

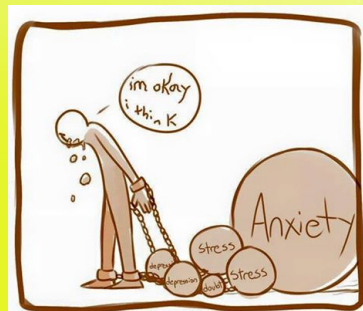
### Today you will learn to...

- understand what resilience is and how it relates to our experience of managing stress.
- Identify the research supporting resilience as a key factor for making positive transitions.
- Learn three evidence-based strategies that have been proven to help individuals thrive in change.

## Change



## Effects of Ongoing Stress



Source: bridget-edwards.com

## Reactions to Change



### Emotions

Alienation  
Apathy  
Low confidence

### Behavior

Accident prone  
Appetite loss  
Restlessness  
Smoking and alcohol

### Mind

Anxiety  
Hasty Decisions  
Negativity  
Impaired Judgment

### Body

Headaches  
Skin Problems  
Breathless

## Resilient Approach to Change



## Bounce Beyond



## Resilience

The dynamic interaction between perceived risk and a range of protective coping skills that provide an individual with the ability to negotiate, manage and adapt well in the face of adversity and thrive in everyday life.



## Resilience and Workplace Stress

**“Resilience gets to the root cause of stress and unhealthy behaviors by helping people challenge and adapt their thinking.”**

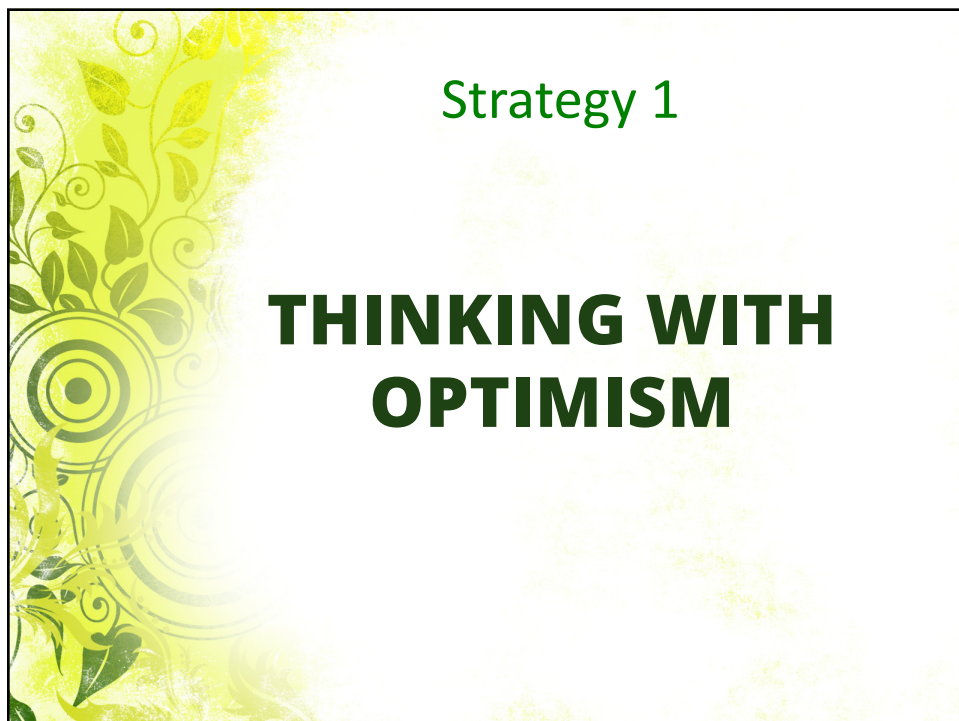
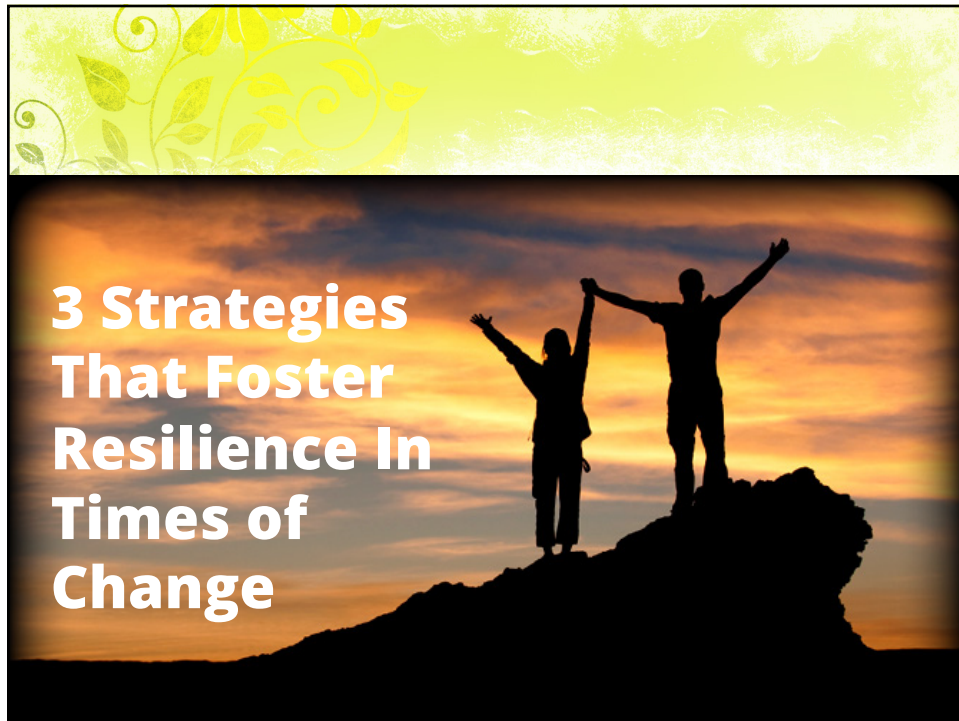
Resilient People are:

