



Building Resilience to Optimize Balance & Performance

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Facilitated by
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After participating in this interactive session, you will be able to:

- Differentiate between the truths and myths regarding resiliency
- Describe the thoughts, feelings, and behaviors that hinder resilience within yourself, your clients, and/or your team
- Identify the key characteristics of resilient people
- Utilize the 10 Resiliency Builders to strengthen resilience within yourself, your clients, and/or your team



Dan Johnson is President of Performance Mastery, a performance improvement and coaching firm with offices in Chicago, Illinois and Indianapolis, Indiana. Dan's coaching, consulting, and training results in measurable, transformative success in leadership effectiveness, performance management, talent development, change, and high-functioning teams. For over 25 years he has partnered with leaders and individuals working in large financial institutions, insurance companies, manufacturers, and healthcare organizations throughout North America, South America, Europe, and Asia. In addition to his corporate work, Dan also sees life coaching clients who seek growth in the areas of spirituality, relationships, and career.

Dan received the Certified Professional Coach (CPC) designation in 2003 from the Institute for Professional Excellence in Coaching (iPEC) and completed advanced training in Organizational and Relationship Systems Coaching through the Center for Right Relationship. An award-winning conference speaker and past president of the Indianapolis Chapter ICF, Dan teaches classes on coaching and leadership at the university level as well as his own webinar series.



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Building Resilience Within Self & Others

Objective: Differentiate between the truths and myths regarding resiliency

Resilience

#1: The ability to bounce back after personal or professional trials or setbacks and gain strength in the process.

#2: The capacity to adapt successfully in the presence of risk and adversity. – Donald Meichenbaum, Ph.D.



Resiliency: Truths & Myths

1. T M Resiliency often takes time, similar to taking two steps forward and one step backward.
2. T M After experiencing a great adversity, one can often return to the same normal as before the adversity.
3. T M Resiliency helps to achieve positive development and transcendence, even when great pain is a result from adversity.
4. T M Resiliency develops predominantly from internal traits which can be learned or acquired.
5. T M Everybody has the capacity for resiliency.

Adapted from The Resiliency Workbook by Nan Henderson, MSW

Objective: Describe the thoughts, feelings, and behaviors that hinder resilience within yourself, your clients, and/or your team



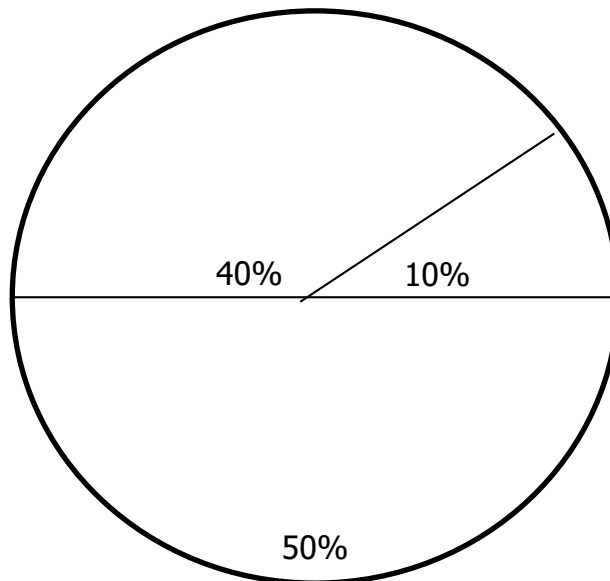
What thoughts, feelings, and behaviors hinder resilience?

Thoughts	Feelings	Behaviors



Happiness

Where does happiness come from?



Source: The How of Happiness: A Scientific Approach to Getting the Life You Want by S. Lyubomirsky, 2008

Objective: Identify the key characteristics of resilient people



Characteristics of Resilience

Instructions: Consider the characteristics of resilience in the left hand column below. In the right-hand column, list several ways you might assist your coaching clients or employees in developing each of the characteristics.

