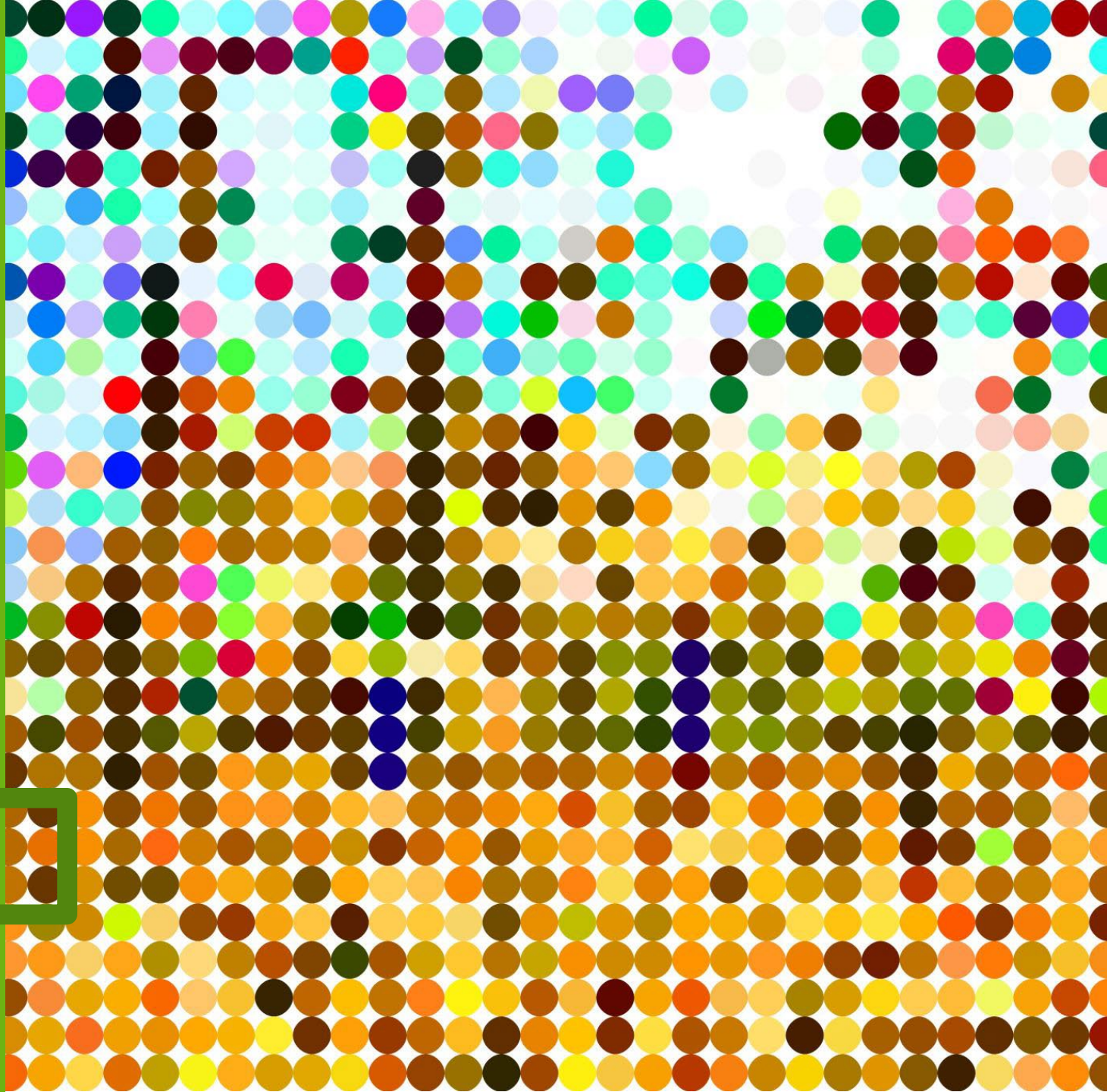


# Real World Resiliency

Debra Howell



# What is Resiliency?

Think about a time when you felt resilient or when you noticed someone else behaving in a resilient way.

