

BUILDING RESILIENCE

OCTOBER 2024

WHAT IS RESILIENCE?

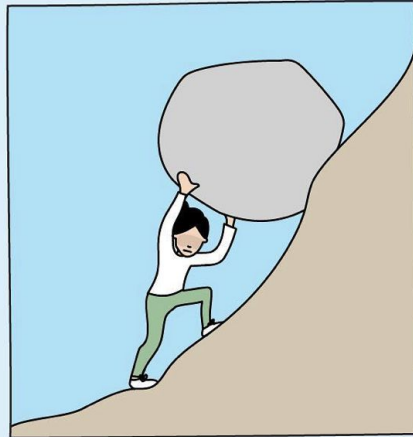


‘The ability to bounce back/recover quickly’ (various)

‘The ability to sustainably cope with the ups and downs of daily life’ (Unknown)

‘The capacity to tap into resources, both inner and collective resources’ (Esther Perel)

JUST BECAUSE YOU
CAN ENDURE



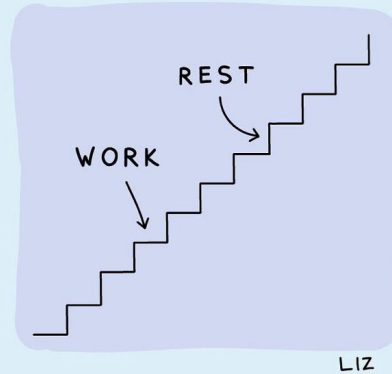
DOESN'T MEAN
YOU HAVE TO



LIZ FOSSLIN

Periodisation Is The Productivity Hack

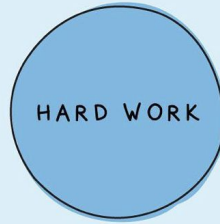
PICK YOUR PATH



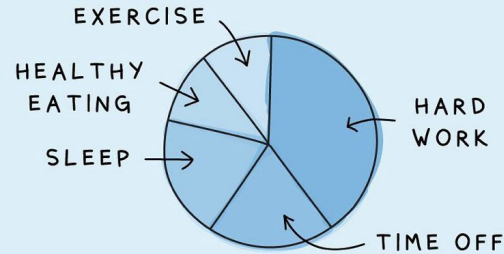
LIZ

Productivity drivers

WHAT I THOUGHT WOULD
MAKE ME PRODUCTIVE



WHAT ACTUALLY DOES






LIZ FOSSLIEN








GROWTH MINDSET

-  I can try a different strategy.
-  Is this really my best work?
-  This may take some time and effort.

