



# *Resiliency.....*

## **Building Capacity through Self-Care and Conscientious Living**

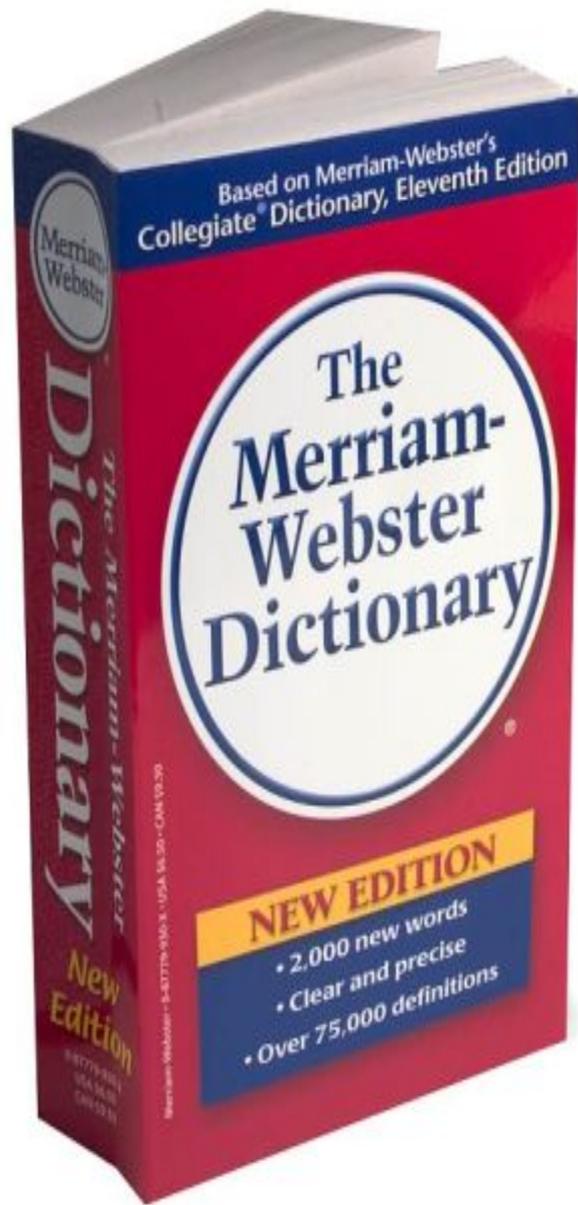
**Nan Records and Amy Ernst  
MASE New Directors Cohort  
January 2019**

*Our Focus Today...*

*Resiliency.....*

*Building Capacity through  
Self-Care and  
Conscientious Living*





# *Resiliency.....*

The ability to return to the original form, position, etc., after being bent, compressed, or stretched.

“Where you fall on the resilience curve---  
your natural reserves of resilience---affects  
your performance at work, your physical  
health, your mental health, and the quality of  
your relationships. It is the basic ingredient  
to happiness and success.”

~Reivich and Shatte

Building capacity through self-care and conscientious living is key to success at work and satisfaction in life.

It is however, seldom prioritized.

# *Why the Focus Now?*

**It's January...**

**Beginning to work on budgets...**

**May need to make cuts...**

**People are beginning to ask you about ESY...**

**It's January...**



HOW RESILIENT  
ARE YOU?



# *How Resilient Are You?*

Resiliency Quiz

developed by

Al Siebert, PhD

Author of

The Resilient Advantage

# *How Resilient Are You?*

**80 or higher...very resilient**

**65-80... better than most**

**50-65... slow, but adequate**

**40-50... you're struggling**

**40 or under...seek help**

# *How Resilient Are You?*

**Low score...** life is probably a struggle and you know it. You may not handle pressure well. You aren't learning anything useful from bad experiences. You feel hurt when people criticize you.

# *How Resilient Are You?*

**High Score...** You are already very good at bouncing backs from life's setbacks. Today... you can validate many things you are doing right, because you like learning new things, you will be curious to hear more.