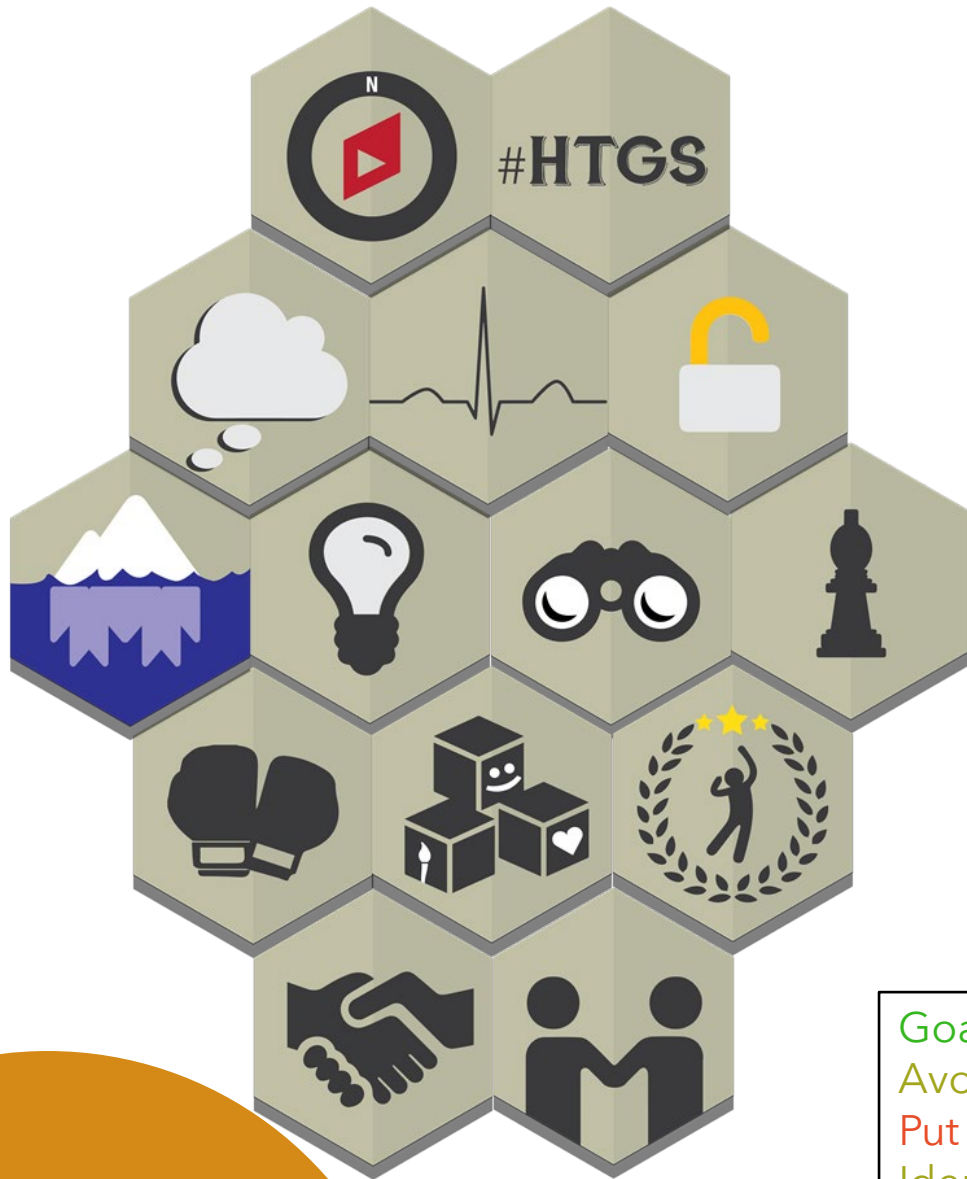


WHAT REQUIRED YOU/THEM  
TO BE RESILIENT?



WHAT DO YOU THINK ENABLED  
THAT RESILIENCE?

# Resiliency Overview




- 6 Core Competencies
  - Self-awareness
  - Self-regulation
  - Optimism
  - Mental Agility
  - Strengths of Character
  - Connection
- 14 Skills: shield

Goal setting - Hunt the Good Stuff - ATC - Energy Management  
Avoid Thinking Traps - Detect Icebergs - Problem Solving  
Put It In Perspective - Mental Games - Real-Time Resilience  
Identify Character Strengths in Self and Others - Assertive Communication  
Character Strengths: Challenges and Leadership  
Effective Praise and Active Constructive Responding

# How Has It Been Going Lately?



**Over the last month at work, I felt mostly like I was:**



---

Really struggling

---

Feeling on top of the world


---

Not feeling terrible, but just getting by

---

Living well despite some struggles

---



**When you  
experience  
yourself  
struggling,  
would you  
more  
often:**

A - Toughen up softy!