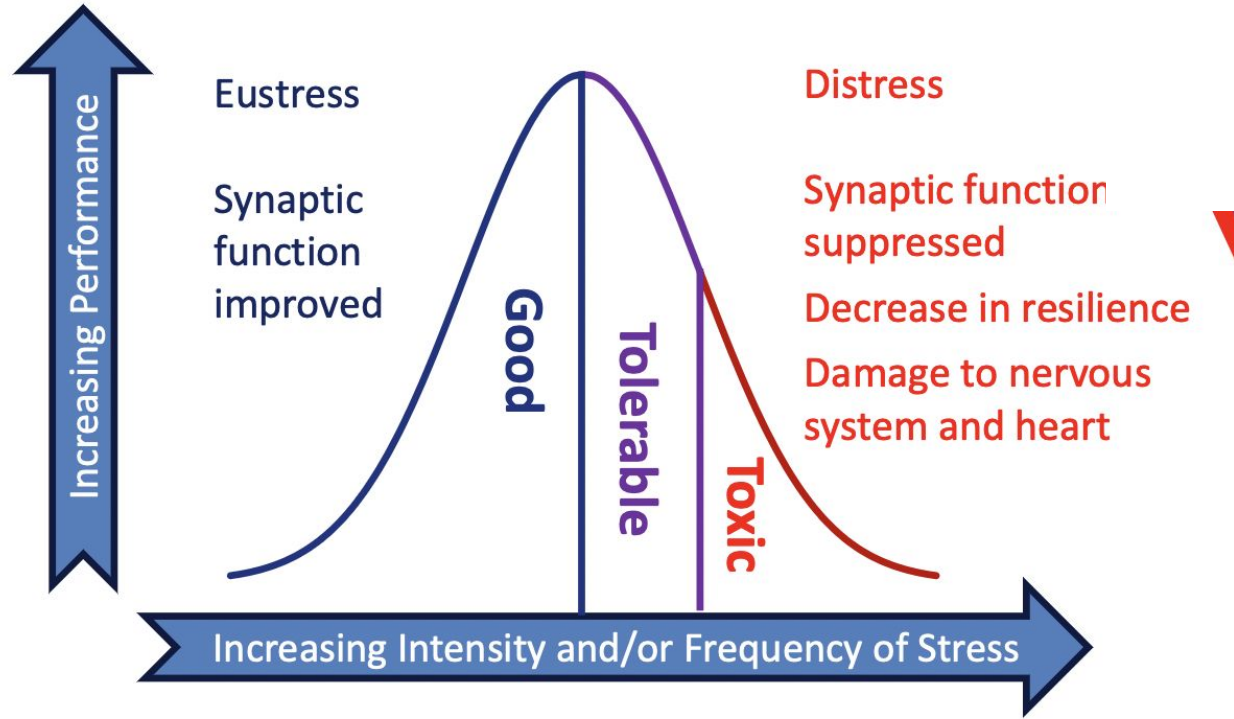


FIXED MINDSET

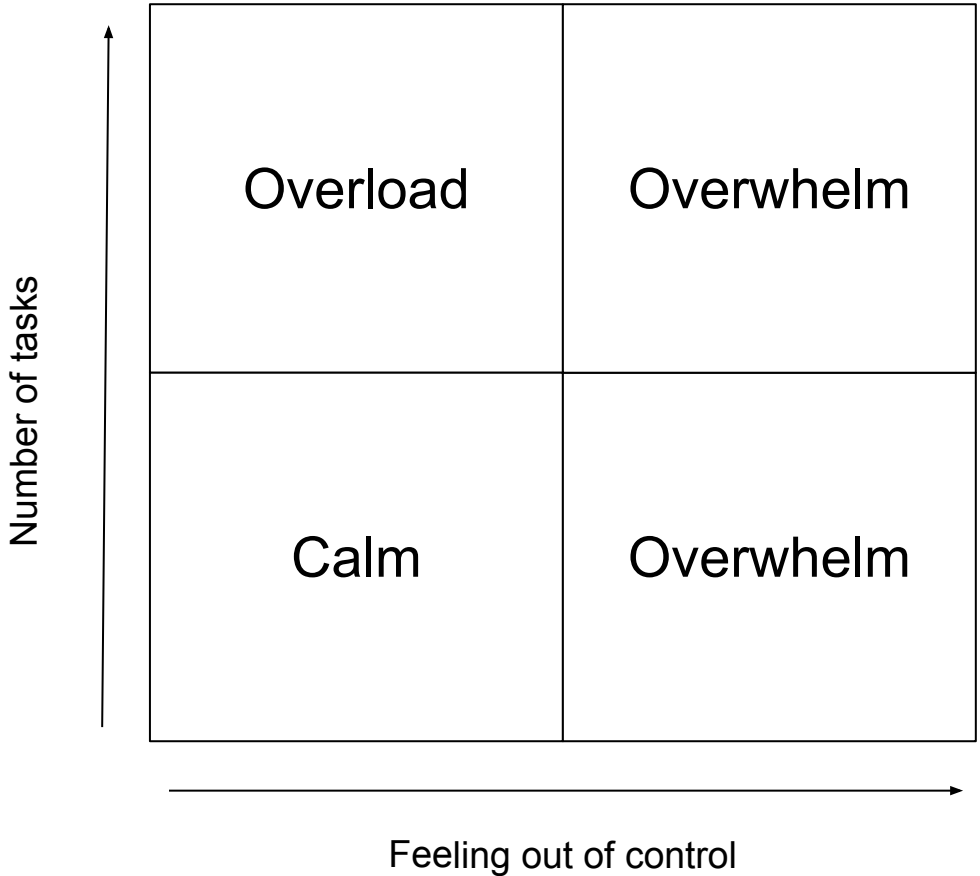
-  I can't do this.
-  This work is good enough.
-  This is too hard.