Characteristic of Resilience	Actions to Develop This Dimension in Yourself, your clients, and/or your team
<p>Emotional Maturity: Recognize, amplify, and/or self-generate positive emotions; maintain centeredness; and transform negative emotions. Develop a positive outlook about self, work unit or team, the organization, and life in general.</p>	
<p>Self-Care: Maintains a healthy lifestyle despite hardship or challenge. Pays attention to cues from the body and takes action to sustain physical health and well-being.</p> <p>(<u>Note</u>: Emotional, mental, and spiritual fitness are addressed in other characteristics of resilience).</p>	
<p>Flexibility: Demonstrate adaptability and flexibility in the face of uncertainty and stress. Try out new strategies and learn from mistakes. Accept the need to shift and redefine (if necessary) direction, focus, and vision as one learns new information from the environment, peers, customers, family, and other sources.</p>	

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Characteristic of Resilience	Actions to Develop This Dimension in Yourself, your clients, and/or your team
<p>Clear Thinking: Develop personalized methods, structures, and systems for organizing and managing confusion, chaos, and ambiguity. Demonstrate mental agility and ability to problem solve. Be an effective problem-solver. Avoid thinking traps.</p>	
<p>Spiritual: Develops and nurtures connection with meaning and purpose through something greater (beyond) the self. A belief in a higher power, a strong connection to one's own beliefs and values, or a oneness with an eternalness that gives inspiration, meaning, and purpose to life.</p>	
<p>Interpersonal competence: Create, engage in, and sustain positive, healthy relationships. Limit or eliminate relationships that drain energy. Demonstrate responsiveness, empathy, and caring for others. Ask for help when needed and offer help whenever possible. Emotional intelligence.</p>	

Adapted from Roadmap to Resilience by Donald Meichenbaum, Ph.D.

Objective: Utilize the 10 Resiliency Builders to strengthen resilience within yourself, your clients, and/or your team



Resiliency Builders

- 1 _____ – ability to find humor (and even laugh) during the most challenging of situations
- 2 **Internal Locus of Control** – make choices on internal evaluation
- 3 _____ - being good at something, even if it is not the “thing” that is most challenging at the moment
- 4 **Positivity** – remaining optimistic about the future, focusing on positive aspects of the situation and of self
- 5 _____ – giving of self; contributing to a cause one feels good about; being of service
- 6 _____ - a continuous desire to learn and evolve
- 7 **Relationships** – feeling connected to others; building and maintaining relationships that are healthy and supportive; distancing self from unhealthy relationships
- 8 _____ - following your own inner guidance
- 9 _____ - feelings of self-esteem and self-confidence
- 10 _____ - keep on going, doesn't give up
- 11 **Environment** – creating and maintaining an environment (physical, mental, emotional, spiritual) that is nurturing, uplifting, and supportive

Coaching Resilience: Tools



#1 Breathing Though the Heart

- ❑ Calming the heart has significant, positive impact on the mind and the body.
- ❑ "Changing the heart changes the brain more than changing the brain changes the brain."
- ❑ Results in better mental health, medical health, and overall functioning.

Step 1: Focus on the heart.

Step 2: Breathe in and out through the heart.

Step 3: Recall a positive feeling and re-experience it. Feel it fully.

#2 Identifying Core Beliefs

My new boss has it out for me.

What does that mean?

She thinks I can't do my new responsibilities.

If that were true, why is that so bad?

I might get fired.

If that were true, why is that so bad?

My friends and colleagues would look down on me.

What would that say about you?

I am inadequate. (CORE BELIEF)

The coach then challenges the core belief. The client can choose a different core belief, explore what would happen or "act as if" the replacement core belief were true, etc.



#3 Clearing Up Cognitive Distortion

Cognitive distortion is "thinking that causes undue stress and disturbance."

Action Plan

Think of a coaching client, team, or employee who is challenged with resiliency.

1. What resiliency characteristics do they already have?
2. What Resiliency Characteristics do they need to develop?
3. Which Resiliency Builders would they most benefit from?
4. What field work (assignments) might you give them to develop needed Resiliency Characteristics? Strengthen needed Resiliency Builders?

Helpful Resources

Dennison, P. & Dennison, G. (1992). *Brain Gym*. Ventura, CA: Edu-Kinesthetics, Inc.

Greitens, Eric. (2015). *Resilience: Hard-Won Wisdom for Leading a Better Life*. New York: Houghton Mifflin Harcourt Trade

Henderson, N. (2012). *The Resiliency Workbook*. Solvang, CA: Resiliency In Action, Inc.

Leutenberg, E. and Liptak, J. *The Building Resiliency Workbook*. Duluth, MN: Wholeperson Stress & Wellness

Meichenbaum, D. (2012). *Roadmap to Resilience*. Clearwater, FL: Institute Press

Moore, C. (2014). *The Resilience Breakthrough*. Austin, TX: Greenleaf

Reivich, K. and Shatté, A. *The Resilience Factor*. New York: Three Rivers Press

Schiraldi, Glenn R. (2011). *The Complete Guide to Resilience*. Ashburn, VA: Resilience Training International