Resilience Espresso

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1. Understanding resilience

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Resilience

- To overcome or move on from unpleasant experiences which could 'over-shadow' our future
- To steer through everyday adversities, stress and challenges
- To recover from major setbacks or trauma
- To grow from experience

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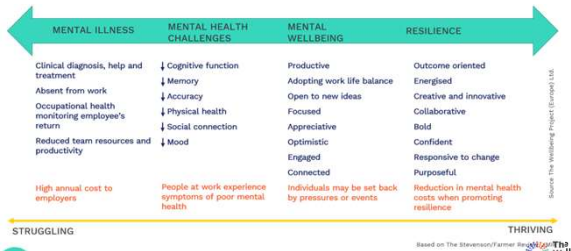
Workplace resilience and wellbeing



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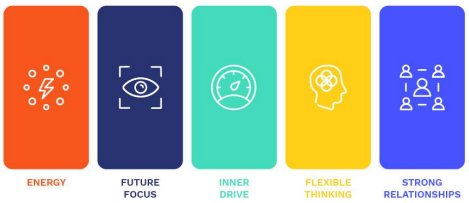
The 5 Pillars of Resilience™



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Energy	Sustaining and renewing physical energy to have the capacity to keep going through challenging times.
Future focus	Having a clear sense of purpose and direction to help to move forwards without getting stuck or feeling held back.
Inner drive	Sustaining self belief when times get tough, displaying confidence, motivation and perseverance.
Flexible thinking	Having an open and optimistic mindset, enabling a positive and adaptive response to change and challenges.
Strong relationships	Building open and trusting relationships, and being willing to call on these for help and support if facing a challenge.

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2. Energy

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Boundaries | Physical activity | Sleep | Healthy consumption

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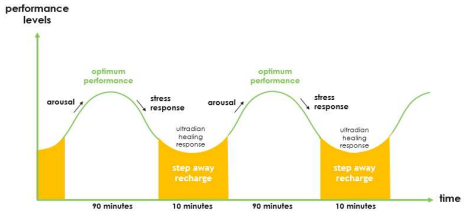
The ultradian rhythm



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Energy management

What small changes could you make to your day to ensure adequate rest?

- Regular breaks
- Workspace
- Time for meals and exercise
- Time to rest and recharge?

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3. Future focus

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Purpose

Personal control

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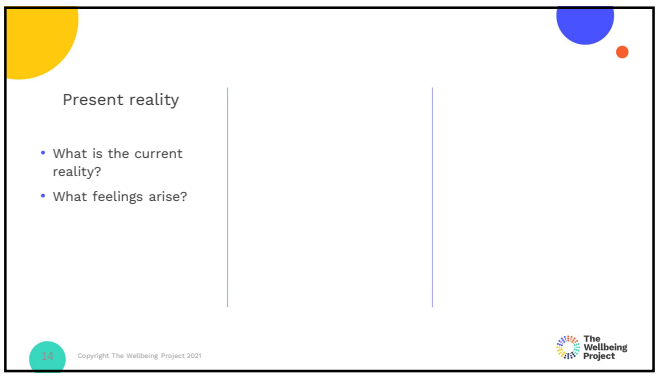
Present reality
What is the current reality?
What feelings arise?
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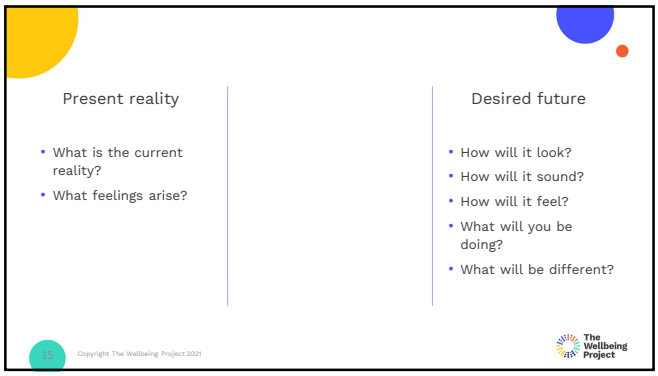
Present reality
What is the current reality?
What feelings arise?
Desired future
How will it look?
How will it sound?
How will it feel?
What will you be doing?
What will be different?
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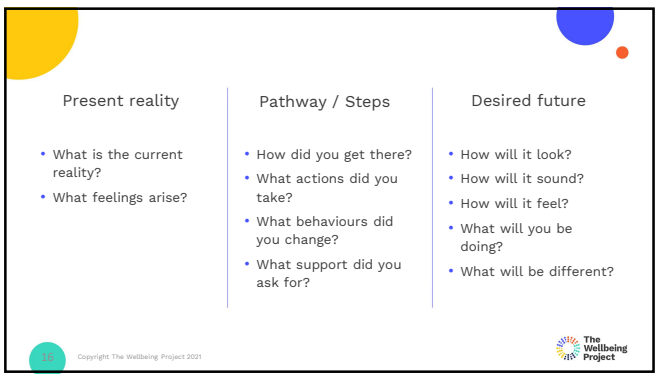
Present reality
What is the current reality?
What feelings arise?
Pathway / Steps
How did you get there?
What actions did you take?
What behaviours did you change?
What support did you ask for?
Desired future
How will it look?
How will it sound?
How will it feel?
What will you be doing?
What will be different?
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4. Inner drive

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Motivation

Self-belief

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The grit interview

- What did you have to do to accomplish that goal?
- Did you ever think of giving up?
- If so, how did you overcome that?
- How did you feel when you accomplished that goal?
- What did you learn that will support you to achieve your future goals?

