



A Holistic Approach to Building Resiliency

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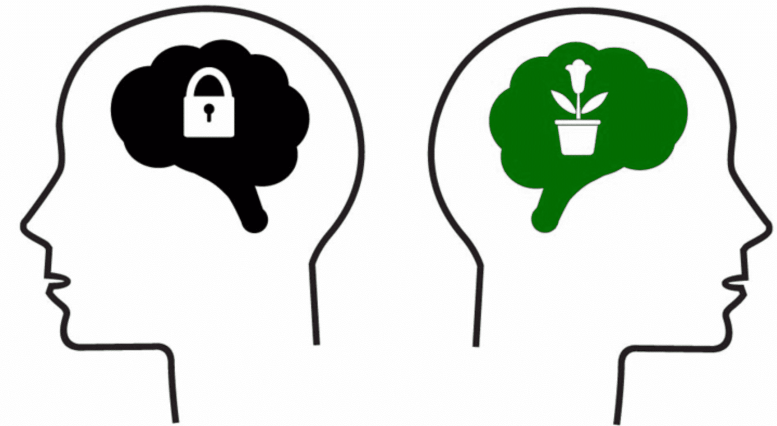
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Mindset

- Taking ownership of our attitudes and behaviors
- *What can I control?
- What changes can I make to the situation?
- We always have a choice



FIXED MINDSET VS GROWTH MINDSET

Emotional Intelligence

- Empathy
 - Influences how we communicate with others
 - Influences the tone of the office
- Independence
 - Self-reliant and self-directed
- Aware of their feelings, how to cope with them and take personal responsibility





Adaptability

- Thriving through constant change
- Respond instead of reacting
 - Reaction – I don't have time for this
 - Response – I'll make time to consider this
 - Reaction – That will never work
 - Response – How might we change it?

Ross Thornley, The Leader's Ultimate Guide to Successful Transformation pg 39

Building Supportive Communities

- Connections to others – hardwired for survival
- Creates engagement
- A Test of Two Positive Psychology Interventions to Increase Employee Well-Being
 - An important influence on employees attitudes towards their job is the relationships they have with colleagues.
 - Reduced absences due to illness.





Gratitude

- A Test of Two Positive Psychology Interventions to Increase Employee Well-Being
 - Our ability to view a negative situation more positively is influenced when we practice gratitude.
 - Gratitude can be enhanced through intentional practice.
 - Provide improvements in well-being similar to techniques used in clinical therapy.
- Paying Gratitude Forward at Work: How Work-Specific Gratitude Can Affect Burnout Through Interpersonal Helping Behavior
 - Lack of gratitude correlated with emotional exhaustion and disengagement.
 - Work-specific gratitude may influence positive states at work.

Self-Care



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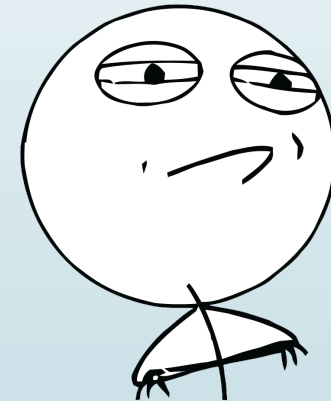
Resilience Building Exercises

- Values
 - Values in Action, VIA,
 - <https://viacharacter.org>
 - <https://www.authentic happiness.sas.upenn.edu/>
- Are strengths aligned with job
- Creating meaning in the work you do
- Loving-Kindness Meditation
 - https://ggia.berkeley.edu/practice/loving_kindness_meditation#:~:text=People%20who%20practiced%20Loving%2DKindness,contentment%2C%20hope%2C%20and%20love.
 - Increase in positive emotions
 - Greater life satisfaction

Wrap - Up

- Personal control and accountability
- Taking a risk
 - Risk rejection
 - Leaving your comfort zone
- Our response to failure
- How we nurture ourselves and honor our values
- Personal challenge

CHALLENGE ACCEPTED





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