# *How Resilient Are You?*

**Validity check...**

**Much higher percentage of  
people underrate...**

# *How Resilient Are You?*

## **Validity check...**

**Ask two people who know you well to rate you on the items and see what their scores are...**

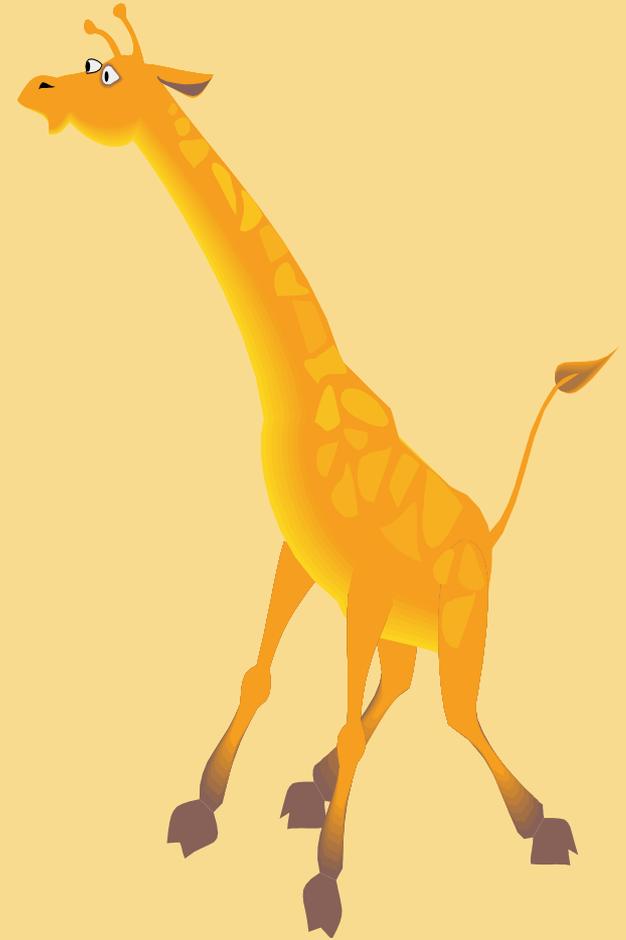
# *Resiliency.....*

**“Highly resilient people are flexible, adapt to new circumstances quickly, and thrive in constant change. Most important, they expect to bounce back and feel confident they will. They have a knack for creating good luck out of circumstances that many others see as bad luck.”**

**~ Al Siebert**



# *Learning Resiliency from a Giraffe...*



No matter how many  
times I break down,  
there is always a  
little piece of me  
that says  
NO, you're not done yet  
Get BACK UP!

# ***Resiliency.....***

**Resilient people do...**

**feel grief,  
anger,  
loss, and  
confusion when hurt or distressed...**

**They just don't get "stuck" in this state.**



**Resiliency is something  
you DO,  
more than something you  
HAVE.**

**Your DOING is... responding,  
rather than reacting.**

**A reaction is a reflex, happens without conscious thought or feeling of choices.**

**Your response is guided by conscious choices.**

# *Resiliency.....*

Involves behaviors, thoughts, and actions that can be learned and developed.



# ***Resiliency.....***

## ***How to Build It***

- ✓ Don't try to solve problems with the same thinking that created them.

Resilient people do not make the same mistakes over and over again.



# *Resiliency.....*

## *How to Build It*

- ✓ Be honest about why something failed and take time to think about what didn't work.



# *Resiliency.....*

## *How to Build It*

✓ Master your emotions, don't let them master you.

Have a positive attitude...

remember...things are temporary!



# *Resiliency.....*

## *How to Build It*

- ✓ Work on solving problems, rather than becoming paralyzed by them.

Resilient people keep working on the future even when things aren't working out.



# ***Resiliency.....***

## ***How to Build It***

✓ Pick yourself up as many times as it takes.

Failure is not falling down, it is refusing to get back up.



# ***Resiliency.....***

## ***How to Build It***

✓ Believe in yourself!

Taking joy in small wins gives you strength.



# ***Resiliency.....***

## ***How to Build It***

- ✓ In the toughest of times, find a way to care for others.

Being selfless is a great way to discover your own strength.



