



Resilience in the Workplace

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CUPA-HR Webinar

Presenter



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Today's Conversation

- Current State
- Resilience as a Concept
- Building Resilience
- Exercise #1
- Exercise #2
- Take-Aways & Discussion



Current State

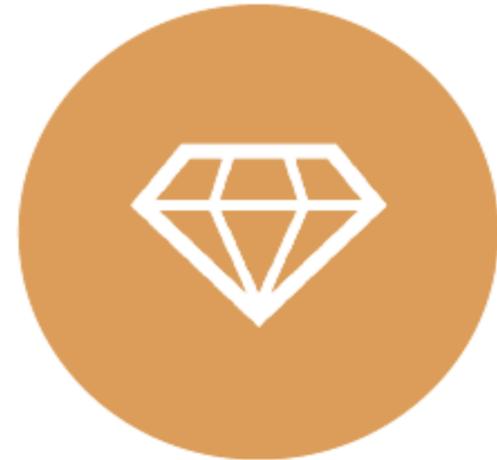
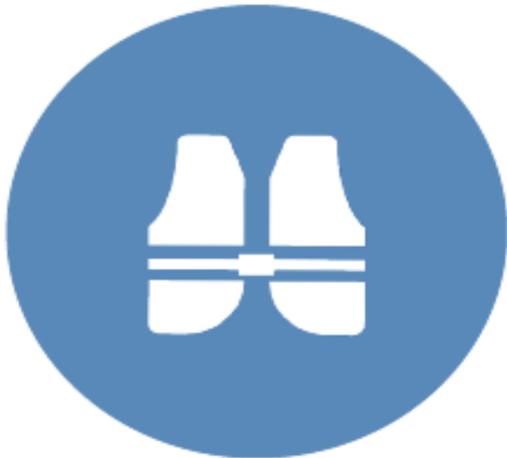


Chaos, 2019 by French artist Tic

“The only thing
that is constant is
change.”
-Heraclitus,
Greek
Philosopher

Conversation Starter

- What is it that you really want & need *right now*? (type into chat: 1-word answers)
- What does “certainty” bring us?
- What is the value of certainty and why are we craving it?



What is Resilience?

In the face of stressors and changing demands, the ability to...

Withstand

Deal with and respond to challenges, face difficulties

Recover

Bounce back, roll with the punches, go with the flow, rebound

Grow

Adapts find opportunities, apply creative/positive solutions

Poll Question

Which of the components of resilience do you find yourself struggling with the most?

The ability to:

- 1. Withstand**
- 2. Recover**
- 3. Grow**
- 4. Depends on the day**

So, how do we get it?

- Not a trait that people either have or do not have
- Not something people are born with or inherit
- Not automatically transferred from situation to situation
- Can be learned and developed by anyone...
 - ...by happenstance and time
 - ...or via intentionality and practice*



**This one's way better!*

So, how do we get it?



Poll Question

Which of these components do you find yourself relying on the most lately?

- 1. Purposefulness**
- 2. Confidence**
- 3. Support**
- 4. Adaptability**
- 5. Depends on the day**

Building Resilience

*[One] who has a why to live
can bear almost any how.*

-Friedrich Nietzsche

Building Resilience – Exercise #1



- Personal Values = Help people be more resilient in the face of stress
 - *They did a study!*
- ROI = Even relatively short writing exercises on values can have long-lasting and dramatic effects

So, maybe there is something to journaling and vision boards!

Building Resilience – Exercise #1

Why it is worth it to you to persevere and get through this challenging time?

Example: I want to be there for my family and friends

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



Building Resilience – Exercise #1

- What is behind each of your **WHYs**?
- Identify the value or values that capture the essence of each of your **WHYs**
- Time to identify the value behind the why!



Acceptance	Country	Exhilaration	Independence	Originality	Safety/Security
Achievement	Creativity	Fairness	Influencing Others	Order	Self-Respect
Advancement & Promotion	Decisiveness	Fame	Ingenuity	Passion	Sensibility
Adventure	Democracy	Family	Inner Harmony	Patience	Sensuality
Affection	Dependable	Fast Pace	Inspiration	Peace	Serenity
Altruism	Design	Freedom	Integrity	Personal Development	Service
Arts	Discovery	Friendship	Intellect	Personal Expression	Sophistication
Awareness	Diversity	Fun	Involvement	Planning	Spark
Beauty	Environmental	Generosity	Knowledge	Pleasure	Speculation
Challenge	Economic Security	Grace	Leadership	Power	Spirituality
Change	Education	Growth	Learning	Privacy	Stability
Community	Effectiveness	Happiness	Loyalty	Professional Growth	Status
Compassion	Efficiency	Harmony	Magnificence	Purity	Success
Competence	Elegance	Health	Making a Difference	Quality	Teaching
Competition	Entertainment	Helping Others	Mastery	Radiance	Tenderness
Completion	Enlightenment	Helping Society	Meaningful Work	Recognition	Thrill
Connectedness	Equality	Honesty	Ministering	Relationships	Unity
Cooperation	Ethics	Honor	Money	Religion	Variety
Collaboration	Excellence	Humor	Morality	Reputation	Wealth
	Excitement	Imagination	Mystery	Responsibility	Welcoming
	Experiment	Improvement	Nature	Risk	Winning
	Expertise	Inclusivity	Openness	Sacrifice	Wisdom

The values that make persevering through the current challenges worth it to me include...

