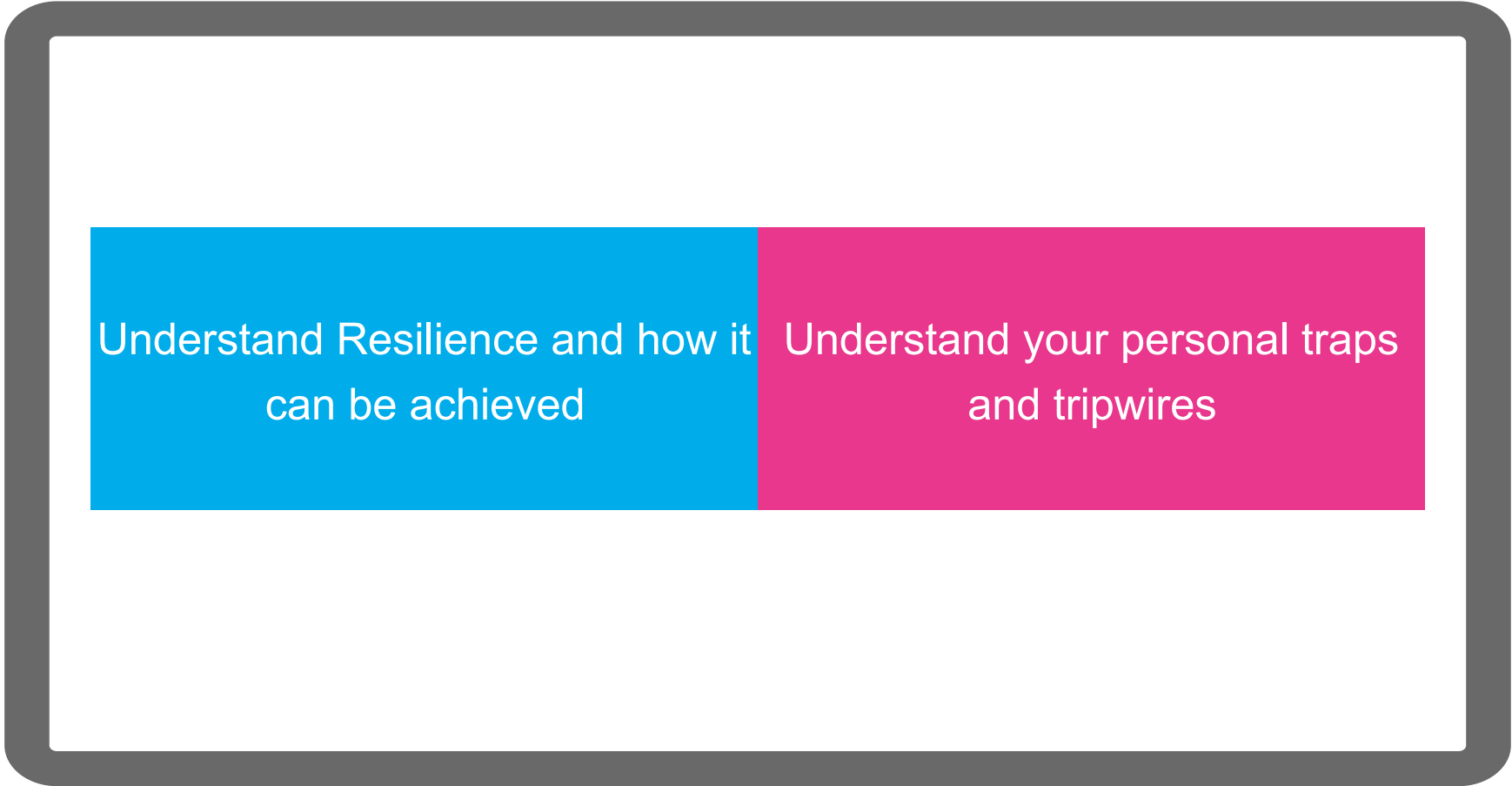


# **Developing Resilience**

**ELM Module : Developing People**



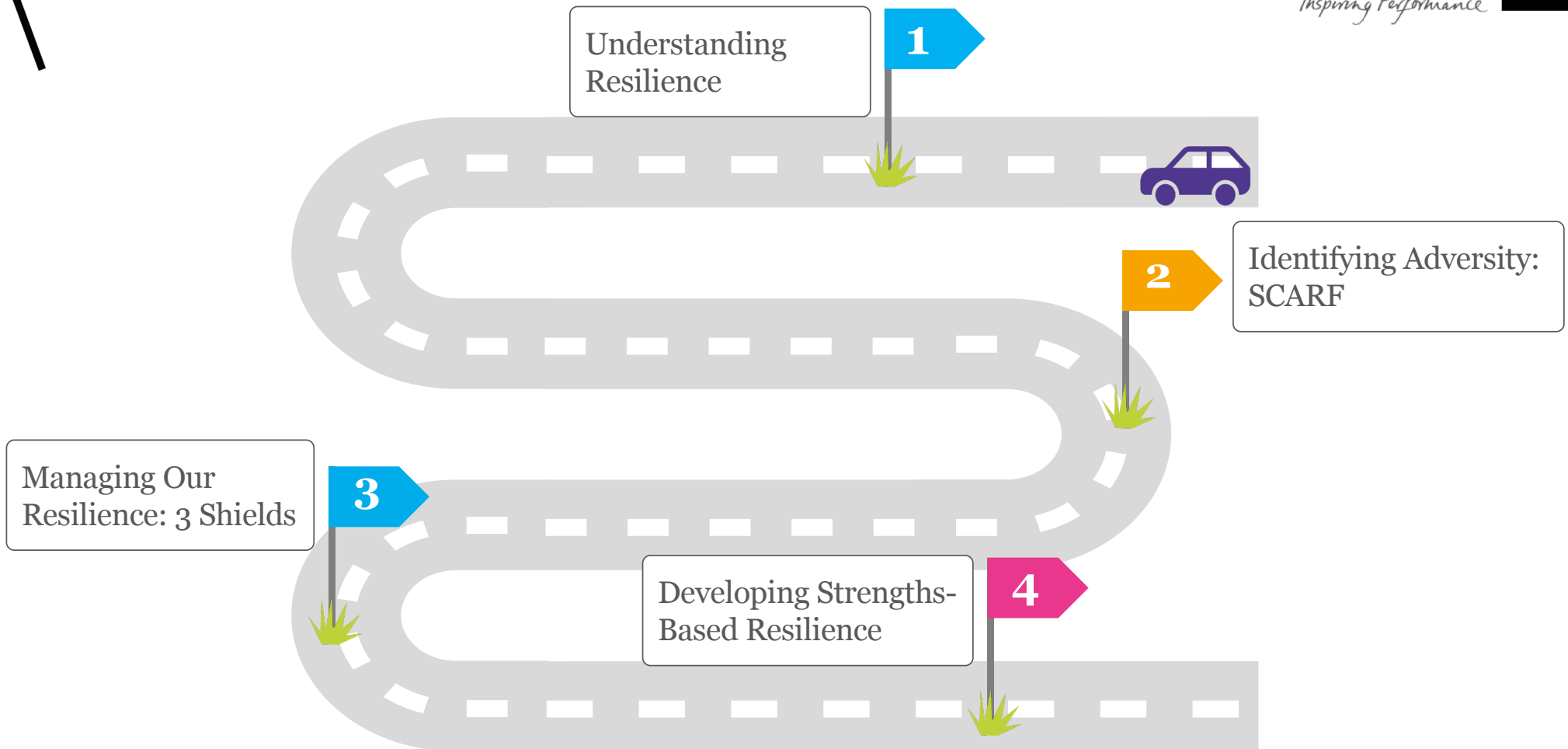
## Learning outcomes



Understand Resilience and how it  
can be achieved

Understand your personal traps  
and tripwires

# Session roadmap



# Understanding Resilience



# Developing Resilience: **What is Resilience?**



Breakout (Jamboard?): PLACEHOLDER / EXPLANATION

Quick exercise to build some engagement/interaction

## Questions to answer:

What does resilience mean to you?

Why do you think it is important/do you think it is important?

What situations call for resilience: at work? Outside of work?

