

Leading with Resilience

Resilience: The process of adapting well in the face of adversity, trauma, tragedy or significant sources of stress.

The American Psychological Association

Mindfulness means paying attention in a particular way; on purpose, in the present moment, and nonjudgmentally.

Jon Kabat-Zinn, Founder, Mindfulness-Based Stress Reduction, University of Massachusetts Medical Center

Leading your team

- Be open: Resilient teams practice vulnerability
- Be vulnerable: Go first to encourage others it is safe
- Be complimentary: Share gratitude and appreciation
- Be yourself: You are not work, you are a person

Leading yourself

- Create your own personal practice
- Practice nightly gratitude routine
- Empathize with clients, kids, and strangers
- Stick to routines and stay consistent
- Set intention each morning

<https://www.sync.com/blog/the-key-to-resilient-teams-cultivating-positive-emotion/>

Psychological Safety: William Kahn defined the concept as the ability to show and employ one's self without fear of negative consequences of self-image, status or career

Increase psychological safety on your team

1. Approach conflict as a collaborator, not an adversary
2. Speak human to human
3. Anticipate reactions and plan countermoves
4. Replace blame with curiosity
5. Ask for feedback on yourself
6. Measure psychological safety

<https://hbr.org/2017/08/high-performing-teams-need-psychological-safety-heres-how-to-create-it>



THE EMOTIONAL GUIDANCE SCALE

UPWARD SPIRAL HPF

1. Joy / Knowledge
Empowerment
Freedom / Love
Appreciation

2. Passion

3. Enthusiasm

4. Positive Expectation
Belief

5. Optimism

6. Hopefulness

7. Contentment

DOWNWARD SPIRAL LNF

8. Boredom

9. Pessimism

10. Frustration /
Irritation / Impatience

11. "Overwhelmed"

12. Disappointment

13. Doubt

14. Worry

15. Blame

16. Discouragement

17. Anger

18. Revenge

19. Hatred / Rage

20. Jealousy

21. Insecurity / Guilt
Unworthiness

22. Fear / Grief / Depression
Powerlessness/
Victim

Emotional Guidance Scale from: *Ask and It Is Given* by Ester Hicks

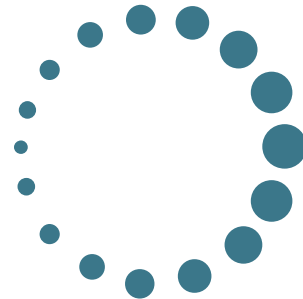
Resilience Awareness

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List eight people you spend the most time with each week.

How to Increase Resilience

- Quiet the mind
- Accept and name emotions
- Create a lifestyle of self-care
- Spend time with positive people
- Ask for help
- Feel the fear and do it anyway
- Celebrate failures
- Add humor to daily life
- Live with purpose
- Be resourceful – You've got this!



Ashley Elizabeth, coach, *13 Things you can do to build emotional resilience.* June 2020

<https://www.lifehack.org/845528/emotional-resilience>

Resources

A Lesson on Resilience: <https://www.youtube.com/watch?v=sKpBJjsZ7EE>

Brene Brown Ted Talk: https://www.ted.com/talks/brene_brown_the_power_of_vulnerability

The Secret Formula for Resilience: <https://www.newyorker.com/science/maria-konnikova/the-secret-formula-for-resilience>

Free Apps:

- Aura, daily 3 minute meditations focused on your mood – stressed, depressed, optimistic etc.
- Calm, 16 free meditations, Loving Kindness, Forgiveness, Body Scan and more. If you pay \$4.99 a month, best deal in meditation apps.
- Insight Timer, 4,000+ meditations, number of people meditating in real time.
- MoodFit, Physical fitness for your moods.
- MyLife Meditation by Stop. Breathe. Think, history and research of Mindfulness, teaches Mindfulness plus the meditations
- Omvana, 75 free meditations starting from 8 minutes and up

Top Apps:

- Buddhify, evaluate progress over time, 11 hours of meditation ranging over many emotions and life situations
- Happify, become aware of your emotions and understand how to let them go.
- Insight Timer, 4,500 free guided meditations from over 1,000 practitioners, 750 music tracks.
- The Mindfulness App, free trial, gold standard for incorporating regular meditation into your day.
- Mindbody, manage your fitness and your Mindfulness
- Sattva Meditations and Mantras, motivates you to meditate daily, monitors heart rate and shares information on how meditation helps overall well-being
- Simply Being, soothing graphics, regularly nudges you to practice meditation.
- Shine, female focused self-care app. Ability to connect with other members.
- Ten Percent Happier, designed for the skeptic, focuses on anxiety and sleep, adds new content weekly.
- 365 Gratitude, reduces thinking about fear & anxiety. Helps create a gratitude and an appreciation for life.