RE-IMAGINING RESILIENCE:

A toolkit for the growing discussion about thriving at work

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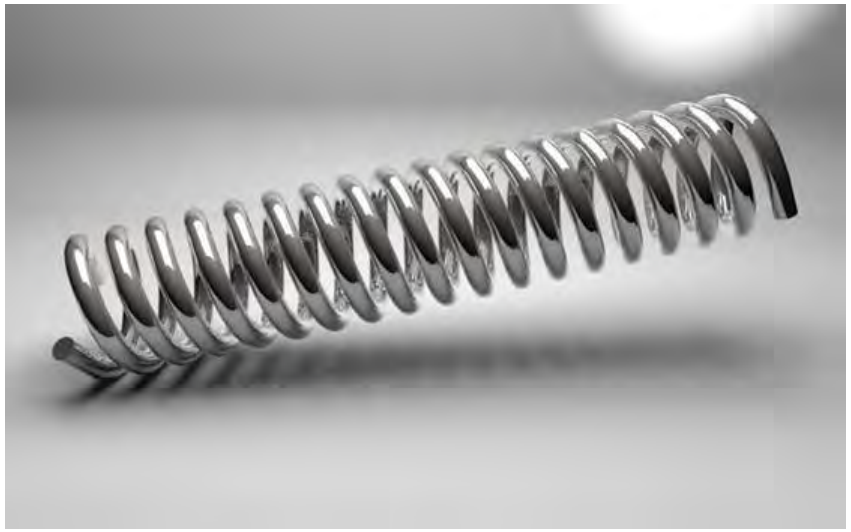
A pause…



The spiral of connection: Psychology in the past, present and future: an opportunity to collectively reflect upon, celebrate, and envision psychology into the future.

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Just imagine…

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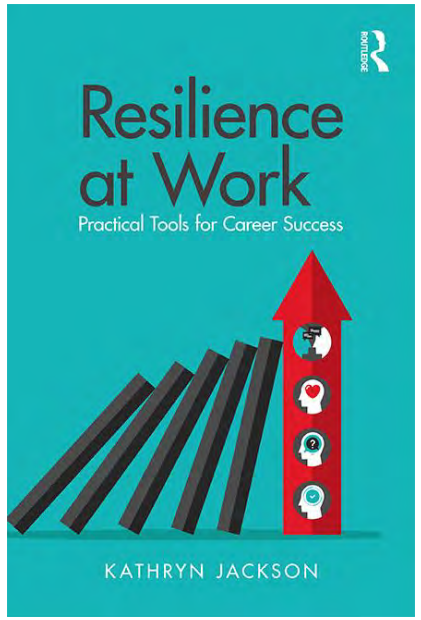

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So, why are we here?

- NZ$1.5 billion/yr lost due to workplace absence & stress*.
- Both our work and our life create a need for a focus on wellbeing and resilience.
- Wellbeing and resilience is a very personal blend of **four factors** that require constant nurturing.

"What will I do today to take more responsibility for my Resilience at Work?"

*Source: Wellness in the Workplace Survey Report, 2017
Resilience at Work, 2018

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My Resilience at Work

“The ability to stay solution-focussed and continue to take one step at a time towards the things you really want to achieve in your career; learning & growing from anything that doesn’t go to plan on the way.”

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A brief history of resilience

1970's	1980's	1990's +
Resilience is an inner trait which we either have or don't have	Resilience is combined from nature PLUS nurture PLUS luck	Resilience is a personal response to external stressors, and is based on qualities which can be developed

Influence of:

- Positive psychology
- Neuroscience
- Emotional Intelligence
- The "tipping point"

There is no "one size fits all" solution to building resilience at work

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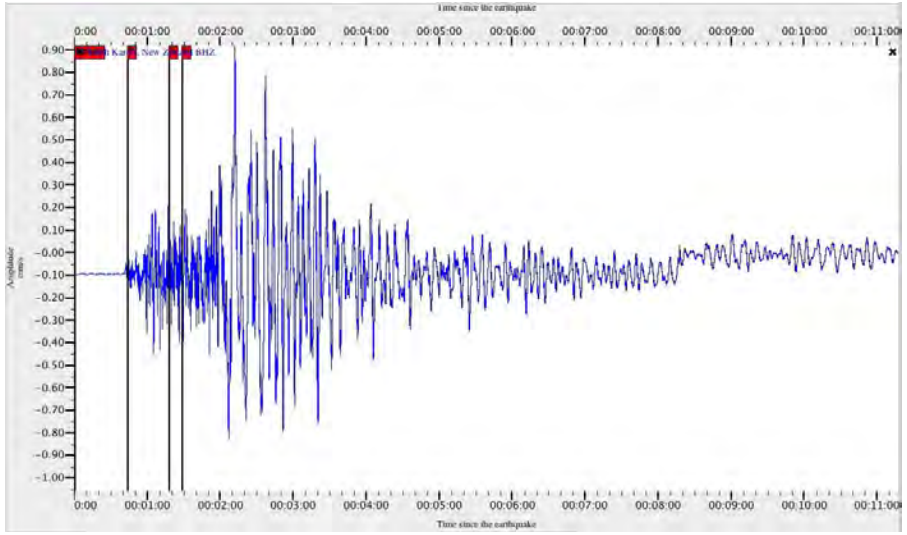
My resilience journey

ANDERSEN



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YOUR resilience journey?

- What have been the most memorable plot twists in your life or work so far?
- What are the gifts that these events have given you?
- How have they helped you to become stronger as a person?