How resilient do you think you are right now 1 = not at all, 5 = extremely?

# Developing Resilience: What is Resilience?

Resilience:

“the strength and speed of our response to adversity”

“the process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress”

“the capacity to recover quickly from difficulties; toughness.”

It's much more than just “bouncing back” – it's about learning, growing and thus being able to “bounce forward”

# Identifying Adversity: SCARF

# Developing Resilience: **Identifying Adversity** akenham *Inspiring Performance*

## An example...

Jo's resilience is being tested and is depleting right now: What might be causing this to happen?

e.g. She's got a very heavy workload at the moment

What else could be causing her resilience to be eroded, tested, depleted?

**Adversity stems from external events AND our response to these events –  
how they make us feel.**

**THE REALITY AND HOW WE INTERPRET THIS REALITY IS KEY**



## Understanding how we are feeling is key:

- S - Status: Drop in self-worth, exposed, vulnerable
- C - Certainty: Uncertain and anxious
- A - Autonomy: Out of control
- R - Relatedness: Isolated
- F – Fairness: Things are not fair

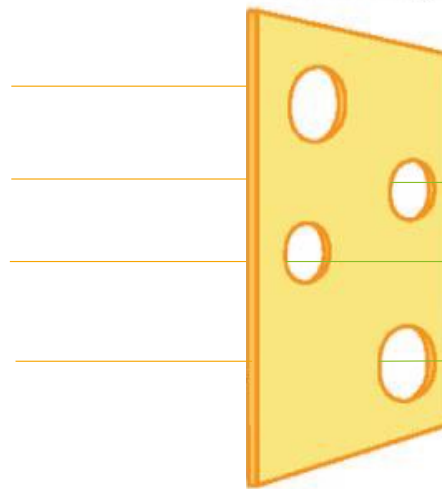
# Managing Our Resilience: 3 Shields

# Developing Resilience: 3 Shields

## Adversity

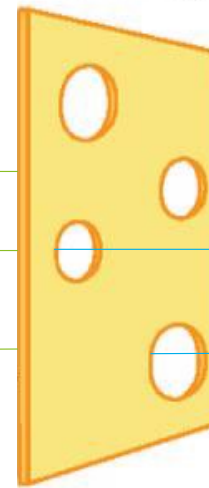
- Loss of self-worth
- Uncertain and anxious
- Out of control
- Isolated
- Things are not fair

## Managing Adversity



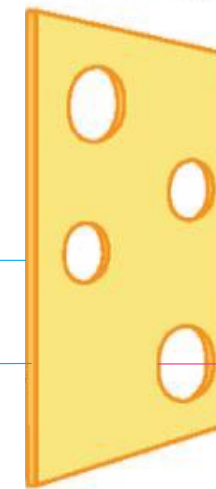
Manage stakeholders  
Manage expectations  
Manage workload

## Managing Self



Self-care / self-  
management

## Managing Strain



Counter-measures

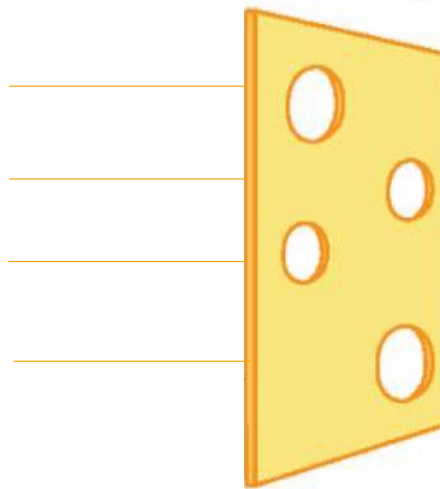


# Developing Resilience: **Shield 1**

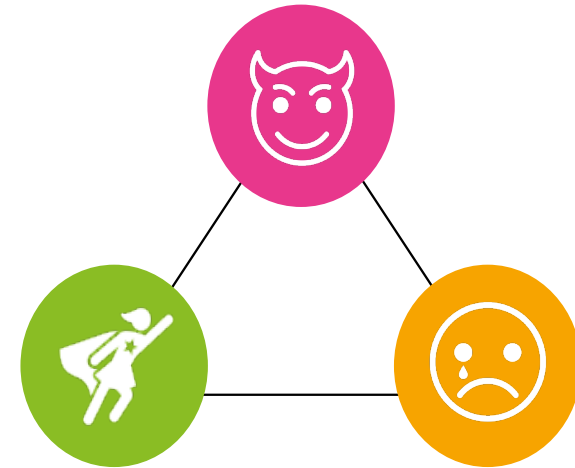
## Adversity

- Loss of self-worth
- Uncertain and anxious
- Out of control
- Isolated
- Things are not fair

