





RESILIENCY


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NOTES

It is not the load that breaks you, it is how you carry it. (C.S. Lewis)

Life is Hard – Not because you are doing it wrong. It is hard, because life is hard!

Successful People are those with Successful Habits.

THE FIVE CORE TRAITS OF RESILIENCE

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- 1 BELONGING**
Need for our home team. Deepest form of psychological safety. Who is in your corner?
- 2 PERSPECTIVE**
Flexible and nimble thinking. Ability to observe. How do you maintain focus & clarity?
- 3 ACCEPTANCE**
Control vs. Not within your Control. Persist. Pivot. Punt.
- 4 HOPE**
Need to practice hopefulness. Need to protect morale. How do you practice optimism?
- 5 HUMOUR**
Art of keeping laughter, joy and play. How do you recover? Renew?

THE ROLE OF STRESS AND HUMAN PERFORMANCE

Yerkes-Dobson (1908)

Figure 1: The Yerkes-Dodson Human Performance and Stress Curve



MOVING OUT OF DISTRESS

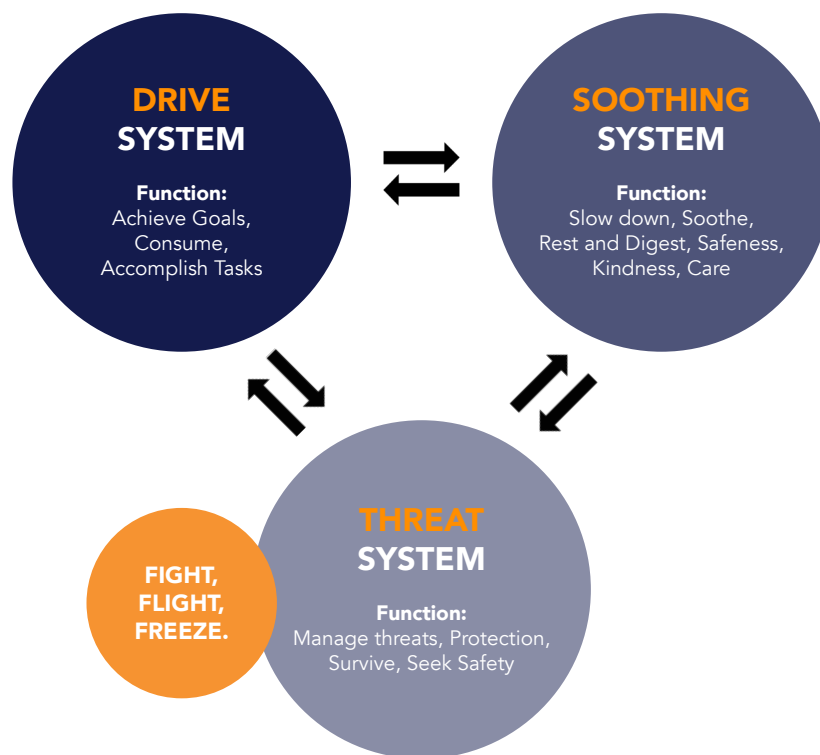
Dr. McGongial – Upside of Stress (book)

3 Tips for Cortisol Release

- Movement – Moving for pleasure not self punishment (needs to be satisfying)
- Crying (Reduces cortisol – not toxins)
- Carbohydrates (Releases serotonin – reduces cortisol)

CIRCLES OF EMOTIONAL REGULATION

Based on Paul Gilbert's model, it is believed that people switch between three different systems to manage their emotions.



Adapted from Gilbert (2009). The Compassionate Mind. London: Constable and Robertson.

LIFE WITH WORK BALANCE

WORK/LIFE BALANCE MYTH

There is one way to balance both work and life equally, that works for everyone.

LIFE WITH WORK BALANCE REALITY

Establishing the right amount of time, that matches my priorities, so I feel balanced. - Hanley-Dafoe, 2019

MICRO HABITS

WORK & PRODUCTIVITY

- Mono-tasking vs. multi-tasking
- Transition Practices
- Focus on new habit creation; not fixing old ones
- Have an end point

LEADING REMOTELY

- Use the right tools
- Check-ins - workload balancing
- Expectation setting
- Whole picture conversations
- Culture of support & authenticity

LEADERS & TEAMS

- Lead and work from the head and the heart
- Own the narrative
- Embrace the long view

Hold Space for Others

- Acknowledge
- Validate
- Present 3 tangible offers of support

WELLNESS

- **NOT All or Nothing**
It is dangerous to go into debt with your self-care
- **Self-care is NOT optional**
If you don't make time for your wellness you will be forced to make time for an illness
- **Bookending Your Day**
- **To Do List - To Be List - Not To Do List**
- **CONNECT with Nature**

RESILIENT MARKERS



Lighthouses

In the rush to return to **normal**, perhaps we can use this time to evaluate which parts of **normal** are worth rushing back to. - *Dave Hollispic*

I **can** do hard things.