# ***Resiliency.....***

## ***How to Build It***

- ✓ Maintain strong and supportive relationships, both personal and professional.

Resilient people have caring, supportive people around them in times of crisis.



# *Resiliency.....*

## *How to Build It*

- ✓ Search for meaning. Develop a “personal why”.

Resilient people have a clear sense of purpose which helps them view setbacks from a broader perspective.





# *Resiliency.....*

**Building Capacity  
through Self-Care  
and Conscientious  
Living**

**Nan Records  
MASE New Directors Cohort  
January 2019**



*Avoid the CAVE Dwellers*

# *Avoid the CAVE Dwellers*

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 **gainst**

 **irtually**

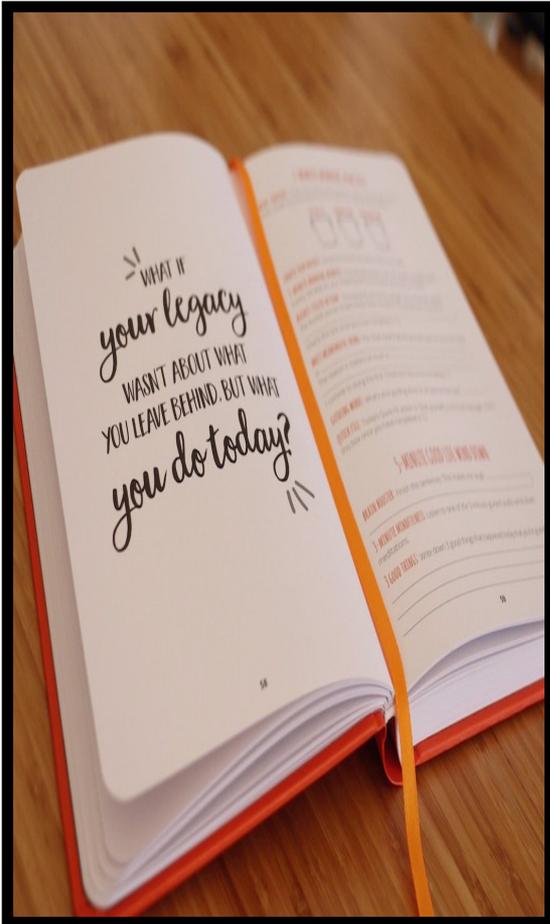
 **verything**

# *Avoid the CAVE Dwellers*

**Let me  
remind you:  
Wherever your  
focus is directed  
that's where  
your energy  
goes. Whatever  
you allow in  
your space,  
you eventually  
become.**

ASTROE  
OVERLYEXCESIVE

# Avoid the CAVE Dwellers



**List the people you spend the most time with....**

**Do they generally bring positive or negative energy into your world?**

**Positive.... How can you spend more time with them?**

**Negative.... How can you spend less time with them?  
Are you giving them control over your emotions? What's your plan to change that?**