## Managing Adversity



Manage stakeholders  
Manage expectations  
Manage workload



# Developing Strengths-Based Resilience

# Developing Resilience: Strengths > Capes

## Strength we use:



1. Time Efficient



2. Doing things right



3. Accountable



4. Manage relationships



5. Creative problem solving



## Capes we wear:



1. Hurry Up



2. Be perfect



3. Be strong



4. Please people



5. Try harder

# Developing Resilience: Better Outcomes

## Strengths we use:



1. Time Efficient
2. Doing things right
3. Accountable
4. Manage relationships
5. Creative problem solving

Effort v  
Reward

**"Back Up"**

**Planning**

**Detail**

**Problem**

**Drama**

## Capes we wear:



1. Hurry Up



2. Be perfect



3. Be strong



4. Please people



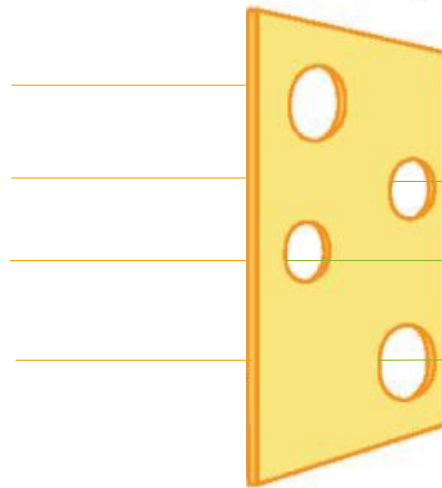
5. Try harder

# Developing Resilience: Shields 2 & 3

## Adversity

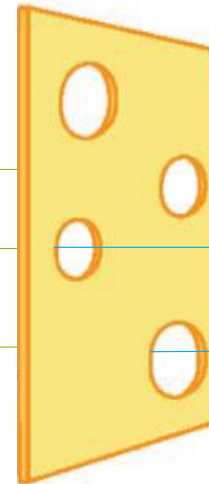
- Loss of self-worth
- Uncertain and anxious
- Out of control
- Isolated
- Things are not fair

## Managing Adversity



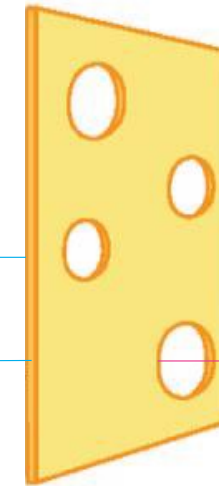
Manage stakeholders  
Manage expectations  
Manage workload

## Shield 2 Managing Self



Self-care / self-  
management

## Managing strain



Counter-measures



# Developing Resilience: **Supporting Shields** 2 & 3

- In chat, generate some ideas as to how we can support our shields:

