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# **Developing Personal Resilience**

Slides to accompany a 90-minute virtual workshop

Facilitated by Sue Butterfield, In Equilibrium

# Workshop programme

The 90-minute virtual session will include:

- What is resilience? What is stress?
- Characteristics of resilient people
- Key essence of resilience – resilience skills
- How to improve resilience through developing realistic optimism
- The impact of our thinking style on the decisions we make
- The importance of a strong social network

# Essence of Resilience

It's **not** the situation

It's your reaction to the situation –

this is resilience

In other words .....

If you **cannot** change the situation -  
then **change** the way you  
**think** about it.

# Bear in mind ...

Being resilient ***doesn't*** mean that you won't experience difficulty or stress, however ...it ***does*** mean that in dealing with inordinate life demands you will cope better.

# Characteristics of resilient people

## **Activity:**

Generate a list of resilient people – past/present/fact/fiction

Choose ONE to focus on

Discuss – what makes them resilient?

why did you choose them?

what do they do/say

how do they communicate?

# Resilient people

- Bounce back early from setbacks – have mental toughness
- Overcome adversities – thrive on challenges; optimistic
- Change to a new way of working and living when the old way is defunct, and do all this without acting in a dysfunctional or harmful way – have a positive impact on others
- Learn from setbacks and mistakes, using this to help them move forward
- Are comfortable in reaching out and asking for help when needed



# Resilience Skills

- Realistic Optimism
- Problem Solving
- Emotional Awareness
- Impulse Control
- Empathy
- Self Efficacy
- Reaching Out

# Your resilience skills

## **Activity:**

Thinking about the 'resilient people' activity

What are your strengths?

What area/s would you like to develop?

# What is stress?

## **Activity:**

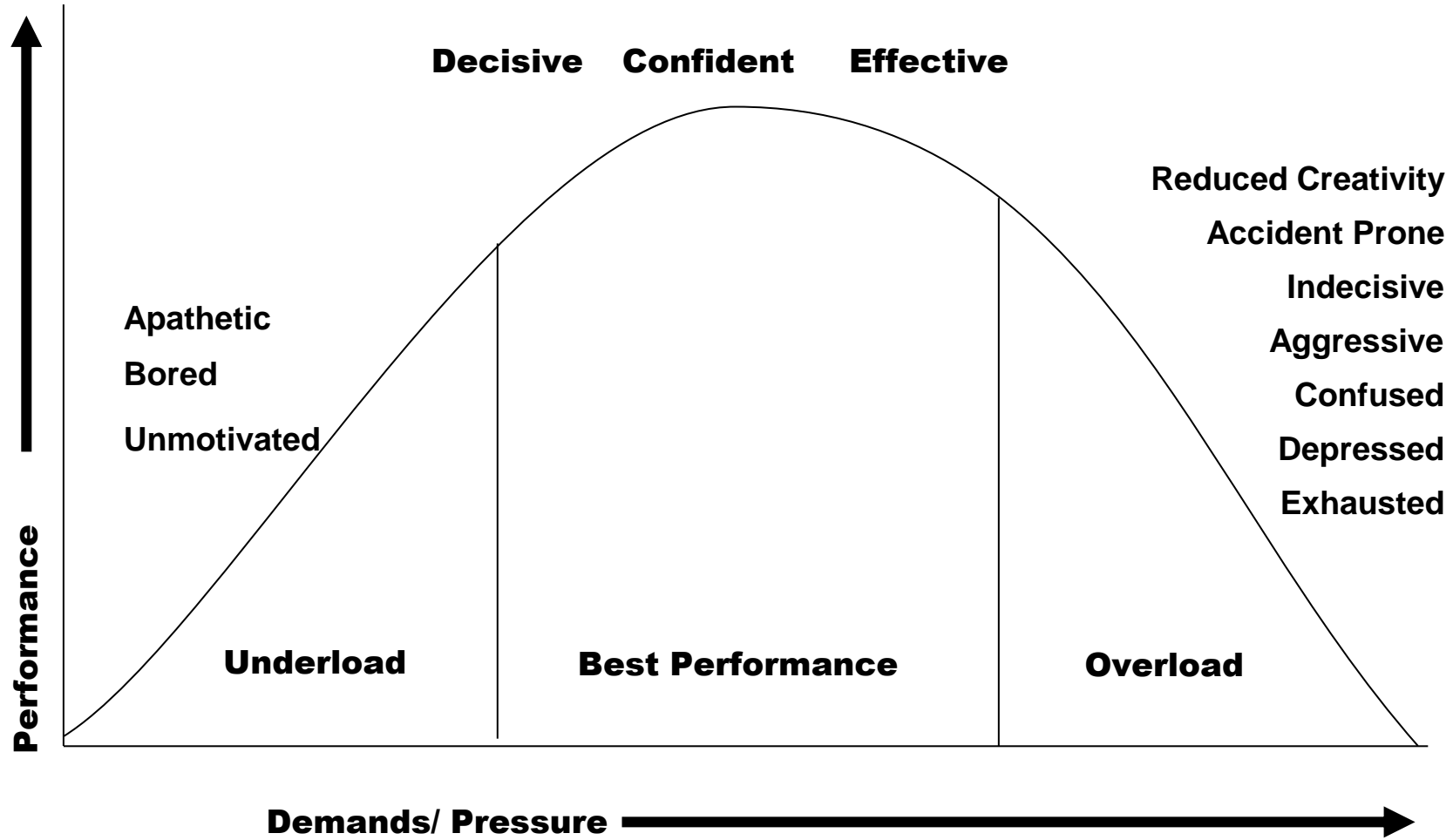
How is it different to Resilience?