UNDERSTANDING STRESS

The Three Stress Zones



Overload vs overwhelm



Stress curve

When completing unpredictable work under stress and especially when focus is divided, performance depreciates rapidly

But for conditioned tasks, performance continues to improve as stress levels rise (Yerkes & Dodson, 1908)



RESILIENCE DIAGNOSTIC

My resilience buckets

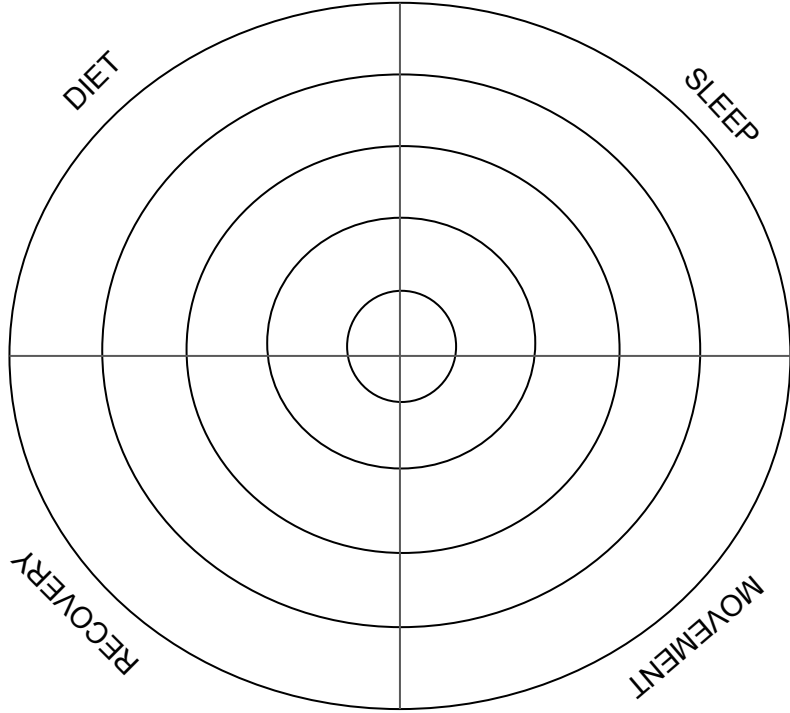


physical

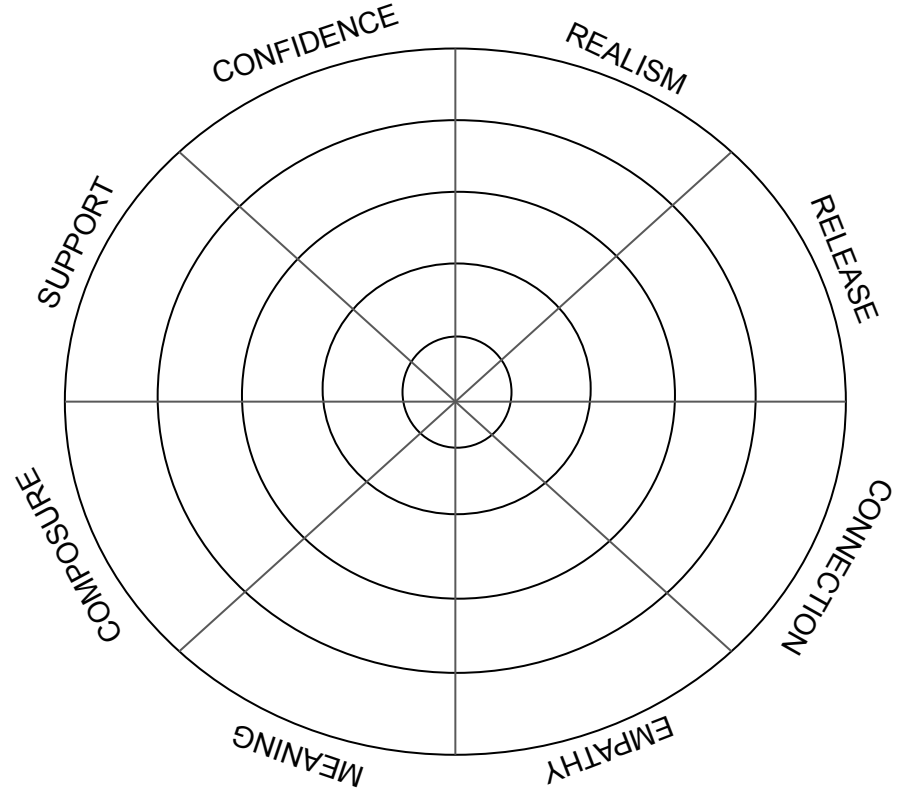


Mental & emotional

PHYSICAL



MENTAL & EMOTIONAL



BUILDING RESILIENCE TOOLS



N or D ~ Activity

Which activities
do you do on a
normal day?

Which of those
nourish you?

Which of those
deplete you?

Reducing overwhelm

1. Face reality when it comes to what is achievable
2. Accept tough choices are inevitable.
3. Keep to do lists with a maximum of 10 items with a strict one-in-one out policy.
4. Create a done list at the end of each day.
5. Choose where to be mediocre and where to ace it.
6. Reduce decision making where you can
7. Think 'who?' not 'how?'.



Sleep Hygiene

In the evening:

- Got to bed at the same time every day
- Choose calming, winding down activities an hour before bed (avoid intense exercise)
- Keep the room temperature cool (15-20°C).
- Keep the room as dark as possible
- Use white noise to block noise elsewhere
- Avoid screens or wear blue-light-blocking glasses in the evenings
- Avoid stimulants like alcohol
- Avoid large or spicy meals close to bedtime

Overnight:

- Don't look at the time
- If unable to go back to sleep, get up for around 10mins and do something boring/relaxing with the lights off/low then go back to bed

In the morning/day:

- Get natural light exposure within 30mins of waking
