

# **TRANSFORMING WITH THE TRANSITION – ADAPTION AND RESILIENCE**

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**“THE CAPACITY TO RECOVER QUICKLY FROM  
DIFFICULTIES”**

Oxford English Dictionary

# A NEW DEFINITION OF RESILIENCE:

**ADVANCING**



Goal orientation to  
work towards your  
**VISION**

**DESPITE**



Be **PROACTIVE** –  
don't wait for  
adversity

**ADVERSITY**



Both large and  
small everyday  
**CHALLENGES**





# TURNAROUND RESILIENCE

**Bouncing  
Forward**

**Staying Positive**

**Maintaining  
Commitment**

# TURNAROUND RESILIENCE

## Development Tips

- Reconnect with previous successes
  - ✓ Peaks of success
  - ✓ Smile File
- There is no failure, only learning. Take the learning and move on.



# PRACTICAL EXERCISE: 'PEAKS OF SUCCESS'

*5 mins to identify previous successes*

Exams, qualifications, jobs, roles, sport, family, etc... be quite specific

**YOUR SUCCESS**







# RISK MANAGEMENT RESILIENCE

Making difficult  
decisions under pressure

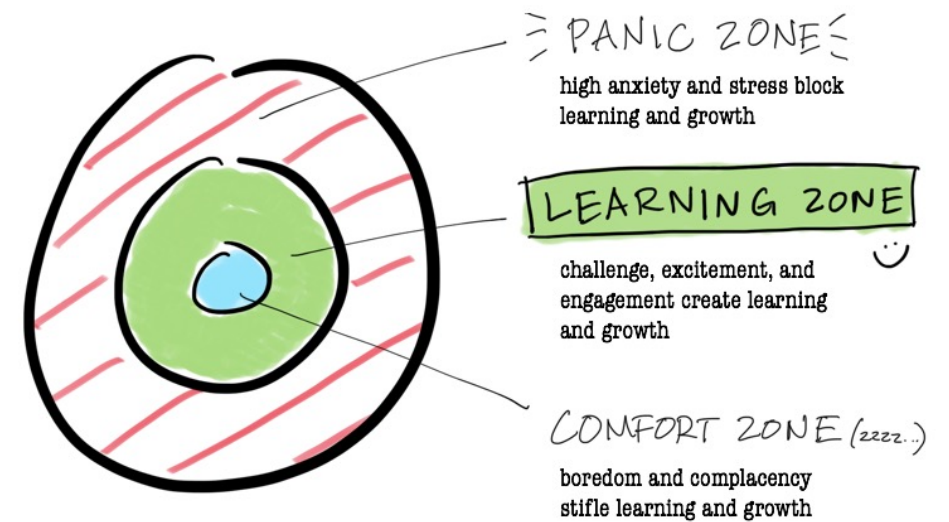
Knowing when to take a  
calculated risk and  
when to opt for a safer  
route



# RISK MANAGEMENT RESILIENCE

## Development Tips:

- Understand and override your brain's natural desire to stay safe
- Identify fears that hold you back
- Seek and value developmental feedback
- Manage your self talk



# CROOKED THINKING PATTERNS

Pattern	Examples of related self defeating statements
“Not fair”	“Things really shouldn’t be like this. It’s not fair. I don’t deserve this kind of treatment”
“Driver”	“I absolutely must perform well tomorrow to avoid a disaster. If I don’t deliver, it will be a total catastrophe”
“Stopper”	“I’m useless. I can’t do it. I’m going to screw things up”
“Illogical”	“If this happens, then that will surely follow. If I make a mistake, I’m finished
“Blaming”	“It’s his fault. It’s her fault. It’s their fault. It’s everyone’s fault. it’s not my fault”
“Over-generalising”	“I NEVER get any breaks. This ALWAYS happens to me. EVERYTHING is going wrong in my life at the moment”

# BREAKOUT SESSION

- What negative self talk or crooked thinking patterns do you tell yourself the most?
- How could you reframe these in a more positive way?

10 minutes – capture key insights to feedback





# CRITICAL MOMENT RESILIENCE

Holding your nerve in testing times

Clear thinking and positive focus under pressure

Rising to the occasion

# CRITICAL MOMENT RESILIENCE

## CIRCLE OF CONTROL



Credit: Dr. Glen Albaugh & Dr. David Cook

## Development Tips:

- Visualise success
- Focus on goals and process
- Control the controllables



# EUSTRESS V DISTRESS



# EUSTRESS V DISTRESS

## Eustress

- Motivates you
- Short-term
- Within our coping abilities
- Feels exciting
- Improves Performance

## Distress

- Anxiety inducing
- Outside our coping abilities
- Decreases performance
- Causes mental & physical problems



# ENDURANCE RESILIENCE – FILLING YOUR BUCKET



# PRINCIPLE 1

We each have four separate but related sources of energy

**Physical**

Your body

**Emotional**

Your feelings

**Mental**

Your thinking

**Core/  
Spiritual**

Your purpose &  
values

# PRINCIPLE 2

“Because energy capacity diminishes both with over-use and with under-use.....



