

EMORY

Faculty Staff Assistance Program

Resilience: Adapting Well & Bouncing Back

Workshop for Campus Services Leaders

www.fsap.emory.edu

(404) 727-WELL

Presented by:

Dr. Marilyn Hazzard
Lineberger
Licensed
Psychologist &
Director of FSAP
Services

March 16, 2017

FSAP....Your Link to a Healthier You.





Resilience

Setting the Stage And Table Introductions





Objectives

- Promote an understanding of resilience.
- Identify factors that contribute to resilience.
- Discuss resilience as a core competency for leaders.
- Explore the stress response & its relationship to resilience.





Objectives

- Examine strategies for enhancing resilience & reducing stress.
- Discuss mechanisms for increasing resilience in others.
- Develop a resiliency action plan.
- Other considerations?







Icebreaker Exercise



"I'd be less stressed in 2017
if only _____."



Understanding Resilience

*Resilience is about **facing stress** head on and **looking at stressful situations as opportunities for growth.***

- Quantum LifeSkills

*The **ability to bounce or spring back** into shape after being stretched, bent or compressed.*

- Webster's Dictionary

*The process of **adapting well in the face of adversity**, trauma, tragedy, threats or significant sources of stress - such as family and relationship problems, health problems or workplace and financial stressors.*

- American Psychological Association



Resilience

What or who comes to mind when you think of resilience? Any defining characters?





Quick Assessment

How Resilient Are You?





Important Note...

***All of us can build skills
to be more resilient!***





What Makes Resilience?

<http://www.youtube.com/watch?v=C1UCI2ZHEqw>





Factors that Contribute to Resilience

- (Primary) Having caring and supportive relationships within and outside the family that:
 - a. Create love and trust.
 - b. Provide role models.
 - c. Offer encouragement and reassurance.
- The capacity to make realistic plans and take steps to carry them out.

Source: The Road to Resilience, American Psychological Association



Factors that Contribute to Resilience (cont.)

- A positive view of yourself and confidence in your strengths and abilities.
- Effective skills in communication and problem solving.
- The capacity to manage strong feelings and impulses.

Source: The Road to Resilience, American Psychological Association



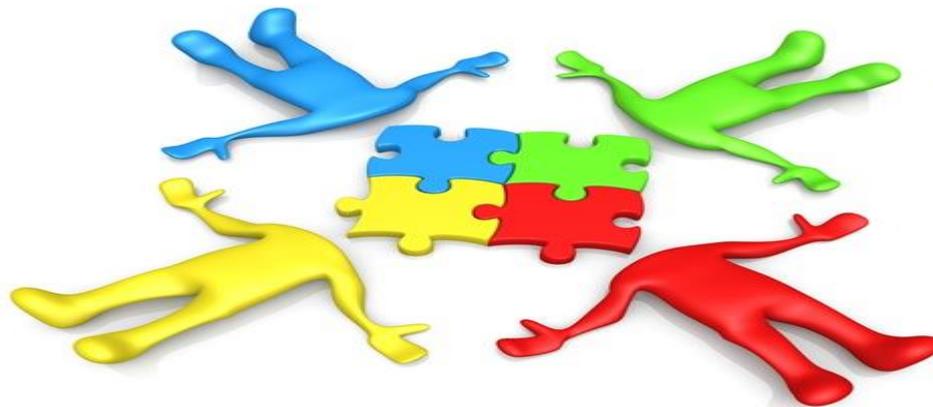
Resilience

**Being a leader has changed!
There are different expectations &
competencies.**





Have any new challenges or stressors emerged for you as leader in recent years??





YOU ARE ***NOT*** ALONE !





Today's Leadership Criteria

- Resilient
- Flexible
- Adaptable
- Interpersonally savvy
- Politically astute
- Resourceful
- Quick learner
- Executive Presence
- Others?





Flourishing

Flourishers share characteristics:

- “Just do it”
- Self Control
- Capable
- Apologize
- **Resilient**
- Deliberate
- Malleable mindsets
- Curiosity
- Open to experience
- Personal growth initiative
- Motivated by mastery
- Loved

Source: Corey Keyes, a sociologist at Emory University and a pioneer of positive psychology.

