

Ambito Partners

Managing Resilience Workbook

“

The ability to remain **flexible** in our **thoughts, feelings and behaviours** when faced by a **life disruption** or extended periods of **pressure**, so that we **emerge** from difficulty **stronger, wiser** and more **able**.

”

Carole Pemberton
Resilience Expert, Author and Coach

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Workshop Purpose & Outcomes

Organisations are increasingly aware of the importance for individuals and teams to manage stress and are offering workshops on managing this focusing on mental and physical well-being. As individuals it is important that we can look after our own ability to thrive both in and out of the workplace and support family friends and workplace colleagues respond to the demands of both work and life.

Context:

Your best performance requires resilience, a growth mindset, and the ability to know and be motivated by what drives us. Any professional athlete will tell you that in order to be successful, skill, technique and physical training alone is not enough. It requires mental discipline, powerful goals, positive and enabling self-talk and personal motivation. This masterclass brings that concept to life.

Objectives:

This day is designed to help individuals:

- Understand what resilience is and how it is formed.
- Reflect on your own ability to thrive so that you can help others
- Develop skills that can be immediately applied
- Create actions that enhance your own wellbeing

Emotions check in

By sharing an emotion, you feel heard and can park and cope with the emotion

By sharing distraction, you are showing respect to your colleagues and when they listen with compassion you are able to park that and be fully present.

WHICH CHAIR ARE YOU sitting in today?



Resilience River Metaphor

Reflections 1

- How is your Resilience River right now?

- What's your metaphor for your current EN experience?



Reflections 2

- How was your Resilience River last week?

- What drew you to work here at EN?

Reflections 3

- How do you feel about your Resilience River next week?

- What's important to you about the work you do here?

Resilience Timeline Pre-work – space on next page

Completing a Resilience Timeline

Completing a resilience timeline is a reflective activity that enables you to recall previous experiences that have you have found challenging.

Draw a line on a piece of paper and go back as far as your want in your life, up to today.

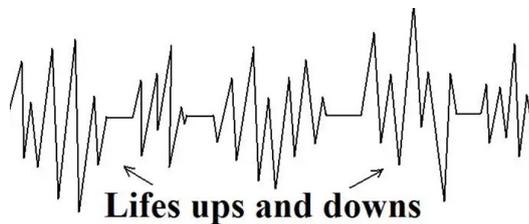
Recall times when you have had to draw on your resilience and mark these on your timeline.

Some may be big events such as:

- the loss of a loved one
- the end of a relationship
- the loss of a job

Some may seem smaller but were significant for you

- receiving difficult feedback
- not achieving something you set out to



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Reflect with a partner in the masterclass

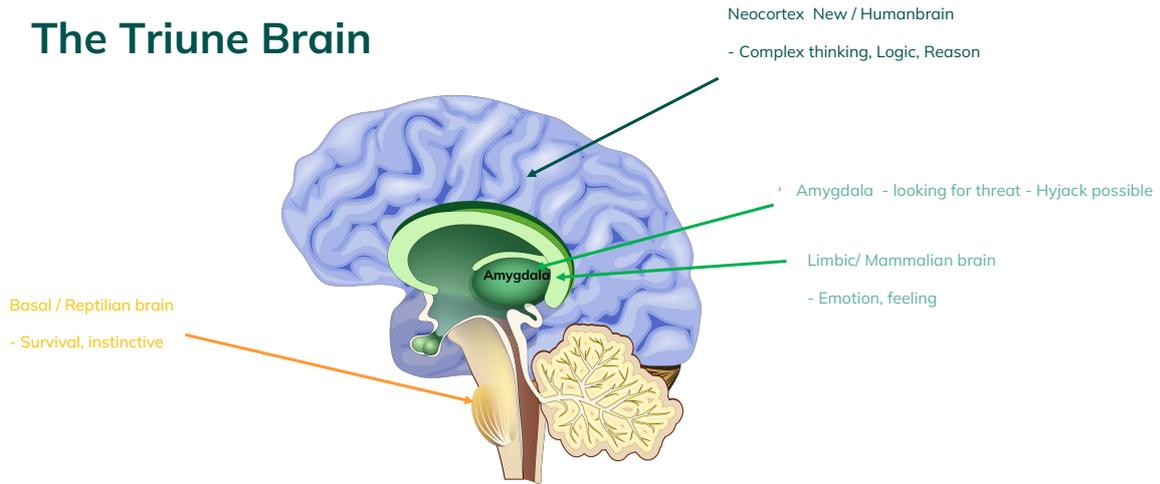
Now you will work with a partner to co-coach each other on your time - line. (10 minutes total 5 mins each way). Your partner's role is to help you recognise how you have built your resilience capacities.