B - I'm doing the best that I can

A - Go it alone

B - Reach out to others for help

A - Try your best to ignore it

B - Try to numb the feeling somehow



# Hunt the Good Stuff

- Based on the work of Martin Seligman
- Builds positive emotion, optimism, gratitude (studied by Robert Emmons)
- Counteracts the Negativity Bias
- Leads to:
  - Better health, better sleep, feeling calm
  - Lower depression and greater life satisfaction
  - More optimal performance
  - Better relationships

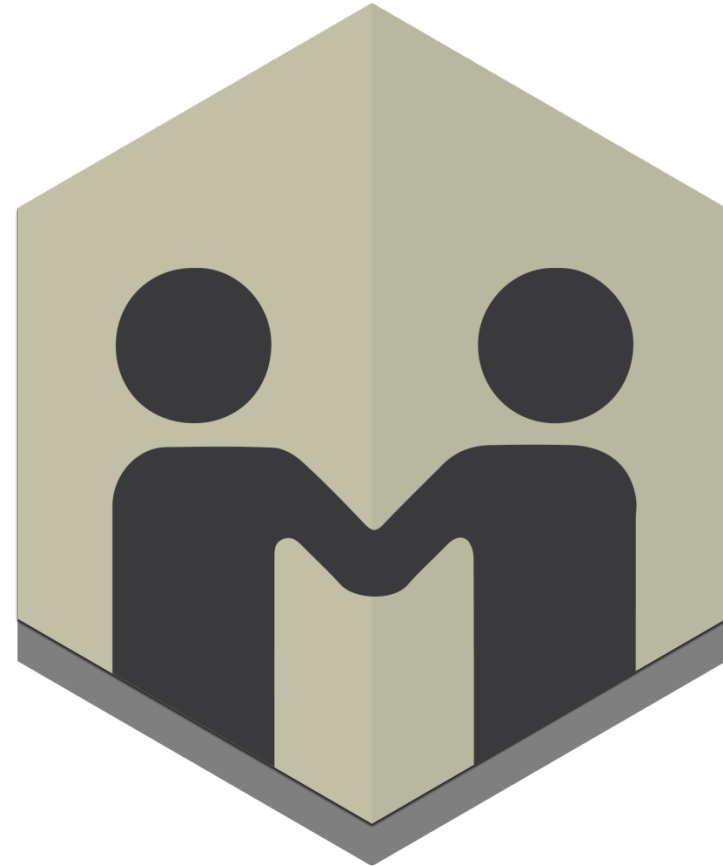


A woman with long dark hair, wearing a bright yellow raincoat, is smiling and looking upwards in the rain. The background is a blurred green, suggesting an outdoor setting. The rain is captured as numerous white streaks falling around her.

# Hunt the Good Stuff Journal

- Record three good things each day.
- Next to each positive event that you list, write a reflection (at least one sentence) about one or more of the following topics:
  - Why this good thing happened
  - What this good thing means to you
  - What you can do tomorrow to enable more of this good thing
  - What ways you or others contribute to this good thing

# Effective Praise & Active Constructive Responding





# Effective Praise

- Based on work by Carol Dweck
- When you recognize someone and offer praise, name the specific strategy, effort, or skill that led to the good outcome. It just takes another sentence.
- Naming strategy does three things:
  - Demonstrates you were really watching
  - Demonstrates authenticity
  - Enables winning streaks



# Active Constructive Responding

- Builds (or re-builds) strong relationships
- Based on work by Shelly Gable
- There are four ways people tend to respond when others share good news, talk about a positive experience, or describe a success.
- Only one of the four styles leads to stronger relationships.

	Constructive	Destructive
Active	<ul style="list-style-type: none"><li>• <b>Joy Multiplier</b></li><li>• <b>Authentic interest</b></li><li>• <b>Elaborates the experience</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Joy Thief</b></li><li>• Squashing the event</li><li>• Negative focus</li></ul>
Passive	<ul style="list-style-type: none"><li>• <b>Conversation Killer</b></li><li>• Distracted, understated support</li><li>• Conversation fizzles out</li></ul>	<ul style="list-style-type: none"><li>• <b>Conversation Hijacker</b></li><li>• Ignoring the event</li><li>• Changing the conversation to another topic</li></ul>



# ACR FAQ

- What if you don't care about the news?
- What if the news is dangerous?
- What if you have concerns about the good news?
- What is the responsibility of the sharer?