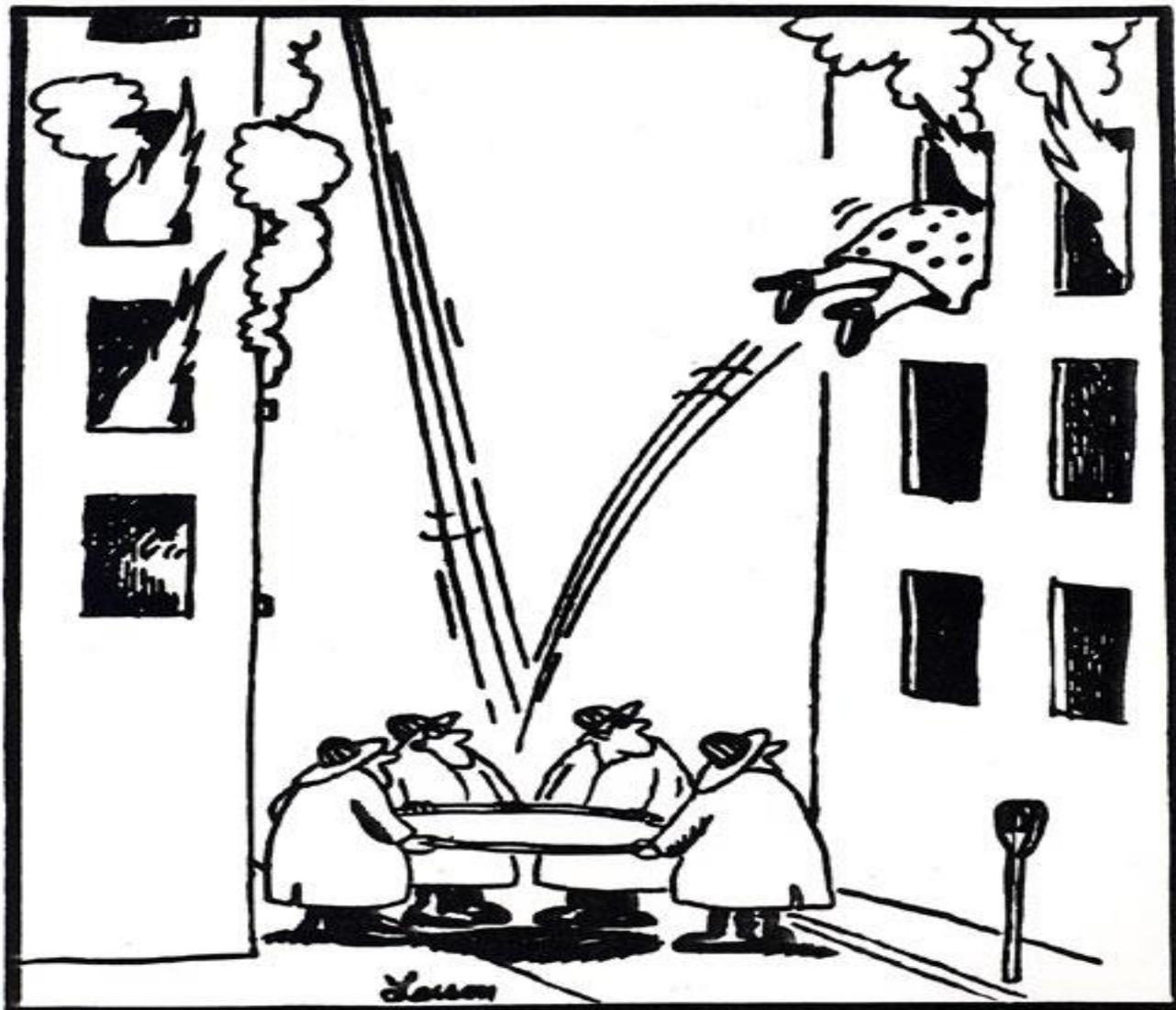


We All Face Challenges





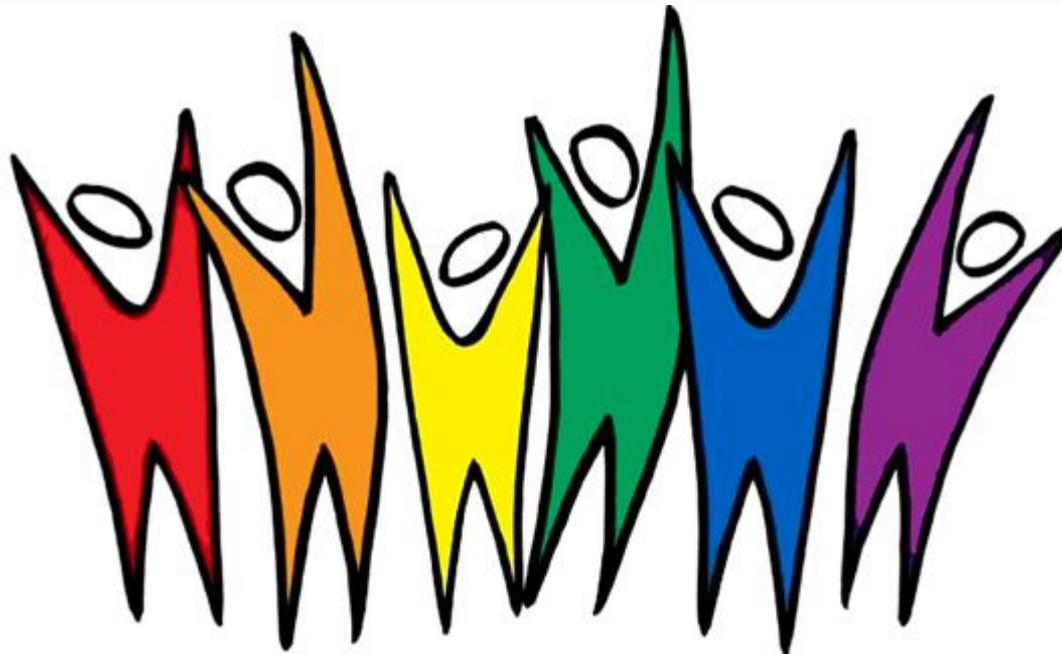
There are just *THOSE* days...





Pause to Reflect

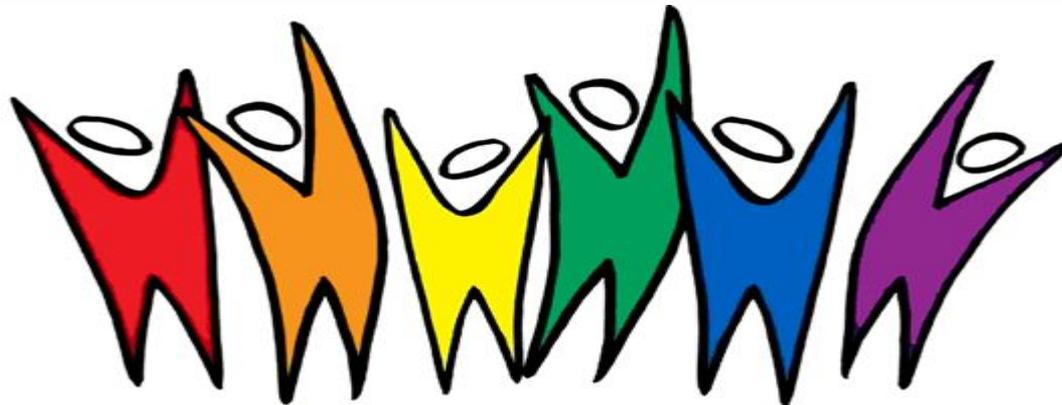
There are individual differences in our stress tolerance and resilience factors.





Pause to Reflect

**FEATURE FILMS ARE THE RESULT OF
YEARS OF SCIENTIFIC STUDY
COMBINED WITH THE EXPERIENCE OF
YEARS**





What's Your Threshold?

Each of us has a different stress threshold—that is, the degree of stress needed to benefit or harm us—depending on our history and even our genetic makeup.

- Wendy B. Mendes, PhD (University of California)



Stress is Here to Stay: Embrace It!



It's not the amount of stress that matters most in predicting well-being. Rather, it is how we interpret our reactions to stress that matters most...how we perceive it.



