



# Another look at resilience

## FOUR WAYS TO DEFINE RESILIENCE

### 1. Responding constructively to adversity and emerging stronger and more effective

It's bouncing back. We often learn about ourselves as a result of a struggle, loss or change. We have better relationships, an increased sense of self-worth, a more developed spirituality and greater appreciation for life.

### 2. Acting courageously

We need courage to opt for optimism, over helplessness. Acts of courage are often small, rather than momentous.

Both provide learning and growth.

### 3. Using creativity to discover, stretch our talents and meet challenges

Flexibility has a role here. Also, making plans and taking steps to carry them out are important.

### 4. Connecting with yourself and others

This requires self-awareness and engaging with our emotions, thoughts, purpose and physical presence. Managing impulses is important; this doesn't mean suppressing them. We need a positive view of ourselves and confidence in our strengths and abilities. Then we need to engage with others: seeking and offering compassion and support. Good communication and problem solving skills matter.

Both are tenacious and ambitious.

## ONE TRUE ROAD OR MANY PATHS?

Developing resilience is personal. We don't react the same to change, trauma or stressful events. We need strategies that work for us specifically. That's why we're comfortable with different, but often complementary, approaches to resilience. Cultural differences play a part here, and gender differences are significant as well.

## THE RESILIENCE INSTITUTE'S MODEL

| Element                 | What it means   |
|-------------------------|---|
| <b>Spirit in Action</b> | Have meaning/purpose in life. Enjoy being in the flow.  |
| <b>Train Mind</b>       | Embrace optimism/grounded hope, living in the present, focus and effective decision making. Reinterpreting, normalising, reordering information and repositioning are useful tools. |
| <b>Engage Emotion</b>   | Develop your EQ.  |
| <b>Energise Body</b>    | Maintain physical strength and fitness. Get enough sleep. Eat well.   |
| <b>Master Stress</b>    | Recognise your triggers. Stay alert and present.  |

|   |   |
|---|---|
| <p><b>Confused</b></p> <p>Overloaded, agitated and mindlessly busy.</p>   | <p><b>Counter by:</b></p> <ul style="list-style-type: none"> <li>• stopping</li> <li>• delegating</li> <li>• select one goal and take action to achieve it.</li> </ul>    |
| <p><b>Disengaged</b></p> <p>Lack of attention, and significant worry.</p> | <p><b>Counter by:</b></p> <ul style="list-style-type: none"> <li>• stretching</li> <li>• taking a break</li> <li>• eating protein</li> <li>• getting some sun.</li> </ul> |
| <p><b>Withdrawn</b></p> <p>Lost energy and isolation.</p>                 | <p><b>Counter by:</b></p> <ul style="list-style-type: none"> <li>• talking to someone</li> <li>• connecting</li> <li>• playing sport.</li> </ul>                          |

|   |  |
|---|--|
| <p><b>Vulnerable</b></p> <p>Indifferent, fatigued and displaying self-neglect.</p>                                      | <p><b>Counter by:</b></p> <ul style="list-style-type: none"> <li>• sleep</li> <li>• long weekends</li> <li>• wellness initiatives</li> <li>• massage.</li> </ul> |
| <p><b>Distress</b></p> <p>Stressed for a prolonged period, sleep problems and becoming ill. Self-doubt and anxiety.</p> | <p><b>Counter by:</b></p> <ul style="list-style-type: none"> <li>• getting help</li> <li>• counselling</li> <li>• exercise</li> <li>• meditation.</li> </ul>     |
| <p><b>Depression</b></p> <p>Lost interest and see little hope. Loss of joy and social withdrawal.</p>                   | <p><b>Counter by:</b></p> <ul style="list-style-type: none"> <li>• getting help</li> <li>• exercise</li> <li>• sleep</li> <li>• medication.</li> </ul>           |

## GLOBAL RESILIENCE REPORT 2018

### The basics: top and bottom six

Top six factors that overall increase resilience are:

- Assertiveness
- Decisiveness
- Focus
- Fulfillment
- Optimism\*
- Presence

And the six factors that reduce resilience are:

- Apathy
- Disconnected
- Hostility
- Joyless
- Rumination
- Sadness

\*Less blind optimism, more grounded hope:

1. We have a grounded and realistic view and understanding of our lives and ourselves: we have high self-awareness.
2. We can shape what happens to us next. Given what's happened to me, what am I going to do about it? How can I build a better life on top of it?

## FOCUS FOR RESILIENCE

What's fascinating is the overwhelming importance of focus. Being able to focus was the common thread among the most resilient people. 94% of the most resilient people reported a strong ability to focus. And only 4% of the least resilient reported they could focus.