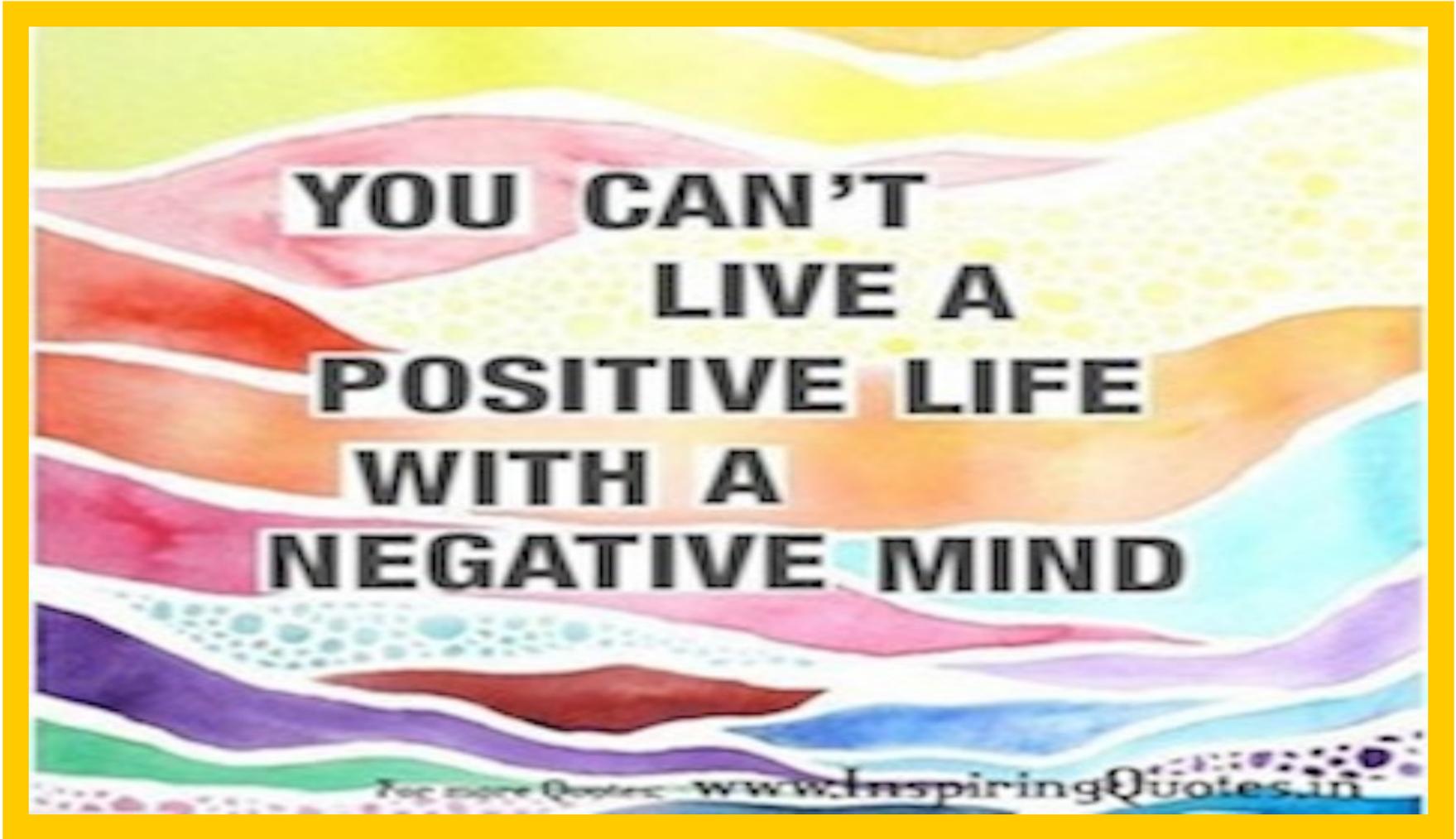
*Believe... Visualize...*

# *Believe... Visualize...*



**Positive  
thinking...  
picturing the  
positive  
outcomes...  
really does  
work!!**

*Believe... Visualize...*



**YOU CAN'T  
LIVE A  
POSITIVE LIFE  
WITH A  
NEGATIVE MIND**

For more Quotes - [www.InspiringQuotes.in](http://www.InspiringQuotes.in)



*The Power of 5*

# *The Power of 5*



## TO DO LIST

- ①. So
- ②. Many
- ③. Things



You can do  
anything  
but not  
everything.



# *The Power of 5*

*Will it matter in...*



*minutes*



*days*



*weeks*



*months*



*years*

# *Siebert's Approach...*



## **Develop and Use an Optimal Health Plan...**

to manage your emotional reactions,  
to gain control over events in your life that affect  
you, and be able to create a positive, supportive,  
healthy environment for yourself and others around  
you.

# *Siebert's Approach...*

Make a list of six things that you feel irritated, upset, or distressed about...

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.



# *Steps to Decrease Negative Experiences*

Look at your list of negative experiences

- Pick one item
- Create an action plan to feel less vulnerable and more in control
- Decide to find a way to decrease the negative impact it has on you

# *Steps to Decrease Negative Experiences*

- What if I ignored this...what if I avoided contact?
- Could I do something about this...what could I do to change how it bothers me?
- Can I make it go away...can I get it out of my life?