- ✓ 4x more likely to have high job satisfaction
- ✓ 47% less likely to miss at least one day of work per month
- ✓ Half as likely to quit
- ✓ 57% less likely to suffer burnout
- ✓ Better able to handle stress
- ✓ Quicker recovery from stress event

## Resilience Can be Learned



Shatté AJ, Pulla V, Shatté A, Warren S, editors. Resilience in work and in life. *Perspectives on Coping, Resilience*. New Delhi: Authors Press Books; 2012. 444–479.

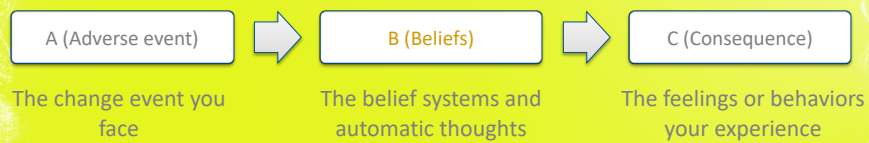


## Optimistic Thinking



Optimism is a way of thinking,  
not a character trait.

## Examine Your Beliefs



Source: (Ellis, 1962; Seligman, 2006)

## Benefits of Optimism

The more optimistic you are (Seligman, 2006):

- the less likely you are to suffer from psychological disorders, such as depression and anxiety
- the more likely you are to adapt better to negative events
- the more likely you are to exert more continuous effort and tend not to give up
- the more successful treatment outcomes are for life threatening diseases, such as cancer and heart disease
- Optimists tend to be more productive in the work place (Carver & Scheier, 2000)





## The 3 P's of Explanatory Style

1. **P**ersonalization > Me vs. Not Me
2. **P**ermanence > Always vs. No Always
3. **P**ervasiveness > Everything vs. not Everything

## Thinking With Optimism During Change

When Difficult Change Happens	NOT ME (External)	NOT ALWAYS (Temporary)	NOT EVERYTHING (Local/Specific)
	The change is related to a lot of outside factors	This change is just one moment and it won't last forever	This change is an isolated event related to only this particular situation

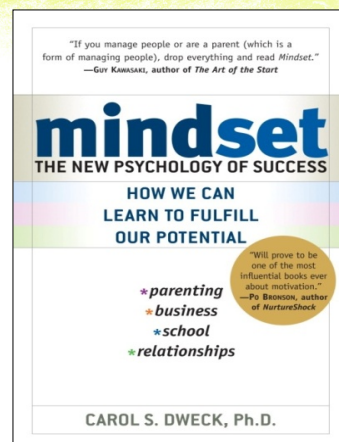
## Strategy 2

# MAINTAIN A GROWTH MINDSET

## Mindset

**Mindset** (n): a set of **beliefs** or a **way of thinking** that determines one's **behavior**, **outlook** and mental **attitude**.

