| **Integrity Principles ↓Resilience Dimensions →** | **Absorption**The capacity to withstand stress and pressure without fundamental compromise | **Recoverability**The ability to return to optimal functioning after disruption or setback | **Adaptability**The flexibility to modify approaches, structures, and strategies in response to change | **Continuity**The maintenance of core identity, values, and essential functions through transformation | **Learning**The integration of experience into enhanced capacity and evolutionary growth |
| --- | --- | --- | --- | --- | --- |
| **Purposeful Alignment**The coherence between individual values, organizational mission, and actionable behavior | **Definition:**Absorbing shocks while staying rooted in shared purpose, so disruptions don't fracture meaning or mission.*Q: How does our purpose act as a shock absorber when disruptions hit?* | **Definition:**Purpose fuels recovery by guiding the creation of viable pathways that honour values and outcomes.*Q: In what ways does our purpose generate multiple recovery routes that go beyond restoring the past?* | **Definition:**Adaptations are filtered through and aligned with deeper purpose, ensuring pivots reinforce identity rather than dilute it.*Q: How do we adapt in ways that amplify, not erode, our reason for being?* | **Definition:**The preservation of purposeful identity across contexts, roles, and life transitions*Q: What core commitments must never be compromised, no matter the disruption?* | **Definition:**Purpose drives learning by ensuring insights strengthen future value creation and contribution.*Q: How do we capture lessons that reinforce and refine our long-term purpose?* |

**How to Use This Matrix**

Click any cell to reveal the definition and diagnostic question for that intersection. The vertical axis represents integrity principles (who you are), while the horizontal axis represents resilience dimensions (how you respond). Each intersection provides insight into a specific aspect of adaptive resilience.

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| --- | --- | --- | --- | --- | --- |
| **Relational Cohesion**The quality and sustainability of connections within social, professional, and systemic networks | **Definition:**Strong relationships absorb shocks through trust, solidarity, and mutual support.*Q: How do our connections buffer and distribute the impact of disruptions?* | **Definition:**Recovery is accelerated when cohesive relationships unlock shared pathways and trust-enabled coordination.*Q: How quickly do our relationships enable us to co-create recovery options?* | **Definition:**Adaptability is enhanced when relationships foster collaborative intelligence and collective agility.*Q: How do we use relational strength to reconfigure together when change demands it?* | **Definition:**Cohesive bonds sustain continuity by holding teams and communities together during turbulence.*Q: How do our relationships sustain cohesion when uncertainty strains us?* | **Definition:**Relationships act as learning conduits, spreading insights and embedding collective collaboration and wisdom.*Q: How do we ensure learning flows across relationships, not just individuals?* |

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| **Systemic Integration**The capacity to understand and operate effectively within complex, interconnected environments | **Definition:**Interconnected systems absorb shocks by distributing pressure and avoiding single points of failure.*Q: Where are our systemic buffers and redundancies most needed?* | **Definition:**Recovery emerges from integration across capitals and systems, enabling multiple restoration routes.*Q: How do we effectively orchestrate recovery across interdependent systems?* | **Definition:**Adaptive capacity grows when systems dynamically reconfigure without losing coherence.*Q: How do we integrate adaptation across silos into a coherent whole?* | **Definition:**Continuity depends on systemic alignment to ensure critical functions persist without fragmentation.*Q: Which systemic connections are vital to preserve core functions during disruption?* | **Definition:**Learning becomes systemic when insights are embedded across structures and processes.*Q: How do we integrate what we learn into the architecture of our systems, not just ad-hoc fixes?* |

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| --- | --- | --- | --- | --- | --- |
| **Cognitive Clarity**The ability to maintain clear thinking, discernment, and decision-making under varying conditions | **Definition:**Clear thinking helps absorb shocks by reducing confusion and focusing attention on what matters most.*Q: How do we maintain clarity of priorities under pressure?* | **Definition:**Recovery accelerates when mental models allow flexible thinking and scenario awareness.*Q: How do our cognitive frames enable us to generate recovery options quickly?* | **Definition:**Adaptability thrives when clarity of intent supports creative pivots without paralysis.*Q: How do we balance clarity with openness to novel solutions?* | **Definition:**Continuity relies on cognitive discipline to filter noise and focus on mission-critical functions.*Q: How do we ensure shared clarity about what must continue, regardless of circumstances?* | **Definition:**Learning deepens when reflection transforms raw experience into shared understanding.*Q: How do we distil complex experiences into clarity that strengthens future decisions?* |

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| --- | --- | --- | --- | --- | --- |
| **Emotional Resilience**The capacity to regulate, process, and leverage emotions constructively through challenges | **Definition:**Emotional steadiness absorbs shocks by preventing overwhelm and sustaining collective calm.*Q: How do we regulate emotional energy to withstand sudden disruption?* | **Definition:**Emotional resilience enables recovery by fostering hope, optimism, and collective courage.*Q: How do we rebuild momentum when morale is shaken?* | **Definition:**Adaptability is enhanced by emotional agility—shifting states constructively while holding confidence in change.*Q: How do we cultivate emotional range that supports adaptive experimentation?* | **Definition:**Continuity requires emotional grounding that maintains commitment and reduces burnout.*Q: How do we sustain emotional commitment through prolonged disruption?* | **Definition:**Learning accelerates when emotional openness allows vulnerability, reflection, and growth.*Q: How do we create safe spaces where emotional honesty fuels collective learning?* |

**Framework Notes**

* • **Vertical Axis (Integrity Principles):** Represents the foundational dimensions of who you are and how you show up
* • **Horizontal Axis (Resilience Dimensions):** Represents the dynamic capabilities of how you respond to challenges
* • **Each Cell:** Provides a unique lens for assessment, development, and intervention in building adaptive resilience
* • **Application:** Use individual cells for targeted reflection, or assess across rows/columns for systemic patterns