- How have you developed your resilience?
- What qualities and capacities have you acquired which help your resilience?
- Learning that you have taken from setbacks and which you use in your life.
- What differentiates those situations where you stayed strong and those which caused resilience wobble?
- When you lose resilience how do you know?

Your Resilience Timeline Pre-work



The Triune Brain



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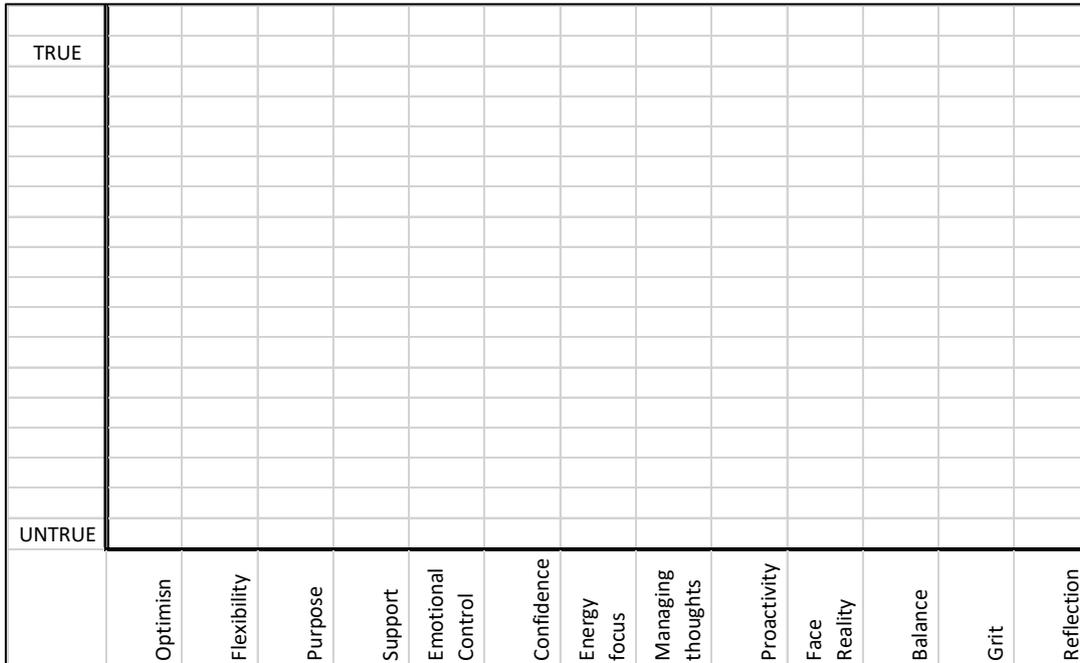


What are your top 3 triggers – what really winds you up that might lead to an automatic triggered behaviour or emotion?

1.
2.
3.