Dr. Carol Dweck, Stanford University



## Fixed Mindset



...your intelligence is something very basic about you that you can't change very much?

...you can learn new things, but you can't really change how intelligent you are?

...you're a certain kind of person, and there isn't much that can be done to really change that?

Dr. Carol Dweck, Stanford University

## Growth Mindset



...no matter how much intelligence you have, you can always change it quite a bit?

...you can always substantially change how intelligent you are?

...no matter what kind of person you are, you can always change substantially?

Dr. Carol Dweck, Stanford University

## Growth Mindset and Your Resilience

- See setbacks as useful
- You can still enjoy life, even if everything isn't perfect
- Persist through the adversity
- Strong and stable confidence
- Inspired by others
- Learn from their mistakes

## Growth Mindset at Work

### **Employees with a Growth mindset:**

- have increased performance
- aren't afraid to fail so they take on harder work and set higher goals
- tackle challenges and setbacks head on
- perceive struggle as opportunity to learn
- create more opportunities for innovation
- make better leaders
  - Managers with a growth mindset are more attuned to changes in their employees' performance, better listeners, better mentors, better at receiving feedback.

<https://redfworkshop.org/wp-content/uploads/2017/10/Growth-Mindset-at-Work.pdf>





## Dweck's 4 Steps to Changing Mindset

1  
Learn to hear your  
fixed  
mindset  
voice

2  
Recognize  
you have a  
choice

3  
Talk back  
to it with a  
growth  
mindset

4  
Take the  
growth  
mindset  
action

## Changing Your Fixed Mindset Thinking

### INSTEAD OF...

- I'm not good at this
- I give up
- It's good enough
- I can't make this any better
- This is too hard
- I made a mistake
- I just can't do this
- I'll never be that smart
- Plan A didn't work
- My friend can do it

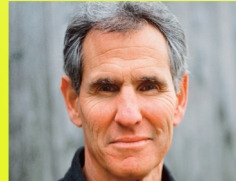
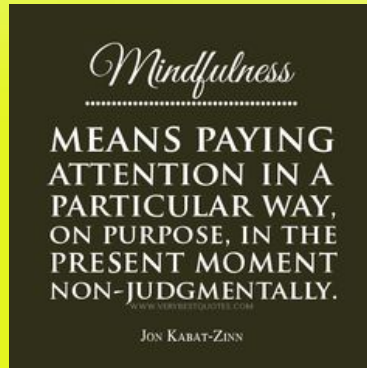
### TRY THINKING...

- What am I missing?
- I'll use a different strategy
- Is this really my best work?
- I can always improve
- This may take some time
- Mistakes help me to learn
- I am going to train my brain
- I will learn how to do this
- There's always Plan B
- I will learn from them

## Strategy 3

**FOCUS ON THE  
PRESENT**

## What is Mindfulness?



Creator of the eight-week course, Mindfulness-Based Stress Reduction (MBSR)

## Present Moment

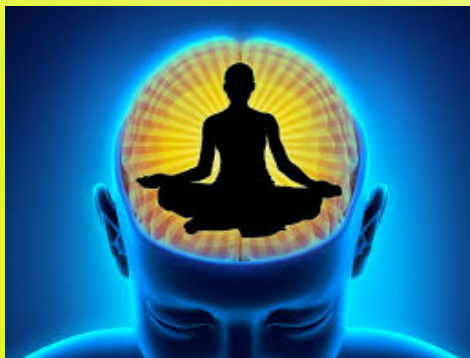


## Mindful Attention



Shapiro, S. L., Carlson, L. E., Astin, J. A., & Freedman, B. (2006). Mechanisms of mindfulness. *Journal of clinical psychology*, 62(3), 373-386.

## Mindfulness Practice





## Mindfulness and Emotional Resilience



- Internal Experience vs External Expression
- Creates the space between the change event and the way we react
- Emotional intelligence and awareness

Barlow, D. H., Farchione, T. J., Fairholme, C. P., Ellard, K. K., Boisseau, C. L., Allen, L. B., & May, J. T. E. (2010). *Unified protocol for transdiagnostic treatment of emotional disorders: Therapist guide*. Oxford University Press

## Mindfulness and Resilient Thinking



- HOW we pay attention
- Make a new space for something before our emotional or behavioral reaction
- Training our mind not fighting with it
- "Don't believe everything you think"



Thank you for your time!