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Staying strong at work

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Four Factors - Resilience at Work

Resilient ORGANISATIONS
A collaboration between research & industry

SCIRT
Rebuilding Infrastructure

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1. Emotional Honesty:

connected
anger
hope
exploration
disappointment
friendships
complicated
plot-twist
learn
terror
fear
alive
lonely
lucky
belonging
fresh
sports
anticipation
excitement
understand
grow
start
frustration
opportunity
curious

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Soft State	**Affection** **Fondness** **Amiable** **Warmth** **Respect**	**Grateful** **Thankful** **Glad** **Optimistic** **Interested**	**Peaceful** **Relaxed** **Accepted** **Content** **Fortunate** **Sense of Belonging**	**Confident** **Dynamic** **Compelling** **Impressive**	**Annoyed** **Cross** **Cranky** **Impatient** **Critical** **Antagonistic**	**Puzzled** **Hesitant** **Uneasy** **Doubtful** **Apprehensive** **Cautious** **Vigilant** **Concerned**	**Jaded** **Gloomy** **Let down** **Pessimistic** **Disappointed** **Remorseful** **Apathetic**	**Nauseated** **Objectionable** **Reluctance** **Criticism** **Boredom**
Neutral State	**Love** Passion Tenderness Admiration	**Joy** Cheerful Friendly Kind Playful Fulfilled Positive	**Safe** OK Calm Open Secure Trust	**Powerful** Proud Strong Capable Credible Robust Effective	**Angry** Hurt Bitter Resentful Exasperated Mad Irritable	**Fear** Afraid Anxious Worried Scared Alarmed Suspicious Confused	**Sad** Empty Sorrowful Tearful Woeful Upset Miserable	**Disgust** Dislike Distaste Antipathy Displeasure Contempt
Intense State	Lust Yearning Ecstasy Adoration Infatuation	Alive Ecstatic Excited Thrilled	Cherished Impervious Shielded Sheltered Immune Protected Defended	Intense Obsessive Forceful Passionate Controlling Forcible Zealous	Enraged Aggravated Outraged Infuriated Vengeful Seething Furious Aggressive	Terrified Horrified Petrified Panicked Paralysed Threatened Helpless	Grief -stricken Worthless Hopeless Despairing Devastated Depressed Rejected Overcome	Loathing Hatred Revulsion Repugnance Hatefulness Horror Dread

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2. Self-Care:

1. What does my physical wellbeing require (e.g. nutrition, movement, strength work, breath, holidays)?
2. What does my spiritual wellbeing require (e.g. mindfulness, nature, religion, faith)?
3. How much attention am I giving to these right now?

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3. Connecting:

What causes me the most pressure at work?

1. Who do I know who has handled this before, or seems to be good at it?
2. How might this person play a part in the jigsaw of my resilience?
3. How might I strengthen my connection with them even further to support me into the future?

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4. Learning:

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What have you learned?

NZ: the most resilient workforce in the world?

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Acknowledgements

- SCIRT www.strongerchristchurch.govt.nz
- Resilient Organisations www.resorgs.org.nz

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- (and pixabay for all the images today ☺)

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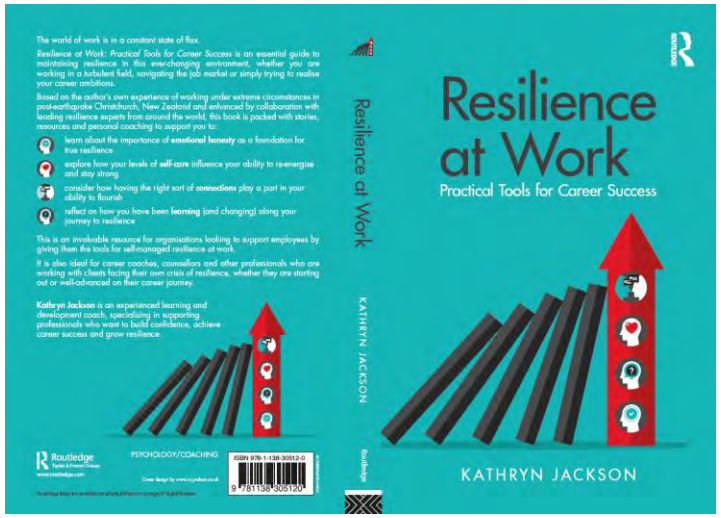
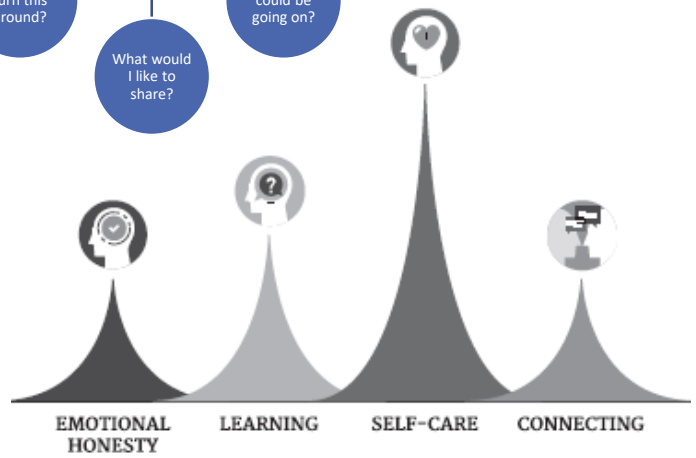
Even more research…



1. **Learn**: White Paper, Kathryn McEwen, Working with Resilience www.workingwithresilience.com.au
2. **Watch**: TED: Dr Gregg Steinberg – How to fall up
3. **Read**: Resilience at Work, Kathryn Jackson ☺



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"What will I do today to take more responsibility for my resilience at work?"

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