....we must balance energy expenditure with intermittent energy renewal”



# PHYSICAL ENERGY

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I have a high level of physical energy at work

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I feel fully rested when I wake up

---

I look forward to my physical exercise activities

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My eating and drinking habits are consistent with me being at my best

---

I have well-established and positive exercise routines built into my life

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I build regular and useful “rest” periods into my life

---

I routinely get enough quality sleep

---

As I get older, I am satisfied with my physical fitness

---

I am good at recharging my physical energy

---

I am aware how my posture and breathing contribute to my physical wellbeing

# MENTAL ENERGY

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I can focus and concentrate on my work

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I manage my time effectively at work

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I am positive and solution focused rather than excessively critical and complaining

---

I am mentally alert at work

---

I can think logically and clearly at work, even when under pressure

---

I can easily switch off after work and focus on my home life

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I am good at recharging my batteries for mental energy

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In my life, I am stretching myself mentally in a positive way

---

I feel organised and mentally prepared for my time at work

---

When appropriate, I can choose how I think about things



# EMOTIONAL ENERGY

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I have a high level of positive emotional energy at work

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I feel more challenges and opportunities, rather than frustration and aggravation at work

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I create and sustain relationships of warmth, depth and genuineness at work

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I get along with my boss

---

I get along with my colleagues

---

I feel that my successes at work are well rewarded and appreciated

---

I feel confident at work

---

Where appropriate, I can choose how I feel about things

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I manage conflict well, securing win:win outcomes

---

I am good at recharging my emotional batteries

# SPIRITUAL/CORE ENERGY

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I am passionate about my work

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I feel a sense of purpose and meaning in my work

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At work, I take actions which are consistent with my personal values

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I know what my personal values are

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I feel satisfied and happy in my work

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My personal values are consistent with the organisation's values

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I feel my work is personally fulfilling

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I feel fully engaged at work

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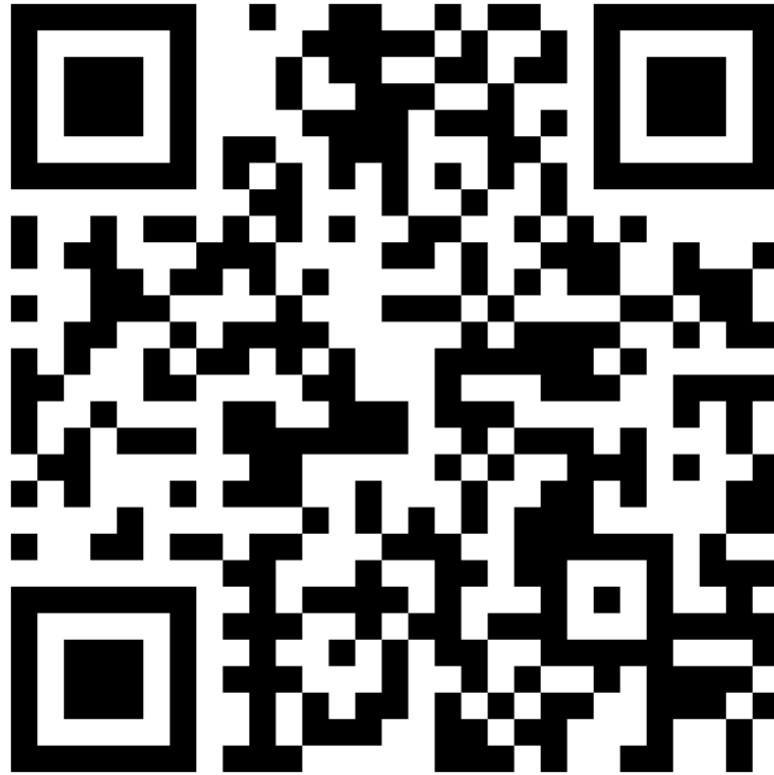
I am good at maintaining my sense of purpose in life

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In my life, I feel I am growing into a well rounded and compassionate human being

# THE FOUR ENERGIES

[www.menti.com](https://www.menti.com) – 53 52 94



# BREAKOUT SESSION

- What information did you glean from your energy management self assessment?
- What are your energy management strengths?
- Where might you need to focus?
- What action might you need to take?



10 minutes – capture key insights to feedback

# BREAKOUT SESSION

Each group is assigned one of the 4 Energies

- Group 1 – Physical
- Group 2 – Mental
- Group 3 – Emotional
- Group 4 – Spiritual/Core

Knowing what you know now, what practical tips and advice would you give for managing your allocated energy

10 minutes – capture key insights to feedback



# THE 4 AGREEMENTS

## BE IMPECCABLE WITH **YOUR WORD**

Speak with integrity. Say only what you mean. Avoid using the word to speak against yourself or to gossip about others. Use the power of your word in the direction of truth and love.

## DON'T TAKE ANYTHING **PERSONALLY**

Nothing others do is because of you. What others say and do is a projection of their own reality. When you are immune to the opinions and actions of others, you won't be the victim of needless suffering.

### THE FOUR AGREEMENTS

## DON'T MAKE **ASSUMPTIONS**

Find the courage to ask questions and to express what you really want. Communicate with others as clearly as you can to avoid misunderstandings, sadness, and drama. With just this one agreement, you can completely transform your life.

## ALWAYS **DO YOUR BEST**

Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick. Under any circumstance, simply do your best, and you will avoid self-judgement, self-abuse, and regret.

BY DON MIGUEL RUIZ

THERAPYPOSTERS.COM