Resilience is big word to unpack. Research has shown you can break it down into various components by rating yourself in response to these 13 questions. Mark where you'd place yourself on the graph with a cross (see the example on page 9) We will then share with colleagues in the masterclass

Your Resilience Profile

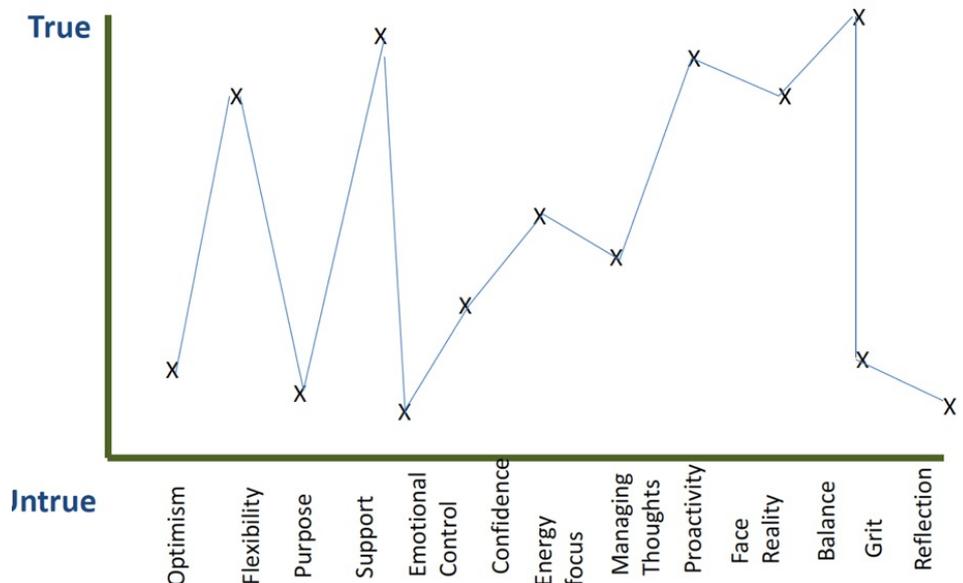


Profile questions:

1. How true is it for you that you are optimistic about the work you do? (optimism)
2. How true is it that you find it easy to change your approach when something isn't working or valued any more? (flexibility)
3. How true is it that you know what you want from your work / career and why? (Purpose)
4. How true is it that when struggling you talk to people who can help you? (support)
5. How true is it that you can regulate your emotions even when under pressure? (emotional control)
6. How true is it that your confidence is strong regardless of any difficulties? (confidence)
7. How true is it that you can focus your energies even when under pressure? (energy focus)
8. How true is it that you manage your negative thoughts when under pressure? (Managing thoughts)
9. How true is it for you right now that you are decisive and not procrastinating? (Proactivity)
10. Think about yourself right now how well do you face reality even when it is uncomfortable to do so? (facing reality)
11. How well do you keep a sense of balance in your life regardless of how demanding life is? (balance)
12. How well do you stick at things once you have decided to do them? (grit)
13. Are you taking time out to think even when you have no time? (reflection)



Your Resilience Profile



In the masterclass you will share your profile with at least 3 other people. The profile gives you a sense of where aspects of your resilience right now – it may look different in a month's time. Remember the resilience river.

Questions to consider when sharing resilience profiles:

- Are there any resilience factors where your results are noticeably higher?

These are factors which you can continue to rely on - even when under pressure.

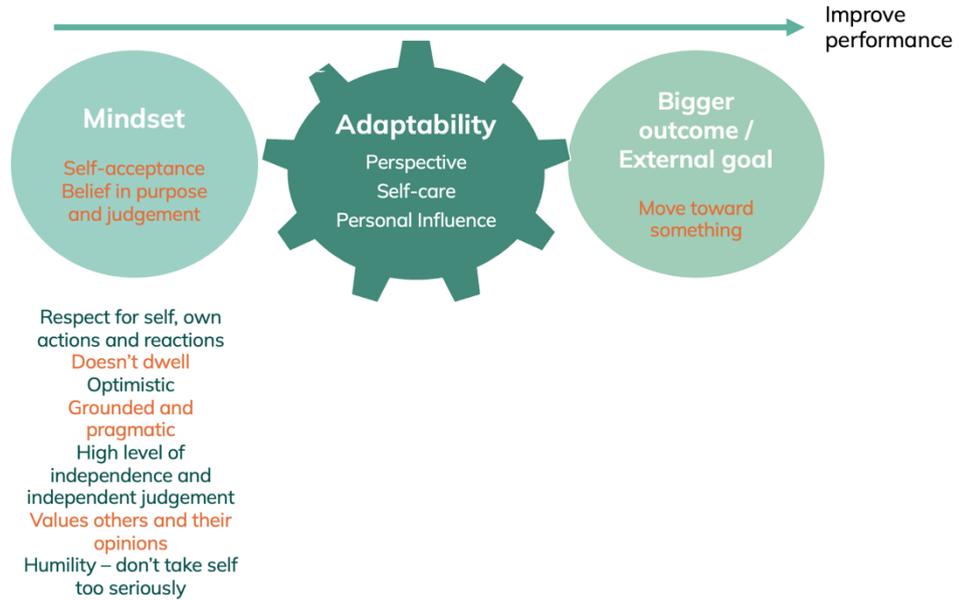
- Are there any resilience factors which are noticeably lower? These will help you know what you might need to focus on?
- How is that lack showing itself in your work and/or life?
- Is your profile flat with little to differentiate between factors?
- If your partner score higher than you in a certain aspect of the profile ask them what strategies they use to keep it high i.e. get tips from each other

