opportunities?

- Who in our team demonstrates strong curiosity?

- How can we strengthen curiosity in the next project?

46. Playfulness
Core Question: Where could lightness help us move forward?

Additional Questions:

- How does playfulness show up in our daily work?

- What risks arise if we ignore playfulness?

- Where can playfulness unlock hidden opportunities?

- Who in our team demonstrates strong playfulness?

- How can we strengthen playfulness in the next project?

47. Boundaries
Core Question: What do we need to protect to stay strong?

Additional Questions:

- How do boundaries show up in our daily work?

- What risks arise if we ignore boundaries?

- Where can boundaries unlock hidden opportunities?

- Who in our team demonstrates strong boundaries?

- How can we strengthen boundaries in the next project?

48. Forgiveness
Core Question: What do we need to release to move forward?

Additional Questions:

- How does forgiveness show up in our daily work?

- What risks arise if we ignore forgiveness?

- Where can forgiveness unlock hidden opportunities?

- Who in our team demonstrates strong forgiveness?

- How can we strengthen forgiveness in the next project?

49. Humility
Core Question: Where could stepping back create space for others?

Additional Questions:

- How does humility show up in our daily work?

- What risks arise if we ignore humility?

- Where can humility unlock hidden opportunities?

- Who in our team demonstrates strong humility?

- How can we strengthen humility in the next project?

50. Resourcefulness
Core Question: How can we make the most of what we already have?

Additional Questions:

- How does resourcefulness show up in our daily work?

- What risks arise if we ignore resourcefulness?

- Where can resourcefulness unlock hidden opportunities?

- Who in our team demonstrates strong resourcefulness?

- How can we strengthen resourcefulness in the next project?

51. Presence
Core Question: What needs our full attention right now?

Additional Questions:

- How does presence show up in our daily work?

- What risks arise if we ignore presence?

- Where can presence unlock hidden opportunities?

- Who in our team demonstrates strong presence?

- How can we strengthen presence in the next project?

52. Hope

Core Question: What possibility is worth holding onto?

Additional Questions:

- How does hope show up in our daily work?

- What risks arise if we ignore hope?

- Where can hope unlock hidden opportunities?

- Who in our team demonstrates strong hope?

- How can we strengthen hope in the next project?