# *Steps to Decrease Negative Experiences*

- If I can't avoid it, change it or make it go away, what if I changed my response to it?
- What if I decided to stop letting it bother me?

Disengaging from some things, conserves your resiliency energy for more important challenges

# *Siebert's Approach...*

Now list your positive experiences you enjoy.

List activities that revitalize and invigorate you.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.



# *Increase Positive Experiences*

- Pleasant, positive experiences revitalize you
- They give you more strength to sustain yourself in adverse conditions
- The activity should completely absorb you

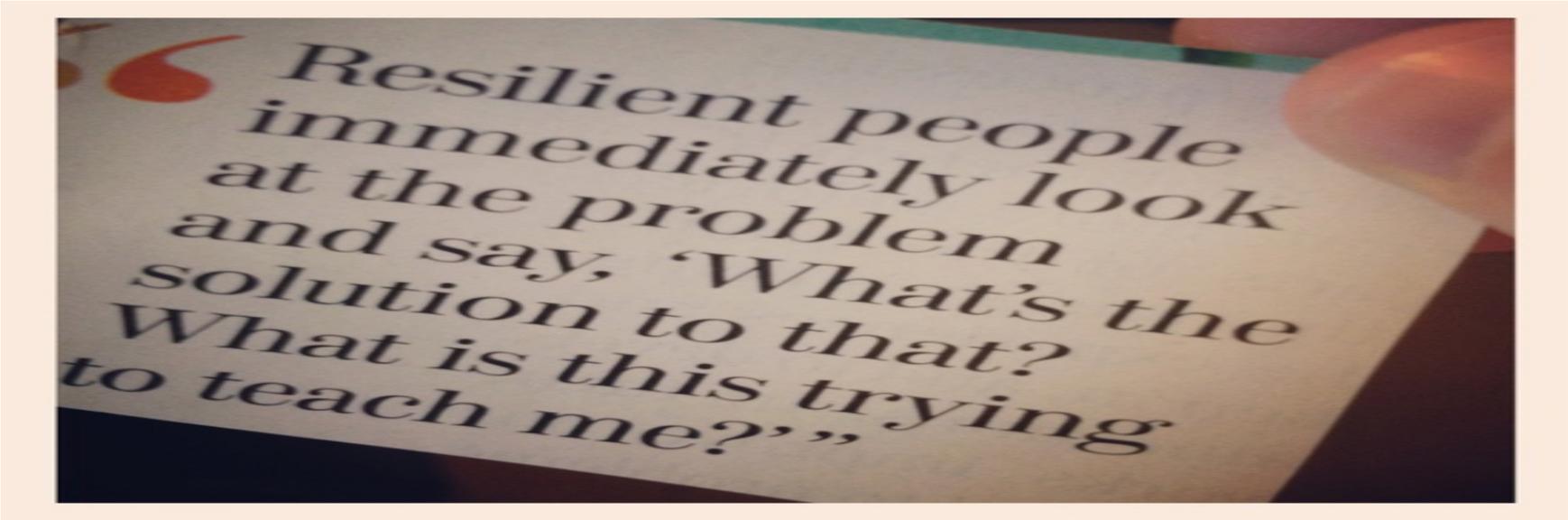
# *Increase Positive Experiences*

- Anything you do playfully revitalizes you
- It's ok to have “positive addiction”, they can prevent burn-out
- You should have active and passive experiences, both are important

# *Increase Positive Experiences*

- Look at your list that revitalizes you
- Think of ways to repeat, increase, or have new positive experiences
- Develop a plan to increase at least one of your positive experiences
- Initially have a “buddy system” for assisting you

The choices we make everyday determine how resilient we can be when things go wrong.

A close-up photograph of a hand holding a piece of white paper. The paper has a quote printed on it in a serif font. The quote is: "Resilient people immediately look at the problem and say, 'What's the solution to that? What is this trying to teach me?'" The paper is slightly tilted, and the background is dark. The hand holding the paper is visible on the right side.

*Resilient people immediately look at the problem and say, 'What's the solution to that? What is this trying to teach me?'"*