You could use this profile with your teams or coach others to help them understand and improve their resilience. For your own personal well-being, revisit this for yourself regularly.

Resilience Engine

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Self – acceptance

Belief in purpose and judgement

Quality	Score 1-10	Strategy to improve score
1: Respect for self, own actions and reactions		
2: Doesn't dwell		
3: Optimistic		
4: Grounded and pragmatic		
5: High level of independence and independent judgement		
6: Values others and their opinions		
7: Humility – don't take self too serious		

Growth Mindset



Small group discussions:

- Where do you notice your own fixed or growth mindset?
- What changes do you need in your own mindset to help maintain your resilience?
- How do you enable a growth mindset in the people around you to support team and organisational resilience?

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Improve performance

- Gives you focus – short term and long term
- Gives you motivation
- Overcomes procrastination + manages time
- Allows you to measure progress
- Helps build resilience by pacing yourself
- Helps manage work/ life balance



What are our goals
where are we heading?



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Do you have a new stretch goal?

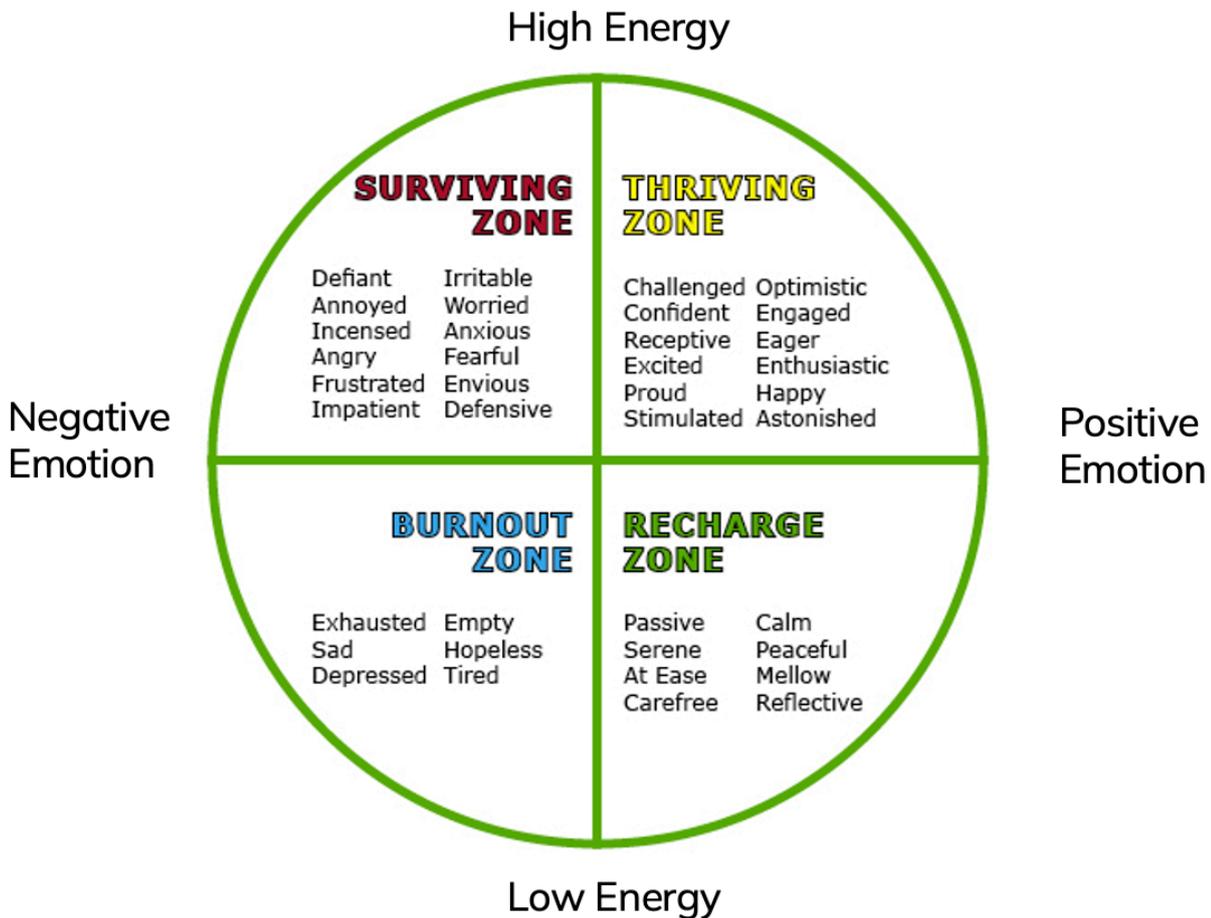
What's important about it?