Is it one thing – or a combination?

How does it affect people?

How can we recognise it in ourself and others?

# The Pressure Curve



# The behaviour iceberg

What we see

Behaviour  
(performance)

Emotional  
Intelligence:  
The key to connecting  
the whole iceberg

Thinking

Emotions

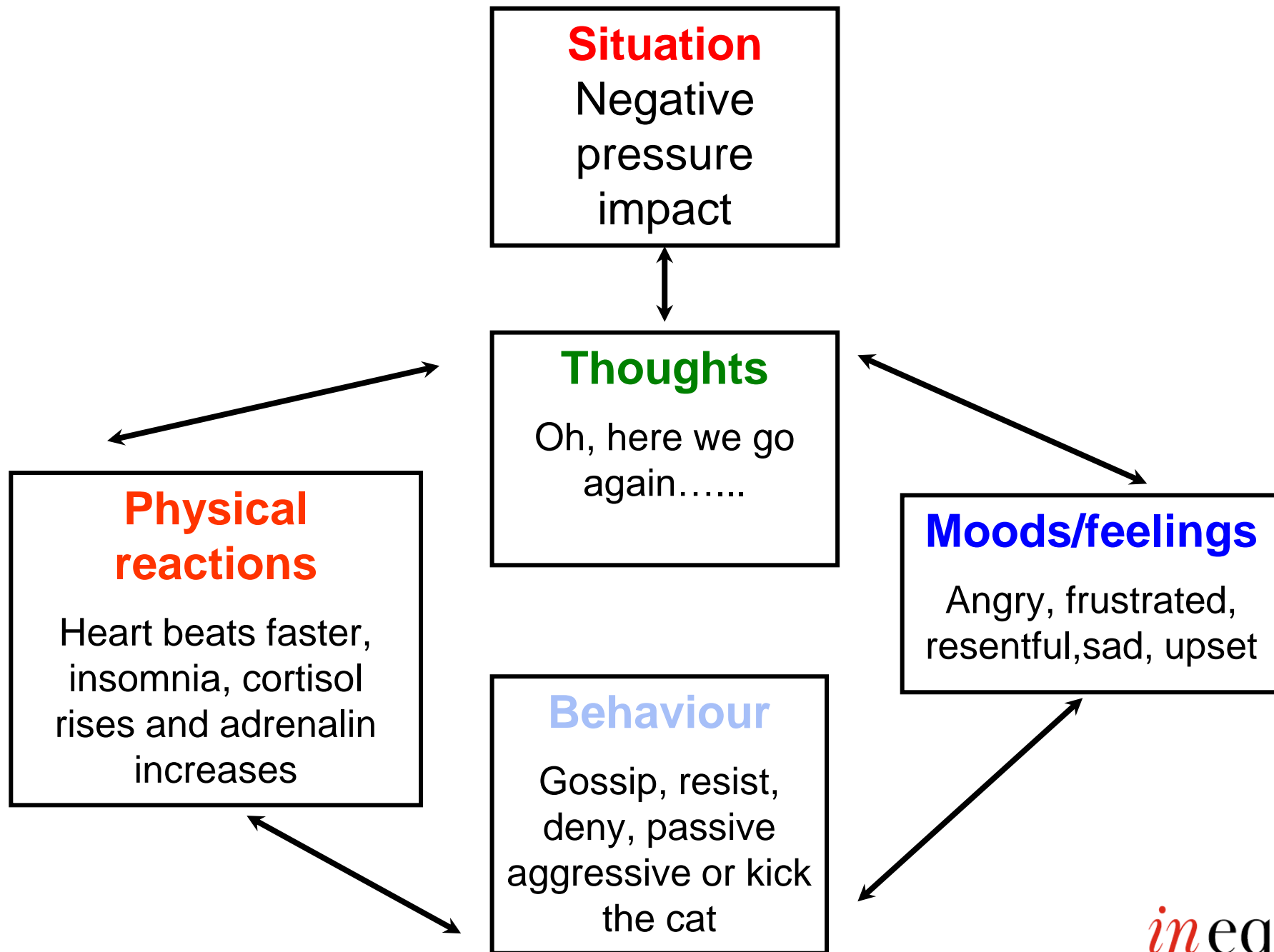
Attitudes

Personal Values

Basic human  
emotional needs

What we don't see – the  
things that create all our  
behaviours



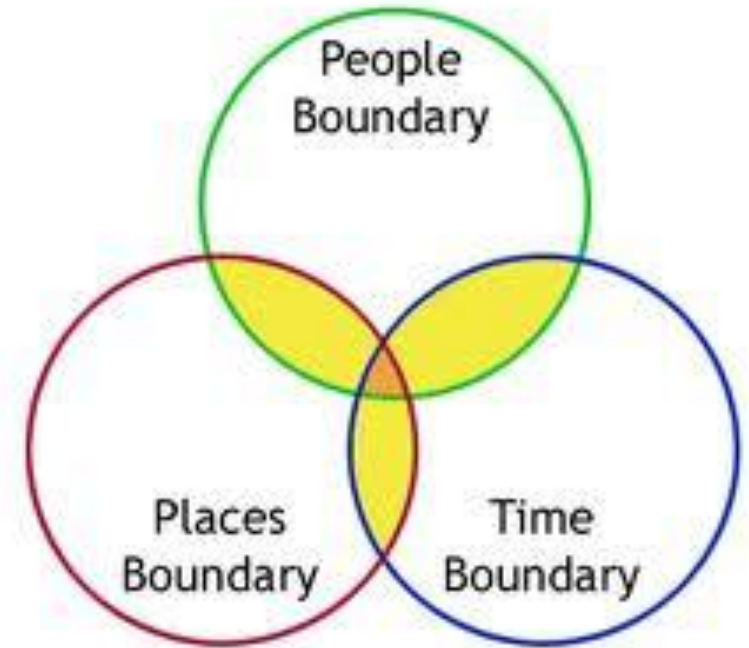


# Resilience and Boundaries

- Boundaries are the building blocks of resilience
- They enhance relationships
- They allow us to not be over responsible for others
- Professional and personal boundaries are different

Boundaries are the limits you set for your physical, emotional and social space.

- Being okay saying no
- Taking time to yourself
- Not being over-responsible for others
- Being able to say yes to what you want





# Examples of Boundaries

## **Workplace boundaries**

- Leaving work on time most of the time
- Being okay not answering emails in your own time
- Firm + fair boundaries around discussions and responsibilities
- Taking a lunch break

## **Personal boundaries**

- Asking others to help with tasks
- Fidelity
- Leisure time
- Household budget
- Eating well
- Communication impacts

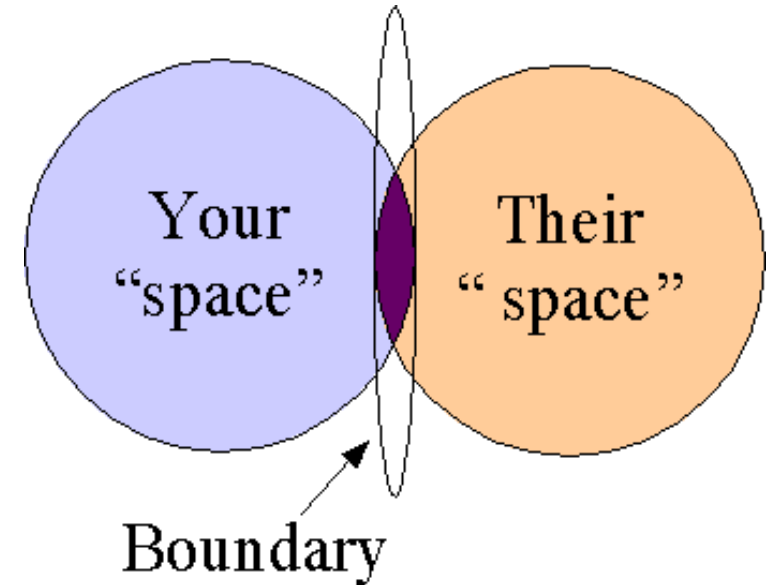
# Let's examine your own boundaries

Where are your boundaries weak?

Where would you like to place a boundary?

How will you place that boundary?

When will you do it?



# Effective Relationships

- Reaching in – Reaching out.

## **Exercise:**

- Social Interacting Network Profile.

“We make a living by what we get,  
We make a life by what we give” W. A Nance

# Maintaining a Resilient lifestyle

**Set aside a few moments each day for a resilience exercise**

**Consider these questions:**

- Have I truly listened during the past day and attempted to understand the viewpoint of others?
- How have I related to others? Have I practised empathy and respect?
- How have I responded to stress, mistakes and setbacks? If I am not happy with my response, what will I do differently next time?
- In what areas did I do well? How do I maintain or reproduce these positive behaviours tomorrow?

# Resources

Please visit our website to access a variety of resources relating to resilience and wellbeing in the workplace:

<https://www.in-equilibrium.co.uk/resilience-resources/>

<https://www.in-equilibrium.co.uk/wellbeing-at-work-resource-overview-page/>

This blog article is about small steps to build personal resilience:

<https://www.in-equilibrium.co.uk/microsteps-to-resilience/>



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