

RESILIENCE TODAY'S ESSENTIAL COMPETENCY

Action Plan

CHANGE is an integral part of life today. The new "normal" is often called VUCA (volatility, uncertainty, complexity, & ambiguity) Often out of our control, all we can do is prepare to respond, and lead change with elevated skills, heightened emotional intelligence and resilience.

RESILIENCE

*"Refers to the ability to 'bounce back' and adapt positively, from adverse experiences and change... characterized by **EMPATHY** for others and the **ENERGY** to cope, recover, utilize setbacks to learn and grow, and maintain well being"*

RESILIENCE is created with attitudes that support a mindset that is open to change and primed to succeed, even thrive... and characterized by two important attributes:

POSITIVITY and CONFIDENCE!"

"Developing a Resilient Workforce: How Organizations Thrive in the Face of Adversity" (Dale Carnegie & Associates)

Beyond VUCA... Leverage EQ

LEARN 5 KEY PRACTICES TO "C" THE WORLD THROUGH A NEW LENS

1) CURIOSITY

Go beyond current paradigms, leverage self actualization, open up to possibilities.

2) COMPASSION

With empathy and acceptance of self & others...shift from judging to understanding.

3) CONVICTION

Intentional focus on possibilities creates optimism, fuels our sense of purpose.

4) COURAGE

Fight fear with elevated confidence and do it anyway if it's the right thing to do.

5) COLLABORATION

With great respect and inclusion of all stakeholders and listening to understand.

EMOTIONAL INTELLIGENCE

EMPATHY is your ability to recognize and understand how others think and feel.

Leveraging this EQ skill will enhance your effectiveness and how you impact your team

Empathy might be today's most important leadership skill! It has a positive impact on everything from innovation to retention to leading change and...it also drives significant business results

(Forbes, 2021)



RESILIENT PEOPLE WITH POSITIVE ENERGY HAVE AN ADVANTAGE

- **Be flexible, adapt to new circumstances quickly, figure out "new ways," and thrive during change**
- **Handle pressure while remaining positive...expecting to "bounce back" and feeling confident they will**
- **Understand negative emotions and anxiety decrease resilience and can transfer to the team**
- **Know constant stress, fears and worries weaken the immune system and increase vulnerability to illness**

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RESILIENT LEADERS

- Become energized, and embrace CHALLENGE
- Understand & accept what they can't CONTROL
- Stay motivated and persevere with COMMITMENT

Find Ways to manage Your Stress

- Recognize and acknowledge stress responses.
- Make a list of concerns...then cross off
- Utilize the "Power of the Pause".
- Modify destructive behaviors
- Stop re-living bad scenarios
- Positively reflect ...learn and grow!
- "Narratives" can help train you in resilience:

**I can get through this because I've done it before
Challenge and change help me learn and grow
Everything will be OK. I just have to get through
this!**

GRATITUDE can help gain perspective and control



Maintain a Positive Mindset

- Consciously choose positive thought patterns and "re-frame" negative experiences T.I.A.
- Negative thoughts are 4X easier to remember!
- We can rewire our brains with deliberate focus & practice. ("YES x 4")
- Visualize a positive outcome rather than focus on fears.
- Look at crisis as something you can "solve for"
- We can't change the fact that highly stressful things happen, but we can change how we interpret and respond.

Why Breathing is so Effective at Reducing Stress:

- Different emotions are associated with different rates of breathing
- Deep breaths have been shown to slow the heartbeat and/or stabilize blood pressure
- How we breathe can change how we feel
- Changing rhythm can signal relaxation...calming comes as we change the ratio of inhale to exhale
- The "4 7 8" Breathing Technique

Don't underestimate the power of a walk!

WELL BEING: What can you do to recharge?

- Take charge of YOU & practice self-care
- Healthy diet, exercise, meditation, sleep
- Eat lunch away from your desk
- Play with your children or pets
- Use your support system...talk it out
- Learn to let go, be flexible, and open
- Set boundaries...turn off your phone!
- Just STOP...create a "work-free zone"
- Use your vacation time
- LAUGH...it's the BEST stress reliever!



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THE TYPES OF REST EVERYONE NEEDS

- PHYSICAL
- MENTAL
- SENSORY
- EMOTIONAL
- SOCIAL
- GIVING BACK

Resilience is about HOW you re-charge, not how you endure (and work hard)

- Fundamental misunderstanding
- Stop...recover...and begin again
- Recovery affects health AND productivity
 - You MUST be willing to stop
- REST RELAX RECOVER REJUVENATE

TOP TEN WAYS TO WELL BEING

- Start the day with a walk
- Stay hydrated
- Watch caffeine consumption
- Maintain good posture
- Work in 90-minute cycles
- Try "white noise"
- Reduce food intake at lunch
- "Reset" your mind & body
- 20-20-20 rule for your eyes
- Support healthy sleep habits



Do These Simple Things...RIGHT NOW

- Offer ENCOURAGEMENT
- Reinforce CONFIDENCE
- Share POSITIVE energy
- COMMUNICATE often with positivity
- Be GENEROUS with recognition and appreciation
- CELEBRATE!
- Listen and model EMPATHY in all relationships
- Emphasize the power of RESILIENCE!

Resilience is about building CONFIDENCE and POSITIVITY

- Encourage confidence without guilt
- Show sincere appreciation and recognition...often
- Share the joy of celebration
- Demonstrate positivity
- Support a culture of innovation and creativity
- Help people learn from mistakes
- Encourage relationship building and collaboration
- Foster a culture of learning, sharing, growing
- Help others be agile and see change as new, fresh, inspiring, exciting and positive!

BEYOND RESILIENCE: THE JOY OF LIVING

Building resilience is essential, but we must also remember that the end goal is to find joy in life....

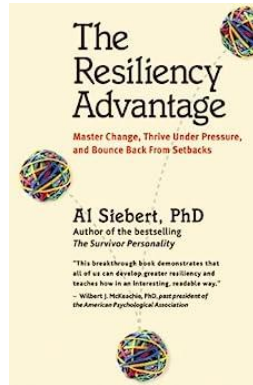
LET'S NOT JUST SURVIVE, LET'S THRIVE !!

If we can integrate our professional roles and personal roles in a meaningful way, embrace gratitude and find satisfaction in "making a difference"...

WE CAN EXPERIENCE THE JOY OF LIVING!!

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These steps to Resilience are essential!
Here are some resources to help you maintain and sharpen your skills!



The Resiliency Advantage: Master Change, Thrive Under Pressure, and Bounce Back from Setbacks

Al Siebert

Research: Why Breathing Is So Effective at Reducing Stress

Harvard Business Review: Emma Seppälä, Christina Bradley, and Michael R. Goldstein

How to Lead When Your Team Is Exhausted – and You Are, Too

Harvard Business Review: Merete Wedell-Wedellsborg

Don't Underestimate the Power of a Walk

Harvard Business Review: Deborah Grayson Riegel

Want to Be a Truly Exceptional Leader? Neuroscience Says Do These 5 Simple Things

INC Magazine: Bill Murphy Jr.

To Boost Your Mood And Brain Power, Connect With Nature

Forbes Magazine: Sian Beilock

The 7 Types of Rest that Every Person Needs

Sandra Dalton Smith MD January 2021

“I think there are things that we can all do to build resilience in ourselves, but also to build resilience in each other.”

-Sheryl Sandberg