When Where and How will you start?

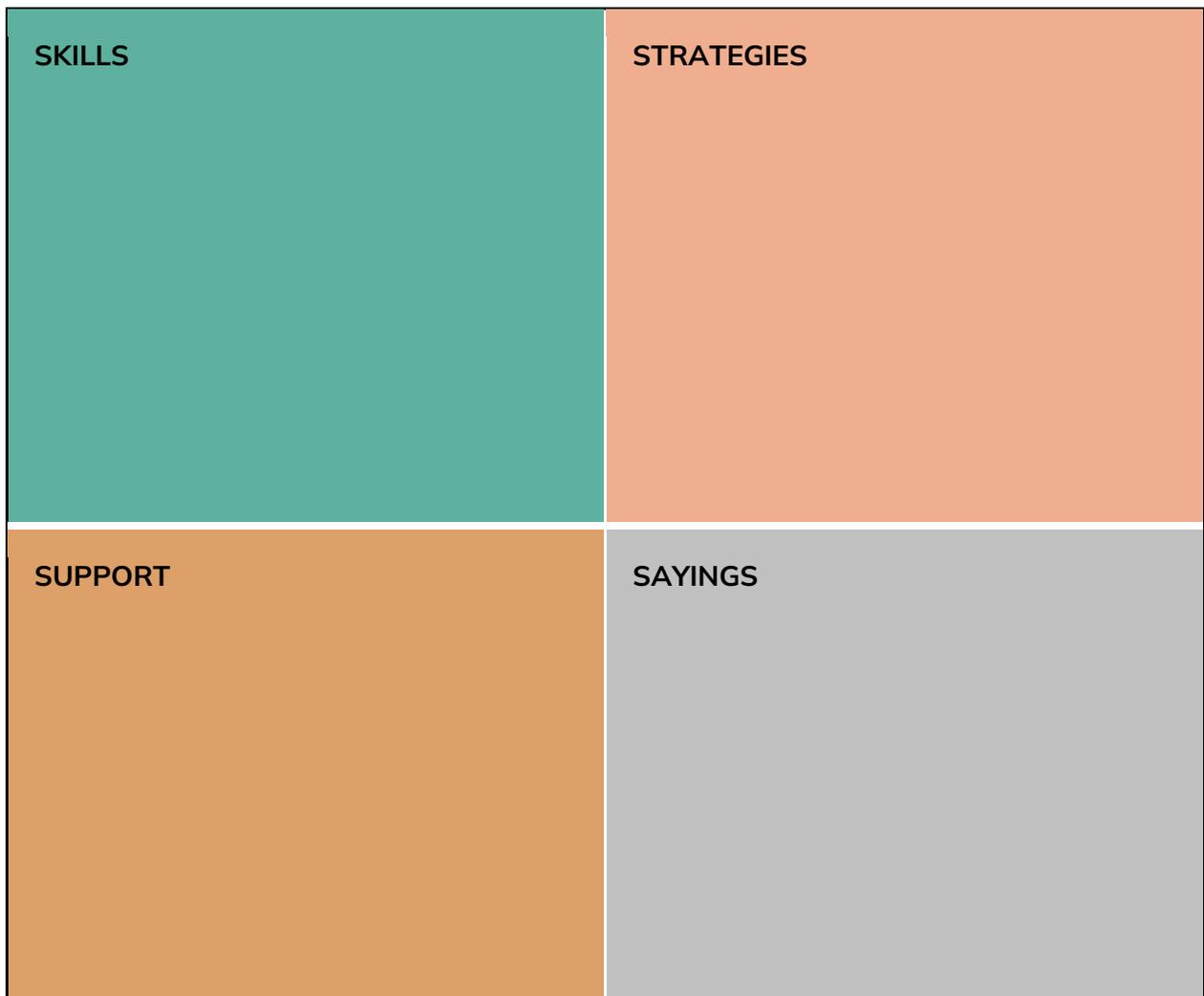
Who else needs to know?