Sleep

Hydration

Meditation

Using Your  
Network

Cognitive  
Flexibility

**Shield 2**

**Shield 3**

Exercise

Diet

Socialising

Getting  
Support

Realistic  
Optimism

**Look After Your SHED!**



## Developing Resilience: **Supporting Shield 3**



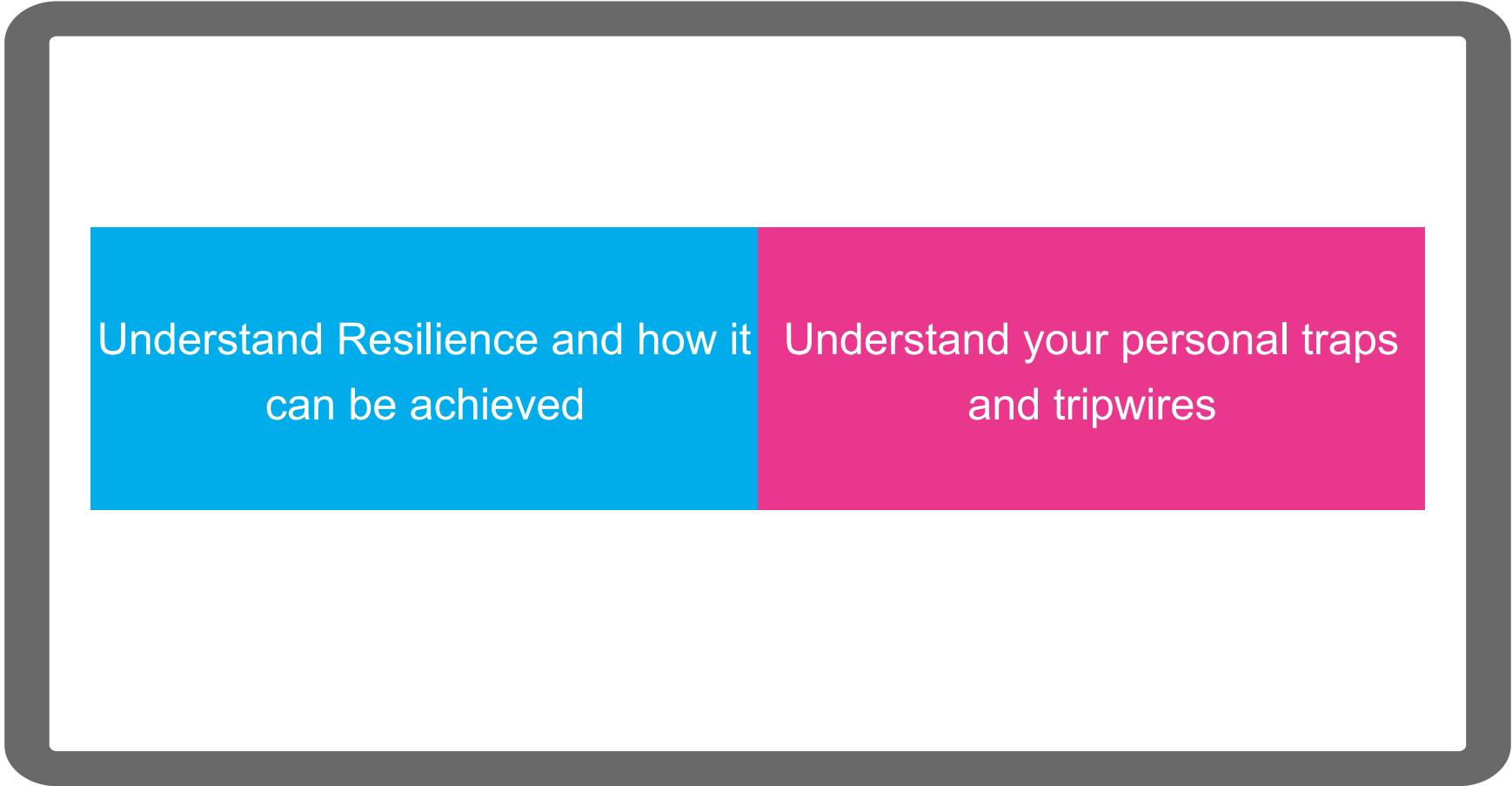
**Signpost ISG Resources to support shield 3**

Keep this slide up to date with most recent advances in this area

# Wrap Up



## Learning outcomes



Understand Resilience and how it  
can be achieved

Understand your personal traps  
and tripwires

# Developing Resilience: Key points



Resilience can be developed through managing our response to, and framing of, adverse situations



Use the 3 Shields Model / SCARF to “bounce forward” not just “bounce back”



Employ Resilient Thinking to protect and develop your resilience



Use your strengths and your network to further bolster your resilience

# Developing Resilience: **Action planning**



Recognise situations that could threaten the resilience of you or your team members



Apply SCARF to you and your team members: identify the potential effects of adversity



Deploy the 3 Shields to mitigate the impact on your resilience and that of your team members