## GENDER AND AGE DIFFERENCES

The Institute's 2018 research showed women were less resilient than men at work. This may be because of childcare responsibilities, as well as being in the workforce. Women scored lower than men in the categories of depression, distress and confused. On the other hand, women scored higher than men in positivity, insight, connection and compassion.

But does this mean women give out more to others at the expense of their own wellbeing and time to themselves?

Millennials are less resilient than older people. This may be because either they:

- haven't had the time to develop resilience skills
- may suffer from poor sleep and information overload, particularly electronically—they're always on.

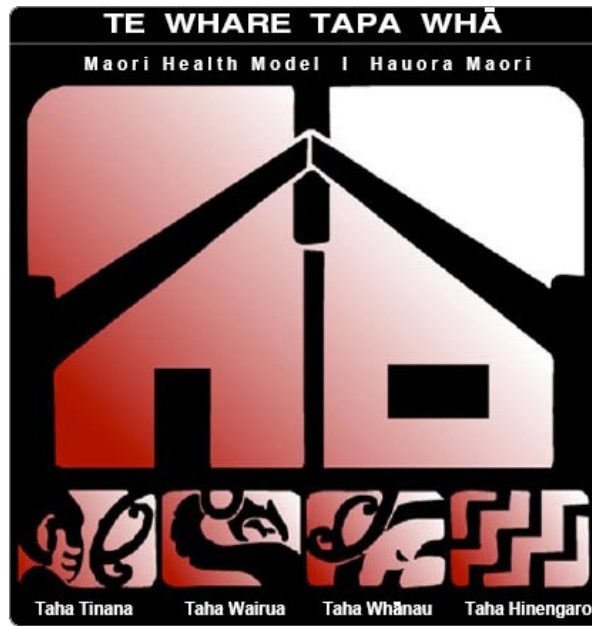
## THE IMPORTANCE OF RECHARGING

According to Achor and Gielan (HBR, 2016) the key to resilience is in recharging and recovering. This is a useful additional element. They argue: *"The key to resilience is trying really hard, then stopping, recovering, and then trying again. This conclusion is based on biology. Homeostatis is the fundamental biological concept describing the ability of the brain to continuously restore and sustain wellbeing."* This doesn't just mean taking a holiday, it means stopping for periods during the day and turning off.



## TE WHARE TAPA WHĀ

This model was developed in 1982 by Professor Sir Mason Durie. Like a building, all four sides need to be stable to support the whole structure.



### Taha Tinana (physical health)



The capacity for physical growth and development.

Good physical health is required for optimal development.

Our physical 'being' supports our essence and shelters us from the external environment. For Māori, the physical dimension is just one aspect of health and well-being and can't be separated from the aspect of mind, spirit and family.

### Taha wairua (spiritual health)



The capacity for faith and wider communication.

Health is related to unseen and unspoken energies.

The spiritual essence of a person is their life force. This determines us as individuals and as a collective—

who and what we are, where we've come from and where we're going.

### Taha whānau (family health)



The capacity to belong, to care and share where individuals are part of wider social systems.

Whānau provides us with the strength to be who we are. This is the link to our ancestors, our ties with the past, the present and the future.

### Taha hinengaro (mental health)



The capacity to communicate, to think and to feel mind and body are inseparable.

Thoughts, feelings and emotions are integral components of the body and soul.

Because all four pillars strengthen and support each other, you don't want one pillar to be weaker than another.

## PRACTICAL TOOLS

This approach is linked with *Train Mind*

### STEP ONE

WORST  
CASE  
BELIEFS

### STEP TWO

HOW  
LIKELY?

### STEP THREE

BEST CASE  
BELIEFS

### STEP FOUR

MOST  
LIKELY  
OUTCOMES

### STEP FIVE

SOLUTIONS

**And, here are some short, simple habits you can build into your day**

1. Sit upright, relax your face and breathe out slowly through your nose.
2. Dash up the stairs or take a brisk walk outside.
3. Say (or text) something appreciative to someone.
4. Send a pulse of silent kindness to someone you love.
5. Absorb the beauty of nature, love or art—feel the flow of creation.
6. Every night acknowledge three things you're grateful for, and three things you've achieved.

*Thanks for coming!*

From The Training Practice team—Hilary, Kristen, Dinah, Andrea, Zac and Sophie.

Our next Tea & Toast will be on 12 July. Keep an eye on our website and social media for more info.

## Kickstart to Leadership spaces available

We're holding a KickStart to Leadership programme (2 days) on 2 & 3 July.  
And we've got a few spaces left available!

To learn more about our KickStart programme go to [www.trainingpractice.co.nz/what-we-do](http://www.trainingpractice.co.nz/what-we-do).

Get in touch if you want to take advantage of this opportunity.



[www.trainingpractice.co.nz](http://www.trainingpractice.co.nz)  
[office@trainingpractice.co.nz](mailto:office@trainingpractice.co.nz)

04 472 6267