Building your adaptive capacity / recharge Zone

Remember this model also helps you see where you are spending most of your time and helps you remember to pay attention to the recharge zone. It is also useful with teams. Resilient people are able to manage their emotions and use the prefrontal / logical brain to manage the situation.



Reflections on what has come up for you in this model:



In pairs

Use the 4 S framework to help your partner recognise how they have managed their way back to resourcefulness when dealing with a previous time that knocked their resilience.

Encourage them to get forensic about what specifically they did in each of the 4 boxes.

Ensure they record what they have learnt from previous times that could be used again.

Is there anything that they could make more use of now to support their resilience?
Then change roles.

The Healthy Mind Platter



The Healthy Mind Platter for Optimal Brain Matter™

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Focus Time

When we closely focus on tasks in a goal – oriented way, taking on challenges that make deep connections in the brain

Play Time

When we allow ourselves to be spontaneous or creative, playfully enjoying novel experiences, which helps make new connections in the brain

Connecting Time

When we connect with other people, ideally in person, or take time to appreciate our connection to the natural world around us. Richly activating our brains relational circuits

Physical Time

When we move our bodies, aerobically if possible, which strengthens the brain in many ways

Time In

When we quietly reflect internally, focusing on sensations, images feelings and thoughts helping to better integrate the brain

Down Time

When we are non-focused, without any specific goal, we let our mind wander or simply relax, which helps our brains recharged

Sleep Time

When we give the brain the rest it needs to consolidate learning and recover from the experiences of the day

Coach each other on the different aspects of your healthy mind platter and come up with strategies to address each area that is scored low

How would you rate each aspect out of 10?

Focus Time	
Play Time	
Connecting Time	
Physical Time	
Time In	
Down Time	
Sleep Time	

What do you need to do more of?

Focus Time	
Play Time	
Connecting Time	
Physical Time	
Time In	
Down Time	
Sleep Time	

What actions will you take / when?