Be stubborn about your **goals**, and flexible about your **methods**.

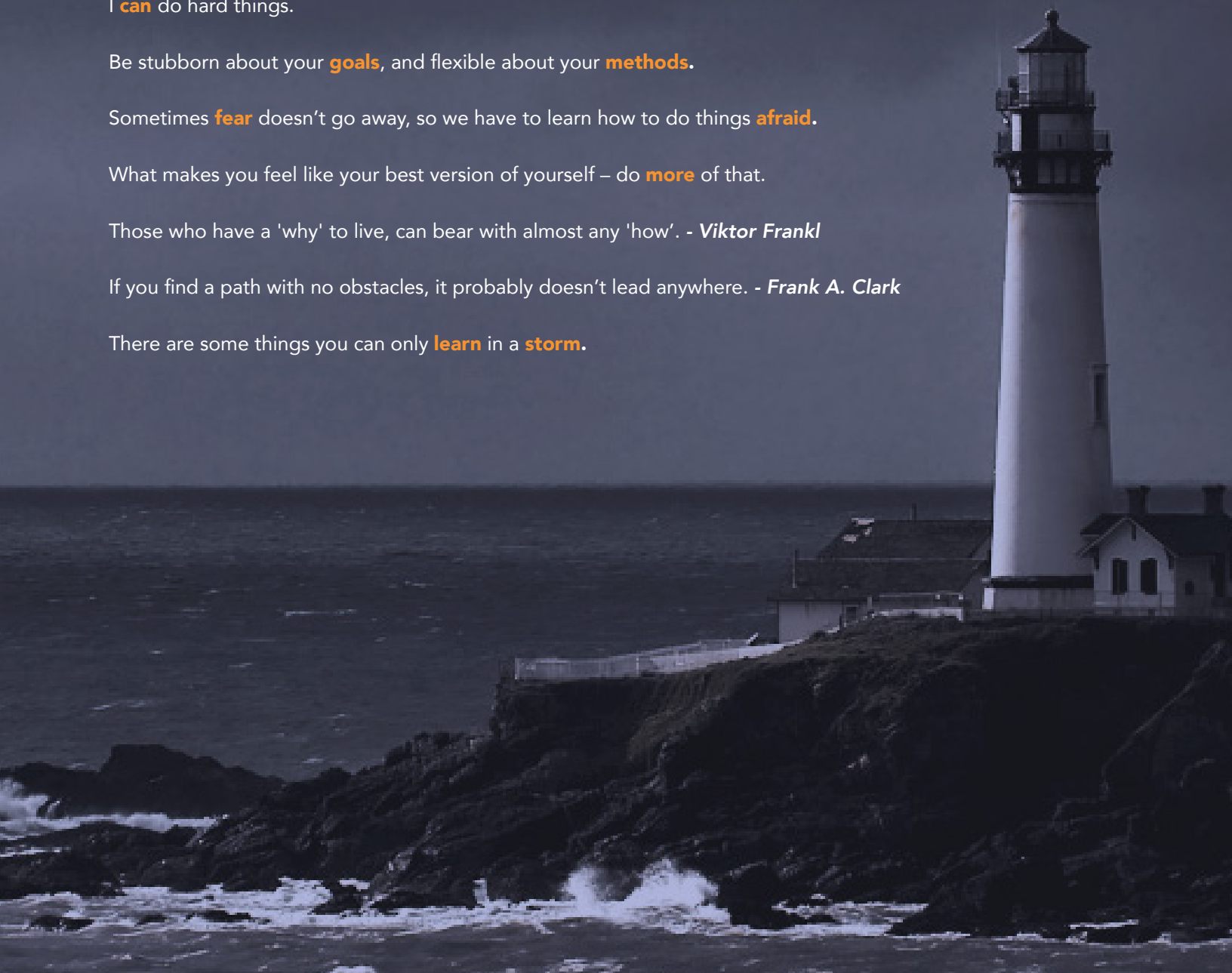
Sometimes **fear** doesn't go away, so we have to learn how to do things **afraid**.

What makes you feel like your best version of yourself – do **more** of that.

Those who have a 'why' to live, can bear with almost any 'how'. - *Viktor Frankl*

If you find a path with no obstacles, it probably doesn't lead anywhere. - *Frank A. Clark*

There are some things you can only **learn** in a **storm**.



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