- Avoid caffeine 8 hrs before sleep
- Get some exercise
- Avoid naps (try NSDR instead)



Nervous System Regulation

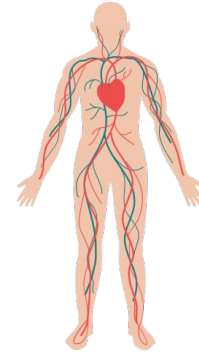
TOP DOWN (THINKING BASED)

e.g.

Observe thoughts/unhook

Name the emotion

Re-frames



e.g.

Change environment

Breathwork

Count to 10

Movement/Exercise

Cry

BOTTOM UP (BIOLOGY BASED)

Top Down: Re-Framing

1. What happened?
2. What meaning did I attach to this event?
3. How do I feel when I have this thought?
4. Is my thought definitely true?
5. What other possible interpretations are there that might be equally true?
6. Which thought could I choose that would be most helpful to me right now?



Leading resilient teams

1. Make the case for resilience and get a shared understanding of it
2. Clarify our team values
3. Align on our expectations of each others behaviours
4. Role-model investing in your own resilience and living the values
5. Have an 'A, B & C' game strategy - what will we be mediocre at?
6. Make time to relate before tasking - how are you today?



Alice Driscoll

Conflict Coaching | Leadership Development,
Team & 1:1 Coaching | Keynote Speaker



Further resources

See these five TED talks to learn more about how you can change your responses to stress.

McGonigal, K (2013) How to make stress your friend. TED. [Accessed 22 November 2017]

www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend

Puddicombe, A (2012) All it takes is 10 mindful minutes. TED. [Accessed 22 November

2017] www.ted.com/talks/andy_puddicombe_all_it_takes_is_10_mindful_minutes

Iyer, P (2014) The art of stillness. TED. [Accessed 22 November 2017]

www.ted.com/talks/pico_iyer_the_art_of_stillness

alicedriscoll.co

alice@alicedriscoll.co

@alidri