- ✓ I want to be there for my family and friends **Family/
Friendship**
- ✓ I want to be a role model for people in my life **Competence**
- ✓ I have ambitions and goals I have not yet realized **Growth**
- ✓ I want my team to feel and be supported **Leadership**
- ✓ I haven't gone to Hawaii yet! **Adventure**

Create/Identify “Values Reminders”

- Proactive:
 - Photographs
 - Quotes about core values
 - Arts-and-Craft It (symbols, images, people)
- Reactive: When you hit a low or are faced with negativity, reflect on your core values



Think of your core values as energy sources to turn to when you need a boost

Building Resilience – Exercise #2



- Reflect: Develop resilience by drawing on how you overcame from past challenges
- Identify: What was it exactly that helped you get through a period of hardship in the past?
- Apply the 4 S's: A tool to help identify personal resources for resilience by giving them a framework

Building Resilience –

- **The Four S's:**
 - Identify Supportive People*
 - Develop Coping Strategies
 - Collect or Identify Sources of Sagacity
 - Develop Solution-seeking Behaviors
- Reflect on the past sources of resilience
- *Come up with a Resilience Plan*

Sagacity is the wisdom and insight that you hold onto. It can come from song lyrics, novels, poetry, spiritual writings, quotes from the famous, the sayings of one's grandparent

Support

that keep you upright

Phone calls with ...

Group text with ...

Chatting with ...

Exchanging memes with ...

Gaming with...

Schedules an appointment with my therapist

Booked a massage....

Strategies

that keep you moving

Exercise...

Trying out yoga, meditation

Focusing on breathing techniques

At least once a week, I...

Started a gratitude jar...

Journaling...

Sagacity

that give you comfort & hope

Poems...

Music...

Quotes...

Notes on the fridge...

Fond memory of the day...

Reread/watched favorite book/movie

Solution-Seeking Behaviors

you can show

Ask for feedback on...

Seek mentoring from...

Read articles about...

Learn how to...

Study about...

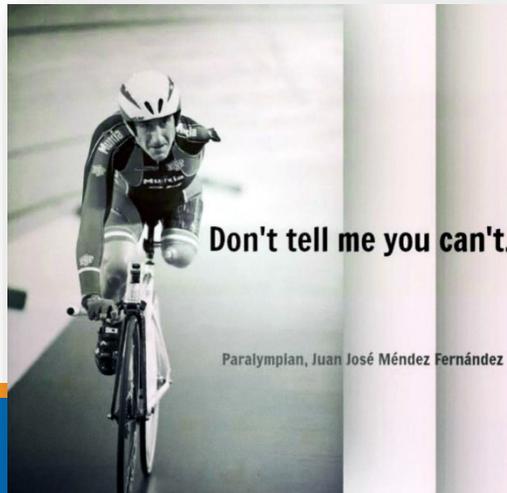
Watch a Ted Talk on...

Building Resilience – Exercise #2

The 4 S's is intended to help you:

- (1) Identify what has helped you bounce back from difficulties in the past, and
- (2) Create a personal resilience plan based on existing habits and support adopting new habits

These mountains
that you are
carrying you
were only
supposed
to climb



七転び八起き

Fall down seven times, get up eight

*Those who wish to sing
Always find a song*



Take-Aways

- Reflect on how you can better Withstand, Recover, & Grow
- Think of building resilience as you would build a muscle or developing a new skill
- Commit to exploring ways you can expand your capabilities to be resilient
- Revisit the two exercises
- Read up on the topic



Resources

- [3 Resilience Exercises \(PositivePsychology\)***](#)
- [The Road to Resilience](#)
- [Plan for Resilience, Workplace Edition](#)
- [Robertson Cooper Resilience Model](#)
- [How to Build Resilience Skills in the Workplace](#)
- [30 Ways to Build Workplace Resilience](#)
- [Five Key Stress Resilience Skills](#)
- [6 unconventional ways to build focus, resilience, and calm in 2021](#)
- [That one poem Maureen mentioned](#)
- [A Post-COVID World Calls for More Authentic Leadership](#)
- [Authentic communication is more important than ever in the age of coronavirus](#)
- Email Maureen for the slides: maureen.dearmond@oit.edu

Have a Question?



Submit questions to our presenters
using the Chat box.



Thank You

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