Stress Response

Is Stress always Bad?



NO!



Some stress, with some amount of control =
Stimulation

It's chronic stressors and/or a negative attitude that gets us in trouble!



Stress Response

How to Make Stress Your Friend

http://www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend.html

TED Ideas worth
spreading



Thoughts ?



What do you need to do to adopt a different or more positive attitude in your own life?



Moving Forward

Strategies for Enhancing Resilience & Reducing Stress





7 Keys to Build Resilience

- **Be flexible and accept change/*embrace stress*.**
- **Keep things in perspective - See setbacks and crises as temporary and learn from them.**
- **Nurture an attitude of gratitude and optimism.**
- **Develop and implement effective problem-solving skills.**
- **Foster your vision, purpose and values.**
- **Build your coping resources/capacity and seek support.**
- **Take action on things you have control over.**

Source: Adapted from *Resilience*, James Porter, StressStop.com ; *The Road to Resilience*, American Psychological Association; and Stephen Covey's *7 Habits*



More Strategies....

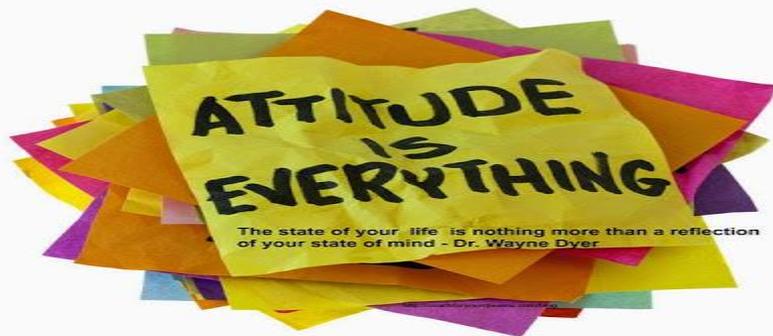
- **Learn from your past.**
- **Look for opportunities for self discovery.**
- **Take care of yourself [physically, psychologically, financially, spiritually (purpose), & socially].**
- **Make connections and build supportive relationships.**





More Strategies....

- **Maintain a hopeful outlook.**
- **Nurture a positive view of yourself.**
- **Set and move toward your goals.**
- **Manage your time well.**





Utilize Reframing

Positive Reframing:

Trying to reconsider things in a positive light to transform your thinking.

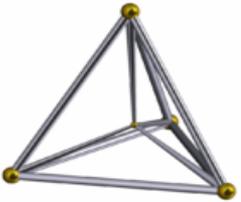


Psychology Today, September 2012



Utilize Reframing

Practice Positive Reframing





Be Proactive, Not Reactive

VISION STATEMENT



"I am resilient because

I _____ !!!"



Resiliency Action Plan

I commit to _____.

My start date is _____.

I will share my plan with _____,
and will give permission for him/her to
check in with me on my progress.





Fostering Resilience in Others

- Serve as a resilient role model or mentor.
- Demonstrate and discuss your strategies for stress reduction.
- Display reasonable work-life integration.





Fostering Resilience in Others (continued)

- Support others' plans to be positive and resilient.
- Support, encourage and reinforce work-life balance for others.
- Encourage self care in others.





Remember...

“Chasing meaning is better for your health than trying to avoid discomfort.

Go after what it is that creates meaning in your life and then trust yourself to handle the stress that follows.”

– Dr. Kelly McGonigal, Health Psychologist



Pause to Reflect

Case Scenarios





Pause to Reflect

**Questions, Comments &
Observations?**



References

- Keyes, Corey. Flourishing (article based on talk he gave in Orlando, FL); <http://www.todayseengineer.org/2012/mar/flourishing.asp>
- McGonigal, Kelly. *How to Make Stress Your Friend*. TEDTalk, 2013. http://www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend.html
- Mendes, Wendy B. *Mind over matter: reappraising arousal improves cardiovascular and cognitive responses to stress*. *J Exp Psychol Gen.* 2012 Aug; 141(3):417-22.
- Porter, James. *Resilience*, www.StressStop.com
- *The Road to Resilience*, American Psychological Association; www.apa.org/helpcenter/road-resilience.aspx