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Aspects of flexible thinking

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Open mindedness

Positive framing

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The yellow zone

- How can you ensure you access yellow both at work and at home?
- When time is short what will help you switch off and reset?

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6. Aspects of Strong Relationships

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Building trust

- Seeking to develop trust, understanding and emotional awareness with others

Accessing support

- Sharing what you are going through and being prepared to access support

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Support networks

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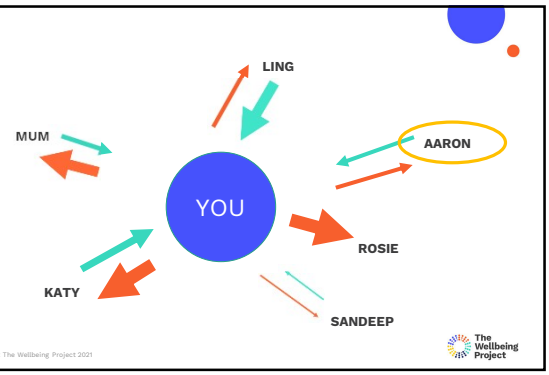

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Your support network

- Where might you need more support currently?
- How will you ensure you get it?

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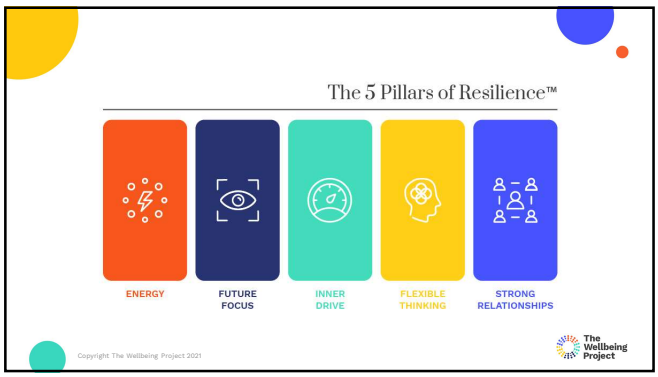
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FUTURE FOCUS
INNER DRIVE
FLEXIBLE THINKING
STRONG RELATIONSHIPS
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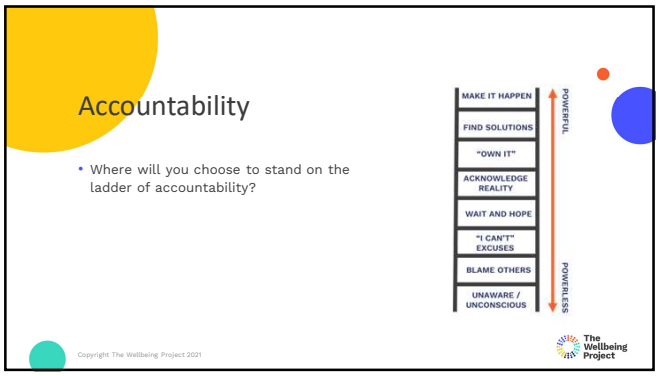
Accountability
Where will you choose to stand on the ladder of accountability?
MAKE IT HAPPEN
FIND SOLUTIONS
"OWN IT"
ACKNOWLEDGE REALITY
WAIT AND HOPE
"I CAN'T" EXCUSES
BLAME OTHERS
UNAWARE / UNCONSCIOUS
POWERFUL
POWERLESS
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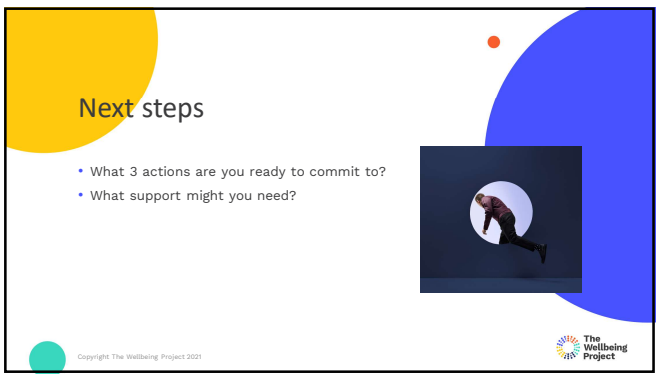
Next steps
What 3 actions are you ready to commit to?
What support might you need?
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Thank you
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