Focus Time	
Play Time	
Connecting Time	
Physical Time	
Time In	
Down Time	
Sleep Time	

ADAPT Model

Noticing wellbeing issues in others

Aspect of model	Wellbeing components - are you noticing any changes in colleagues?	How would you rate yourself + colleagues
Appearance	Sleeping /Eating /Drinking /Energy/ Weight change	
Delivery	Ability to make decisions/ concentrate/ memory / creativity/ Time given to work v outcome	
Affect	Ability to recognise and manage emotions. Ability to experience emotions	
Purpose	Alignment to work / ability to step outside of comfort zone Availability of support for ambitions	
Ties	Quality of relations with those close to them Quality of relationships with Colleagues – sense of what's important to them – their values	



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Remember long term resilience relies on you getting support whatever that looks like for you and having a sense of purpose.

Reflect on how you can support your colleagues:

Pulling it all together

5 steps to mental wellbeing

1. Connect with others

Good relationships are important for your mental wellbeing. They can:

- help you to build a sense of belonging and self-worth
- give you an opportunity to share positive experiences
- provide emotional support and allow you to support others

2. Be physically Active

Being active is not only great for your physical health and fitness.

Evidence also shows it can also improve your mental wellbeing by:

- raising your self – esteem
- helping you to set goals or challenges and achieve them
- causing chemical changes in your brain which can help to positively change your mood

3. Learn new skills

Research shows that learning new skills can also improve your mental wellbeing by:

- boosting self-confidence and raising self-esteem
- helping you to build a sense of purpose
- helping you to connect with others

4. Give to others

Research suggests that acts of giving and kindness can help improve your mental wellbeing by:

- creating positive feelings and a sense of reward
- giving you a feeling of purpose and self-worth
- helping you connect with other people

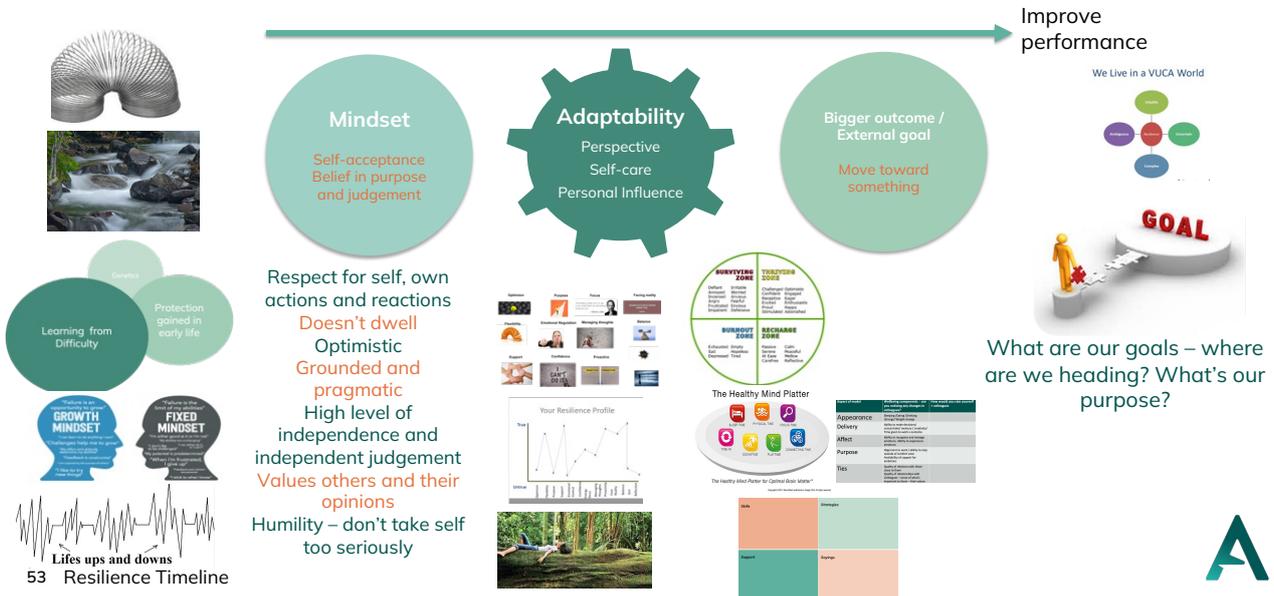
5. Pay attention to the present moment (mindfulness)

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What are your take aways?

What are your commitments to Action?