# What Are Your Patterns?

- Make a list of the key people in your life
- Think about which of the responding styles you typically use with each individual
- Next to each name, write the percentage of time you respond to that person in each style

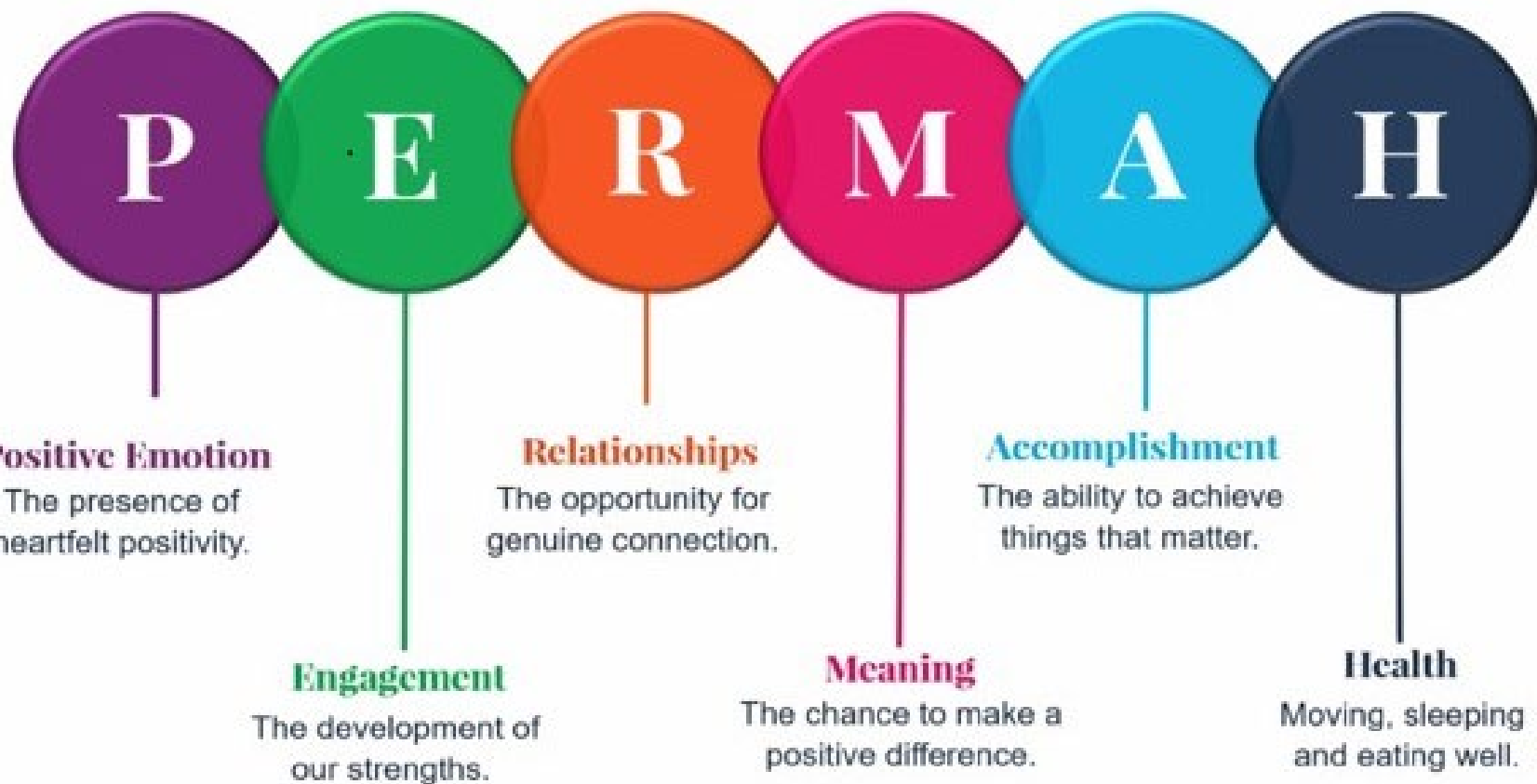


# Application

- Optimism (not toxic positivity) adds to our resilience
- First lens we look through when faced with a problem or challenge
- Builds connection with others...connection gives you people you can count on
- Enhances your overall well-being

**Being positive doesn't mean you live in Candyland. Positive people have real problems. They get angry. They challenge people and fight hard for what they believe in. Positivity is not about wearing rose-colored glasses and rolling over when the going gets tough. It's about being strong. It's about being self-aware and accountable for your emotional state.**

[www.isaiahhankel.com/book](http://www.isaiahhankel.com/book)



(Seligman, 2012)



## Wrap-up

- One thing you'll take away from today's conversation?
- What's the smallest thing you can think or do right now to tap into and build your well of resilience?



**Questions?**